



G.275/WSSR- 102021 /2020-21

**WORK STUDY TO REVIEW
THE STAFF STRENGTHAT
SSE/YARD & TD SHOP
LOCO WORKS/PERAMBUR
EXTRA DIVISION**

SOUTHERN RAILWAY

PLANNING BRANCH

G.275/WSSR- 102021/2020-21

WORK STUDY TO REVIEW
THE STAFF STRENGTH AT
SSE/YARD & TD SHOP
LOCO WORKS/PERAMBUR
EXTRA DIVISION

STUDIED BY
WORK STUDY TEAM
OF
PLANNING BRANCH

NOVEMBER 2020

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(i)

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ACKNOWLEDGEMENT

The Work Study Team gratefully acknowledges the valuable assistance given by CWM/LW/PER, Dy. CME/LW/PER, WM/LW/PER (Coordinating Officer), SSE/Yard & TD Shop/LW/PER (Coordinating Supervisor), Other Supervisors and staff for the co-operation in completing this study.

(ii) **AUTHORITY**

Annual Programme of work studies for the year 2020-21

(iii) **TERMS OF REFERENCE**

Work study to review the staff strength at SSE/Yard & TD Shop/LW/PER

(iv) **METHODOLOGY**

The following methodology has been adopted while conducting the Study:

1. Collection of data.
2. Observation of present system of working.
3. Interaction with Officers, Supervisors and staff of SSE/Yard & TD Shop
4. Analyses of data collected and assessed the manpower requirement
5. The staff requirement is arrived based on the total man hours discharged

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SUMMARY OF RECOMMENDATIONS

The following vacant posts are recommended for surrender in SSE/Yard & TD Shop /LW/PER.

Category	G.Pay	Sanction	Actual	Requirement	Surplus
Recommendation 1					
Shunting Master Gr. II	Rs. 2400	3	1	1	2
Points man 'A'	Rs. 1900	23	9	17	6
Points man 'B'	Rs. 1800	1	0	0	1
Recommendation 2					
Technician Gr. I	Rs. 2800	18	10	13	5
Recommendation 3					
SSE	Rs. 4600	3	1	2	1
Recommendation 4					
Helper	Rs. 1800	140	36	118	22
The Total No. of posts recommended for surrendered in SSE/Yard & TD Shop/LW/PER					37

(Total 37 posts)

CHAPTER – I

1.0 INTRODUCTION

- 1.1 The Perambur Loco Workshop is the oldest Mechanical Workshop in the Southern Railway system which was established by the erstwhile Madras Railway Company in the year 1856 almost simultaneously with the opening of their first line from Royapuram to Walajah Road. This workshop was established for the combined activity of overhauling steam locomotive, carriage and wagons up to 1932 & this was the Central Workshop for the maintenance of rolling stock.
- 1.2 Due to the increase in the fleet strength of locomotives, coaches and wagons and separate Loco works was carved out in its present location in the year 1932 exclusively for overhauling Steam Locomotives and Travelling Steam Cranes of Madras and Mahratta Railways. In those days of steam traction, this workshop became a premier workshop among the Indian Railway Workshops overhauling steam locomotives.
- 1.3 The Exit of Steam Locomotives in the year 1983 was the most difficult year for all the Steam Loco lovers of this Workshop. The workshop had to be diverted to various new activities. The employees were sent to different workshops and divisions for getting trained in POH of AC Locomotives and Coaches.

It was a period of turbulence for the staff and the supervisors who had to absorb the new technologies late in their middle age. Loco Works started taking coaches for heavy corrosion works in the Erecting shop in addition to undertaking POH of coaches also. Simultaneously the erstwhile boiler shop was modified to take over POH of AC Locos. The POH of diesel shunters was also started and thus there was a radical transformation from "210 psi to 25 KV" and "boilers to power packs". This has been made possible by the skill commitment and dedication shown by the staff, supervisors and the officers.

- 1.4 Consequent upon the phasing out of steam locomotives in the early 80's, this workshop was chosen for undertaking POH of Electric Locomotives and Diesel Hydraulic locomotives (Shunters) and heavy corrosion repair cum POH of coaches. A small beginning was made by undertaking totally 8 (Eight) coaches for POH in the year 1981-82. POH of two Diesel locomotives and POH of 5 Electric locomotives were done in the year 1985-86 by re-deploying and retraining staff engaged in Steam loco POH.
- 1.5 With the rapid technological changes taking place over Indian Railways, the Loco Works also adapted itself to the changing requirements. Today this has blossomed into an ISO 9001: 2000 (QMS), ISO 14001:2004 (EMS) & ISO 18000 (Safety, Health and Environment standard) workshop. This is one of the composite workshops undertaking POH of Electric Locos, Diesel Shunting Locos, Coaches, Diesel Electric Multiple Units and Self-Propelled ARTs. This workshop has also carved a niche for itself by successfully manufacturing ICF and EMU bogies and Elastic Rail Clips. The role played by Loco Works in production of bio-diesel (pilot plant) is unique. 2007-2008 was platinum jubilee for Loco Works Perambur.

Some statistical data of Loco Works/PER.

Loco Works Built	1932
Total Area	2,16,833 Sq. m
Covered area	64,490 Sq. m
Rail track length within the workshop	10 km
Coaches overhauled from 1981 to October 2012	10,473
POH of AC Loco from 1985 to October 2012	1163
Elastic Rail Clips manufactured from 2003 to October 2012	43,19,298
ICF Bogies manufactured from 1992 to October 2012	2451
EMU (AC/DC) Bogies manufactured from 2003 to October 2012	361
DPC overhauled from 1999 to October 2012	193
Dsl. Shunting Locos overhauled from 1985 to October 2012	275
SPARTS overhauled from 2003 to October 2012	14
Bio-diesel produced from 2004 to October 2012	2,73,420 Ltrs.
ISO 9002 Certification for the entire workshop	December 1998

Certification of ISO 9000:2000 version	March 2002
ISO 14001:2004 Certification (EMS)	November 2007
ISO 18000 (Safety, Health and Environment standard)	March 2009
Fairy Queen Steam Loco revival and entry in the Guinness Record	January 1998
Express Steam Loco revival and exhibition run.	August 2010

1.6 MAJOR ACTIVITIES

In addition to undertaking normal POH of Electric and Diesel hydraulic locos and coaches, the following activities have been progressively added to the POH activities:

- Conversion of power pack from 01 model to 21 model for WDS4 shunters.
- Re-cabling of Electric Locomotives
- Conversion of S-P (Series-Parallel) locomotives into 6 P (parallel) locomotives.
- Provision of Dual brake system on the old vacuum brake Elec. Locomotives.
- Conversion of coaches provided with Vacuum brake system into air brake.
- Refurbishing of Coaches
- POH and special repairs of Diesel Electric Multiple units.
- Manufacturing of ICF Bogies, AC/DC EMU bogies.
- Manufacture of Elastic Rail Clips (ERC) for Rail Track maintenance.
- Conversion of NGEF Electric to BHEL Electric in DEMU/DPC

1.7 FAIRY QUEEN STEAM LOCOMOTIVE

"Fairy Queen was commissioned in the year 1855 by the East India Railways and was retired in the year 1909. Later on, it was kept as an exhibit at various places from the year 1909 to 1996. It was revived by Loco Works during December 1999 by completely stripping and attending to repairs including re-axling the driving axle and has found a place in Guinness Book of Records.

1.8 EXPRESS STEAM LOCOMOTIVE

This Express Stream Locomotive made its maiden journey in 1855 on the 121-mile line between Howrah and Raneegunge. This Loco was built by Kitson

Thomson and Hewitson Leeds of United Kingdom. This Locomotive was used in the erstwhile East Indian Railway till 1909. After 101 years, the locomotive came back to run life during a heritage run between Chennai Central and Avadi on 15.08.2010 with great efforts of LW/PER. This is the very oldest running locomotive in the world.

- 1.9 This study confined with the staff of SSE/Yard & TD shop/LW/PER. The requirement and rightsizing of man power is critically examined through requirement on Need Basis

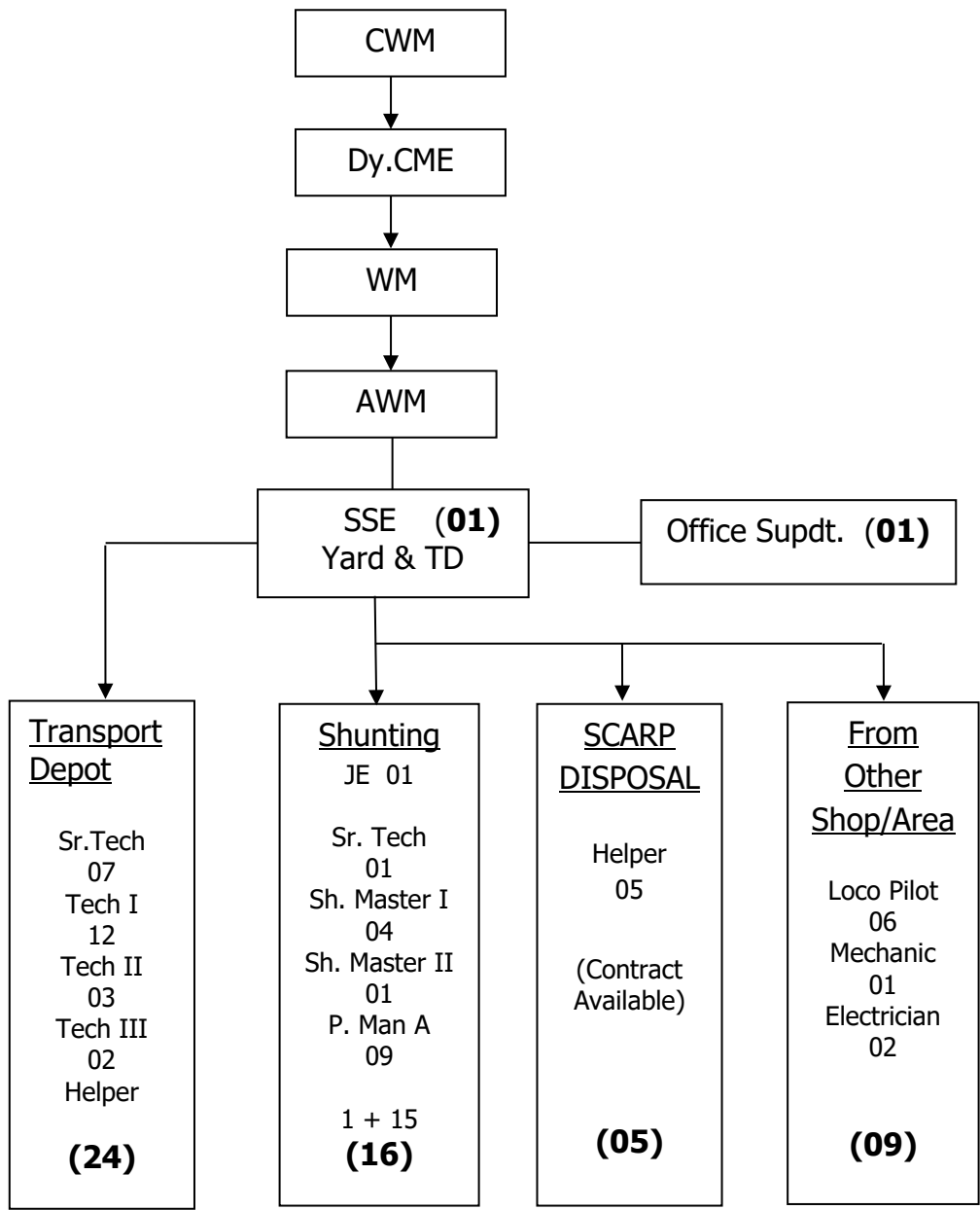
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CHAPTER – II**2.0 PRESENT SCENARIO**

2.1 The Sanction, Actual, Vacancy and Excess Statement of SSE/Yard & TD/LW/PER, as on 01.09.2020 **(Annexure I)**

S. No	Category	G.Pay (Rs)	Yard & TD			
			Sanction	Actual	Vacant	Excess
1	SSE	4600	3	0	3	-
2	JE	4200	1	1	0	-
3	Sr.Tech	4200	9	7	2	-
4	Tech-I	2800	18	10	8	-
5	Tech-II	2400	3	5	-	2
6	Tech-III	1900	0	2	-	2
7	Helper	1800	140	36	104	-
Total			174	61	117	4
			Miscellaneous Yard (Shunting)			
8	Shunting Master I	4200	5	4	1	-
9	Shunting Master II	2400	3	1	2	-
10	Points Man A	1900	23	9	14	-
11	Points Man B	1800	1	0	1	-
Total			32	14	18	-
Over all Yard & TD Strength						
Yard & TD			174	61	117	4
Miscellaneous Yard (Shunting)			32	14	18	-
Total			206	75	135	4

2.2 Organization Chart of SSE/Yard & TD Shop/LW/PER



2.2.1 Yard & Transport Shop consists of 3 sections, namely

- ❖ Shunting Section
 - Shunting of incoming and outgoing POH coaches, Locos and TCs/DPCs of DEMU.
- ❖ Transport Department
 - Repair attention & Maintenance of all type vehicles used in LW/PER.
- ❖ Yard Section
 - Cleaning and disposal of scraps accumulated in shops.

2.2.2 Shunting Section:

Shunting coaches, TCs /DPCs and Locos from Villivakkam Yard to inside Workshop for POH attention likewise Shunting coaches, TCs /DPCs and Locos from workshop after POH attention to Villivakkam Yard. There are 21 staff were working (Points Man – 9, Shunting Master – 5, other shops staff – 1 and Loco Pilot / Shunter – 6). The Shunting staff work combined for CW, WR shop, LW and GSD/PER. There are 3 Shunting Locos available (The 6 Loco Pilot / Shunting staff comes under the control of Chennai division)

There are 5 gangs in existence. Out of which 3 gangs are utilized for CR shop, WR shop and LW / PER. The 4th & 5th gangs are utilized as pilot gangs. Since the work goes on simultaneously at various locations, the four gangs are essential. Even though the activities of shunting staff inside the work shop governed by the factory Act the work of shunting operations cannot be compared with that of the Open line yard.

Statistical view on Shunting (Incoming & Out going) Movements						
Category	2018-19		2019-20		2020-21	
	Target	Achieved	Target	Achieved	Target	Achieved (upto Aug'20)
Coaches	580	580	600	579+(1 OR)	600	90
DTC/TC	106	106	91	91	39	12
DEMU	43	41+(1 OR)	42	54	74	06
AC LOCO	65	65	74	72	70	08

2.2.3 Transport Section (20 vehicles operated for transportation purpose)

- Collection of materials from other Workshops by Lorries such as Carriage, TPJ, AJJ, GOC, LGD, UBL, SBC & ED.
- Material handling within the shops by Forklifts and Ape truck
- Staff car for Officers use.

Description	Quantity	Remarks	
Staff cars	1	-	Available Drivers 24 Mechanic 1 Electrician 2
Lorries 10 T	2	-	
Lorries 5 T	2	-	
Fork Lift (Voltas)	5	-	
Ape Truck	5	2 Out of 5 is under repair	
JCB	1	-	
Tractor	4	-	
Mobile Crane	2	-	
GRAND TOTAL	22	Running condition 20 Under repair 2	

At present 27 staff are working in Transport Department in LW/PER, Vehicle Drivers (24), Vehicle Mechanic (01) and Vehicle Electrician (02) (The vehicle Mechanic and the Electrician comes under the control of CWM/CW/PER)

2.2.4 Yard (Scrap collection and disposal)

The main activity of Yard Shop is Cleaning, Scrap segregation, collection & disposal. At present 2 Helpers are utilized in this yard section for the scrap disposal. Contract agency is taking care of scrap disposal. Two Helpers were nominated to co-ordinate with the contract in view of cleaning, segregation and the collection mainly in the process of disposal.

2.2.5 Helpers: There was no separate sanction for Helpers working in Yard shop. The sanction of Helpers from other shops is being operated at Yard shop in a centralized manner. Whenever Helpers are recruited for LW/PER, they will initially work at Yard shop. The seniors will be sent to various shops according to the requirement and they will get their further promotion in the respective shops. Hence, the strength of this shop will vary depends upon recruitment or deployment to shops. At present 36 Helpers available in LW/PER

2.2.6 Shop wise availability of Helpers in LW/PER

AC Loco (3)	CR (7)	GW (1)	M&PR (2)	WT (3)
AC Loco/Re-cab (1)	Canteen (6)	HQ (1)	NPB (1)	Yard & TD (6)
Computer Cell (2)	Diesel (1)	LTC (1)	PB (1)	Total (36)

2.2.7 Ferrous Scrap Disposal Details (by Contract Staff) in Metric Tons

Annual Target (2500 Metric Tons)		Annual Target (2500 Metric Tons)	
Apr' 19	215.245	Apr' 20	(Corona Lock Down)0
May' 19	636.065	May' 20	(Corona Lock Down)0
Jun' 19	667.864	Jun' 20	81.410
Jul' 19	625.494	Jul' 20	170.965
Aug' 19	383.091	Aug' 20	221.645
Sep' 19	334.061	Sep' 20	-
Oct' 19	399.640	Oct' 20	-
Nov' 19	448.966	Nov' 20	-
Dec' 19	375.995	Dec' 20	-
Jan' 20	440.350	Jan' 21	-
Feb' 20	584.975	Feb' 21	-
Mar' 20	342.370	Mar' 21	-
Total	5454.116	Total	474.020

2.3 General Duty Hours:

07.00 – 11.30 hrs. (I Half)

11.30 – 12.30 hrs. (Lunch time)

12.30 – 16.30 hrs. (II half)

2.4 Out-sourcing activity

S.No	Description	Contractor	Quantity/Year
1	Collection, Segregation & disposal of ferrous scrap	M/S Parveen Roadways	3000 metric Ton
2	Collection, Segregation & disposal of Zero value scrap		2500 metric Ton

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CHAPTER – III

3.0 CRITICAL ANALYSIS

3.1 The actual staff strength of SSE/Yard & TD unit is 40 including 2 supervisory Staff against the sanction strength of 66 (Excluding the Helpers). According to the nature of work & Work load the man power is being calculated on Need Basis

3.2 Shunting section of Yard and Transport shop

There are 14 staff are working in shunting section. 09 Points man and 05 Shunting Master against the sanction strength of 32, (Excluding 06 Loco Pilots / Shunters and 01 other staff from CR shop) These Shunting staff work combined for CW, LW and GSD/PER.

It is observed that there were 3 Shunting Locos available and the present practice of 5 gangs (3 gangs for CR shop, WR shop, LW and GSD/PER, 2 gangs as pilot gang) instead the study team recommends, 4 gangs (3 gangs for CR shop, WR shop, LW and GSD/PER, 1 gangs as pilot gang) Since the work goes on simultaneously at various locations, the fourth gang is essential. Even though the activity of shunting staff inside the work shop are governed by factory Act, this cannot be compared with that of shunting operations in the open line yard activity and hence five shunting staff per gang is allowed on need Basis.

The Shunting Gang consists of 5 staff (One shunting Master with four Points man)	
Engine Signaling	01
Coupling	01
Caution	01
Points man	01
Crossing along with flag	01

Man Power Calculation on Need basis

One Shunting Gang consists of 5 Staff

Hence man power required for 4 gangs (4 x 5) = 20

LR 12.5% (20X12.5÷100=2.5) Say 3

(20+3) = 23

Required Man Power for Shunting Section 23

Sanction Vs Requirement

Sanction	Actual	Requirement	Surplus
32	14	23	9

Recommendation 1

The following Vacant posts are found excess to the requirement and the same may be surrendered and credited to the vacancy bank

Shunting Master Gr. II	Grade Pay Rs.2400	02
Points man 'A'	Grade Pay Rs.1900	06
Points man 'B'	Grade Pay Rs.1800	01

(Total – 09 posts)

3.3 Transport Section of Yard and Transport shop

There are 24 drivers actually available in the transport section.

07 Sr. Tech

12 Tech-I

03 Tech-II

02 Tech-III (Total-24) against the sanction strength of 31.
(excluding one Mechanic and two Electricians from RT/CW/PER) There are 22
Vehicles available out of which 2 are under repair.

Man Power Calculation on Need basis

One Driver Vehicle (considering all 22 vehicles are running)

Hence man power required for 22 Vehicle = 22 Drivers

LR 12.5% ($22 \times 12.5 \div 100 = 2.75$) Say 3

Required Man Power for Transport Section 25 Drivers

Sanction Vs Requirement

Sanction	Actual	Requirement	Surplus
30	24	25	5

Recommendation 2

Technician Gr. I-TD Driver	Grade Pay Rs.2800	05
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(Total – 05 posts)

3.4 Supervisors in Yard and Transport shop

Designation	BOS as on 01.09.2020			Present Actual in Yard & TD
	Sanction	Actual	Vacancy	
SSE	3	0	3	1
JE	1	1	0	1
Total	4	1	3	2

The JE is manning the shunting section, and the SSE is over all in-charge for this Yard and TD shop and also manning the transport section. In view of this the study team feels the necessity of an additional SSE exclusively for transport section (considering the work load)

Supervisory requirement on Need basis

SSE overall in-charge	01
SSE for transport section	01
JE for shunting section	01
Supervisory requirement on Need basis is 03	

Sanction Vs Requirement

Designation	Sanction	Actual	Requirement	Surplus
SSE	3	1	2	1
JE	1	1	1	0
Total	4	2	3	1

Recommendation 3

SSE	Grade Pay Rs.4600	1
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(Total – 01 post)

3.5 Helpers:

There was no separate sanction for Helpers working in Yard shop. The sanction of Helpers from other shops is being operated at Yard shop in a centralized manner. Whenever Helpers are recruited for LW/PER, they will initially work at Yard shop. Later the seniors will be sent to various shops according to the requirement and they will get their further promotion in the respective shops. Hence, the strength of this shop will vary depends upon recruitment or deployment to shops.

As per the latest BOS dated 01.09.2020

Sanction	140	Actual	36	Vacant	104
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2.2.6 Shop wise availability of Helpers in LW/PER

AC Loco (3)	CR (7)	GW (1)	M&PR (2)	WT (3)
AC Loco/Re-cab (1)	Canteen (6)	HQ (1)	NPB (1)	Yard & TD (6)
Computer Cell (2)	Diesel (1)	LTC (1)	PB (1)	Total (36)

As per RBE 48/2020, letter No E(MPP)2018/1/1 dated 02.07.2020 Para 1(C) "Surrendering 50% of existing vacancies, in other than safety category" vide above, out of 104 vacant posts, 52 posts are to be surrendered. However, considering the future workload and new activities 30 posts are allowed. Therefore, the total requirement of Helpers will be 118 (36+52+30). The remaining 22 posts can be surrendered to the vacancy bank.

(Annexure II)

Recommendation 4

The number of posts recommended for surrendered in the Helper in grade Pay Rs. 1800 is 26.

(Total – 22 posts)

SUMMARY OF RECOMMENDATIONS

The following vacant post are recommended for surrender in SSE/Yard & TD Shop /LW/PER.

Category	G.Pay	Sanction	Actual	Requirement	Surplus
Recommendation 1					
Shunting Master Gr. II	Rs. 2400	3	1	1	2
Points man 'A'	Rs. 1900	23	9	17	6
Points man 'B'	Rs. 1800	1	0	0	1
Recommendation 2					
Technician Gr. I	Rs. 2800	18	10	13	5
Recommendation 3					
SSE	Rs. 4600	3	1	2	1
Recommendation 4					
Helper	Rs. 1800	140	36	118	22
The Total No. of posts recommended for surrendered in SSE/Yard & TD Shop/LW/PER					37

(Total 37 posts)

CHAPTER – IV**4.0 PLANNING BRANCH'S REMARKS ON CO-ORDINATING OFFICER'S VIEWS:**

- 4.1 The Extra Division has furnished the views on draft work study report vide WM/D/LW/PER's letter dated 28.10.2020.

4.2 Co-Ordinating Officer's Views:

Vide reference no.1 cited above, the draft report of work study conducted at Yard & TD Shop in LW/PER by planning branch, with recommendation to surrender 37 posts as identified as surplus, was forwarded to this office for review.

Vide reference no.2 cited above, this office issued surrender memorandum to surrender 29 Helper posts in the pay scale of 18000 – 56900 VII CPC as part of man power planning to surrender 50% of non-safety vacant posts. This surrender of 29 Helper posts may be adjusted against the surrender work study.

Planning Branch's Remarks:

Agreed.

Co-Ordinating Officer's Views:

The remaining 8 posts as recommended for surrender in work study will be identified during the 1% annual surrender of posts.

Planning Branch's Remarks:

Agreed.

CHAPTER– V**5.0 FINANCIAL SAVINGS**

5.1 If the recommendations made in the study report are implemented, the annual recurring financial savings will be as under:

Category	Grade Pay (Rs)	No. of Posts	Mean Pay (Rs)	Annual Savings (Rs)
SSE	4600	1	1,09,571	13,14,846
Technician Gr. I	2800	5	71,078	42,64,650
Shunting Master Gr. II	2400	2	62,361	14,96,664
Points man 'A'	1900	6	48,614	35,00,172
Points man 'B'	1800	1	43,817	5,25,796
Helper	1800	22	43,817	1,15,67,688
Total		37		2,26,69,816

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Annexure - I

File No.SR-LW0PERS(MPP)/3/2020-O/o CH.OS/IC/PB/LW/PER

दक्षिण रेलवे
SOUTHERN RAILWAY

Office of the
Chief Workshop Manager
Locoworks/PER
Chennai-23

सं./No.SR-LW0PERS(MPP)/3/2020

दिनांक/Date - 21.09.2020

SDGM/SR
(Kind attn.: Dy.CPLO)

Sub: Work study to review the staff strength at Yard & TD Shop - LW/PER.

Ref: 1. SDGM/SR letter no.G.275/WSSR-122021/2020-21 dt.15.07.20.
2. This office letter no.LW/135/Work Study dated 16.07.2020

Further to office letter cited above and telephonic conversation with CPLI/MAS, the updated details of Staff strength of Sanction, Actual, Vacancy, and Excess (S.A.V.E.) as on 01.09.2020 pertaining to the Yard & TD shop - LW/PER is sent herewith.

Encl.: As above.

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(जी. बालासुब्रमण्य/G. Balasubramanian)

सहायक कार्मिक अधिकारी

APO/C&LW/PER

कृते मुख्य कर्म.प्र./लो.व./पेर.

For CWM/LW/PER

File No.SR-LW0PERS(MPP)/3/2020-O/o CH.OS/IC/PB/LW/PER

San, Act & Vac position of LW/PER as on 01.09.2020																																	
SSE			JE			Sup.Total			Sr. Tech			Tech Gr.I			Tech Gr.II			Tech Gr.III			Artisan Total			Group-D			TOTAL(Sup+Art+Gr.D)						
GP →	4600			4200			0			Total			4200			2800			2400			1900						1800					
Shops	San	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	Sa	Ac	Va	San	Act	Vac
YARD & TD	3	0	3	1	1	0	4	1	3	9	7	2	18	10	8	3	5	-2	0	2	-2	30	24	6	140	36	104	174	61	113			
Misc. Yard	0	0	0	5	4	1	5	4	1	0	0	0	0	0	0	3	1	2	23	9	14	26	10	16	1	0	1	32	14	18			
total	3	0	3	6	5	1	9	5	4	9	7	2	18	10	8	6	6	0	23	11	12	56	34	22	171	36	105	206	75	131			

Balasubramanian G
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Balasubramanian G
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कृते मुख्य कर्म.प्र./लो.व./पेर.
For CWM/LW/PER

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SUBRAMANIAN
Date: Mon Sep 21 14:10:52 IST
2020
Reason: Approved

Annexure – II**CO-ORDINATING OFFICER's VIEWS**

File No.SR-LW0MECH(ACTV)/1/2020-O/o DYCPLO/PLG/HQ/SR

SOUTHERN RAILWAYOffice of the
Chief Workshop Manager,
Loco Works/Perambur,
Chennai 600 023.

Date:28/10/2020

Dy.CPLO/MAS**Sub: Work study to review the staff at Yard & TD Shop/LW/PER –reg.**

Ref: 1) Your office Lt.no No.G.275/WSSR-102021/2020-21 dated 22/09/2020 and 22/10/2020.
2) Surrender Memorandum No.SR-HQ0MECH/158/2020 dated 22/07/2020.

Vide reference no.1 cited above, the draft report of work study conducted at Yard&TD Shop in LW/PER by planning branch, with the recommendation to surrender 37 posts as indentified as surplus, was forwarded to this office for review.

Vide reference no.2 cited above, this office issued surrender memorandum to surrender 29 Helpers posts in the pay scale of 18000-56900 VII CPC as part of man power planning to surrender 50 % of non-safety vacant posts. This surrender of 29 Helper posts may be adjusted against the surrender work study.

The remaining 8 posts as recommended for surrender in work study will be identified during 1% annual surrender of posts.

This has the approval of CWM/LW/PER.

A P TIRUNAAGA
SENTILKUMAR

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TIRUNAAGA SENTILKUMAR
Date: 2020.10.28 15:10:30
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(A.P.Tirunaaga Sentilkumar)
WM/D/LW/PER

Copy to:

- APO/LW/PER – for information.
- CWM/LW/PER – for kind information.

Annexure - III

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

RBE No. 48/2020

No. E(MPP)2018/1/1

Dated. 02/07/2020

**The General Managers,
All Indian Railways, including Production Units and
Others**

Sub: Review of Policy on creation of posts.

Ref: 1.Board's letter no. E(MPP)2018/1/1 dtd. 04/04/2018 (RBE No. 52/2018)
and E(MPP)2018/1/11 dated 19/12/2018 (RBE No. 198/2018).
2. FC's D.O. no 2015-B-235 dated 19/06/2020 to GMs Indian Railways.

Board (CRB,FC) has approved following in an Action plan for Economic Measure and Rationalization of Expenditure :

- a) Freezing new posts creation except safety, till further orders;
 - b) Reviewing of posts created in last two years and if, recruitment has not been done against these posts, reviewing the same for surrendering; and
 - c) Surrendering 50% of existing vacancies, in other than Safety category.
2. The aforesaid decision of Board is hereby communicated for strict compliance.
3. Instructions regarding review of pending indents(non safety) with RRB is being issued separately.
4. This issues with the concurrence of Finance Directorate of the Ministry of Railways.
5. Please acknowledge receipt.



**(Ajay Jha)
Joint Director (MPP)
Railway Board**

Annexure III

No. E(MPP)2018/1/1

Dated. 02/07/2020

Copy forwarded for information to:

1. PFAs, All Indian Railways and Production Units, DG/RDSO, DG/NAIR, Dir/CTIs.
2. The Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi. (with 40 spares).

[Signature]
01/7/20

For Finance Commissioner/Railways

No. E(MPP)2018/1/1

Dated. 02/07/2020

Copy to:

1. The General Secretary, AIRF, 4 State Entry Road, New Delhi for information with 35 spares.
2. The General Secretary, NFIR, 3 Chelmsford Road, New Delhi for information with 35 spares.
3. The Secretary General, FROA, R.No.256-A, Rail Bhavan, New Delhi for information with 5 spares.
4. The Secretary General, IRPOF, R.No.268, Rail Bhavan, New Delhi for information with 5 spares.
5. All Members, Department Council & Secretary Staff side National Council 13-C, Ferozeshah Road, New Delhi with 90 spares.
6. The General Secretary, AIRPF Association, Room No.256-D, Rail Bhavan, New Delhi with 5 spares.
7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (15 copies).

[Signature]

For Secretary/Railway Board