

## **ACKNOWLEDGEMENT**

The Central Planning Organization takes this opportunity to express hearty thanks to the Sr.DEN/Co-Ord/HYB & other officials and Inspectors of Engineering Department and Sr.DPO/HYB & other officials and staff of Personal department of HYB Division for their valuable guidance and co-operation in extending their support by giving necessary information/statistical data.

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## **METHODOLOGY**

The Work Study department has applied the following techniques for completion of the Work Study.

1. Collection of the details of workload.
2. Interaction with the Officers and Staff.
3. Critical examination of the existing system of working and
4. Assessment of manpower required for the existing work load

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## **SYNOPSIS**

- Subject: Review Of Staff Strength Of Engineering Department Over Hyderabad Division.
- Authority: Annual Programme of Work Studies 2020-21.
- Study No: WSSCR-08/2020-21.
- Reference File No: G.276/2/WSSCR-08/ 2020-21.
- Area of Activity: Engineering Department over Hyderabad Division.
- As per the programme of work studies 2020-21, the Central Planning Organisation of South Central Railway has taken up Work-study on "Review of staff strength of Engineering department over Hyderabad Division".
- **General:** The prime job of engineering department is to keep the wheels on Rail, either in motion or in stable condition. For this purpose, it has to keep on maintaining the track in good fettle from beginning to the end. In addition to this, there are many Service Buildings and residential buildings in the division to cater to the needs of the employees and commuters. Since train services are working round the clock, water and other amenities are to be provided to the passenger so that smooth functioning is maintained. Round the clock water supply is also required for the Railway Hospitals and other service buildings in the division. In this direction engineering organization of HYB division plays a major role in up keep of the same.
- **Yardsticks:** In olden days, when these yardsticks were come into force, all these activities were managed by the depots' staff itself. However, now a days Zonal Contracts are introduced to make easy and procurement of required material to achieve the early performance in a satisfactory level without the help of our labour, as we are under going into these contracts for early achievement along with an intention to save some work force. yardsticks have become outdated and not suggestible to implement in Engineering Organization from the date when the Zonal Contracts for the activities have been introduced.
- **Application of Benchmarking Norms:** Benchmarking is based on dynamic and comparative analysis and is a very useful tool to manage efficient deployment of staff and monitor effects of improvement in working practices, use of new technologies and level of outsourcing. Board in successive meetings has directed all units to achieve average of Indian Railway Benchmark.
- **Jan-2020 IR average and Bench Marking of HYB divn is as follows.**

Organization	MPR of HYB	IR avg MPR	Benchmark MPR
P.Way	1.46	1.35	0.65
Buildings	0.23	0.17	0.03
Bridges	0.09	0.12	0.02
- P.Way and Building organization of Engineering department over HYB division are above IR average, where as the Bridges organisation is below IR average.
- Major changes have taken place in the working system of Engineering department, as several works are being done on zonal contract. Many works have been outsourced. In the P.Way wing & Works wing several works are being outsourced such as track maintenance works.
- **The Work-study team made an analysis on the requirement of staff based on the following parameters.**
  - a) No. of activities under out sourcing in Engineering organization.
  - b) Railway Board Lr. No. E(MPP) 2016/1/59 dated 10/01/2017 stated
    - That carry out zero based review of staff (Para no.3)

- Bring down the Divisions higher than the all India average to the AIBM (All India Benchmarking) level (Para no.5).
  - Outsource the Non-core activities which are not directly related with train operation and safety (Para no.6).
- c) As per Railway board letter no.2011/E&R/2800/Rly.imp.vol VI/ (Corr) dated 09.06.2016 to bring down the manpower ratios for activities which are above the IR average at least to the current IR average.
- d) Recommendation to surrender of posts due to Contract/outourcing activities and posts are lying vacant /redundant.
- e) RB Lr.No.E(MPP)2018/1/1, dated 02.07.2020 – RBE No.48/2020 to surrender of 50% of total non-safety vacancies.
- f) GM advised all PHODs & DRMs through Video Conference on 09 & 10 of July-20 to identify the number of non-safety posts in different categories in recruitment grade with respect to existing non-safety vacancies, for meeting surrender target of 50% non-safety vacancies.

➤ **Non-Safety position of Engg Dept over HYB Division as on 17.7.2020:**

S.No	Category	GP	San	Act	Vac
<b><u>P. WAY WING</u></b>					
<b>Painter/P.Way</b>					
1	Sr.Tech	4200	1	1	0
2	Gr.I	2800	1	0	1
3	Gr.II	2400	2	1	1
	<b>Total</b>		<b>4</b>	<b>2</b>	<b>2</b>
<b>Carpenter/P.Way</b>					
1	Sr.Tech	4200	1	1	0
2	Gr.I	2800	1	0	1
3	Gr.II	2400	0	0	0
	<b>Total</b>		<b>2</b>	<b>1</b>	<b>1</b>
	<b>Total in P.ay</b>		<b>6</b>	<b>3</b>	<b>3</b>
<b>Works WING</b>					
<b>Mason/Works</b>					
1	Sr.Tech	4200	20	19	1
2	Gr.I	2800	40	6	34
3	Gr.II	2400	7	15	-8
4	Gr.III	1900	12	21	-9
	<b>Total</b>		<b>79</b>	<b>61</b>	<b>18</b>
<b>Carpenter/Works</b>					
1	Sr.Tech	4200	13	12	1
2	Gr.I	2800	25	1	24
3	Gr.II	2400	3	2	1
4	Gr.III	1900	8	12	-4
	<b>Total</b>		<b>49</b>	<b>27</b>	<b>22</b>
<b>Pipe Line Fitter/Works</b>					
1	Sr.Tech	4200	11	7	4
2	Gr.I	2800	22	2	20

3	Gr.II	2400	3	11	-8
4	Gr.III	1900	7	19	-12
	<b>Total</b>		<b>43</b>	<b>39</b>	<b>4</b>
<b>Painter/Works</b>					
1	Sr.Tech	4200	3	1	2
2	Gr.I	2800	7	0	7
3	Gr.II	2400	1	2	-1
4	Gr.III	1900	3	7	-4
	<b>Total</b>		<b>14</b>	<b>10</b>	<b>4</b>
	<b>Total in Works wing</b>		<b>185</b>	<b>137</b>	<b>48</b>
<b>Misc.Categories</b>					
1	Helper P.Way	1800	51	31	20
2	Bell boy	1800	6	0	6
3	Messenger	1800	1	0	1
4	Helper/Works	1800	345	245	100
5	Sanitary Helper/safaiwala	1800	24	20	4
6	Mali	1800	59	42	17
7	Dufry	1800	1	0	1
	<b>Total</b>		<b>487</b>	<b>338</b>	<b>149</b>
	<b>Total Non-Safety position</b>		<b>678</b>	<b>478</b>	<b>200</b>

- The activities permitted to work under Contract in Engineering organization. some works are being done on Zonal contract Viz; white washing, colour washing, Distempering & painting, polishing & varnishing, Road and platform works, and Water proofing etc.
- **Requirement of Manpower of P.Way and Works organisations as per IR average:**

<b>P.WAY</b>	
IR Average of Jan-2020	1.35 men per ETKM
Total ETKM	1134.36
Requirement of manpower =IR average x ETKM	1134.36 x 1.35 =1531.4 say <b>1532</b>
Total sanctioHYB staff in P.way	1800
<b>Staff excess to the requirement</b>	1800-1532 = <b>268 staff</b>
<b>WORKS</b>	
IR Average of Jan-2020	0.17 men per ITKM
Total ITKM	2237.16
Requirement of manpower =IR average x ETKM	2237.16x0.17 = 380.3 say 381
Total sanctioHYB staff in Works	698
<b>Staff excess to the requirement</b>	<b>698-381 = 317</b>
<b>Total staff excess to the requirement in P.way + Works</b>	<b>268+317 = 585</b>

- From the above it is noted that as per IR average the requirement of staff worked out to 1913 against sanctioned strength of 2498 and staff excess to the requirement is 585. To avoid work hampering in Engineering Organisation of Hyderabad Division by surrendering of 585 posts and to reduce the manpower gradually to bring the organisation nearer to IR average Benchmarking, Work study team considered only non safety / non core vacant posts for surrendering.
- As per letter no. E(MPP)96/1/15 dated 21.11.2017 [RBE No. 172/2017], the following activities come under safety category in Engineering Department:

S No	Designation/ Post
1.	JE/SSE / P.Way
2.	JE/SSE Track Machines
3.	JE/SSE / Bridges
4.	JE/SSE / Works
5.	Track Maintainer Gr.I, II, III,IV (i.e Mate, Keyman, Track man, Gate man, Petrol man, trolley man)
6.	Black Smith
7.	Welder
8.	Technician (Track Machine) of open line and repair & maintenance depot/ workshops
9.	Bridge Technician (Saran, Riveter, welder, Black smith, Grinder, Fitter, Machinist, Turner, Driller) of open line organization and Bridge workshop.
10.	Helper of Black smith/ Welder

- **Requirement of Staff:**
- **Carpenter:** This activity is a non-safety & noncore activity. Most of the carpenter, activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Carpenter /P.WAY	4	2	2
Carpenter /works	49	27	22
<b>Total</b>	<b>53</b>	<b>29</b>	<b>24</b>

- **Painter:** This activity is a non-safety & noncore activity. Most of the Painting activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Painter/P.WAY	2	1	1
Painter/works	14	10	4
<b>Total</b>	<b>16</b>	<b>11</b>	<b>5</b>

➤ **Mason:**

This activity is a non-safety & noncore activity. Most of the Mason activities in the Engineering (Works) organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Mason/works	79	61	18
<b>Total</b>	<b>79</b>	<b>61</b>	<b>18</b>

➤ **Pipe Line Fitter:** This activity is a non-safety & noncore activity. Most of the plumbing activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Pipe Line Fitter /works	<b>43</b>	<b>39</b>	<b>4</b>
<b>Total</b>	<b>43</b>	<b>39</b>	<b>4</b>

➤ **Group-D Miscellaneous Category:**

- **Mali & Sanitary Helper/safaiwala:** It is observed that the Maintenance of Lawn/ Garden & House keeping activities outsourced at the maximum extent. Hence the posts of Mali & Sanitary assistant/Safaiwala become redundant and the vacant posts may be surrendered.
- **Bell boy, Messenger & Duftry:** As the technology is up graded and with the computerization, the posts of Bell boy, Messenger and Duftry become redundant and the total sanctioned posts may be surrendered.
- **Summary of Group-D Miscellaneous Category:**

1.	Mali	59	42	17
2.	Sanitary Helper/safaiwala	24	20	4
3.	Bell boy	6	0	6
4.	Messenger	1	0	1
5.	Duftry	1	0	1
	<b>Total</b>	<b>91</b>	<b>62</b>	<b>29</b>

➤ **Helpers:** This is a non safety category and being utilised to assist all ancillary activities. Most of the ancillary activities were outsourced and as per RBs letter no. RB Lr.No.E(MPP)2018/1/1, dated 02.07.2020 – RBE No.48/2020 50% of the vacant posts to be surrendered from non safety category. Hence the work study team considered surrender of 50% vacancy from the Helper category.

S No	Category	San	Act	Vac	To be surrendered
1	Helper P.Way	51	31	20	10
2	Helper/Works	345	245	100	50
	<b>Total</b>	<b>396</b>	<b>276</b>	<b>120</b>	<b>60</b>

➤ **Summary of posts recommended for surrendering in Engineering Department:**

S.No.	Design	Sanction	Vacancy	To be surrendered
1.	Carpenter	53	24	24
2.	Painter	16	5	5
3.	Mason	79	18	18
4.	S M Fitter	43	4	4
5.	Mali	59	17	17
6.	Sanitary Helper/safaiwala	24	4	4
7.	Bell boy	6	6	6
8.	Messenger	1	1	1
9.	Dufry	1	1	1
10.	Helper P.Way	51	20	10
11.	Helper/Works	345	100	50
	<b>Total</b>	<b>678</b>	<b>200</b>	<b>140</b>

- With the above table it is observed that there are 678 sanctioned posts and 200 vacant posts in non safety/ noncore categories of Engineering Department over HYB Division.
- **In view of the above, it is recommended as follows.**
- **RECOMMENDATION:**  
It is recommended to surrender 140 vacant posts from sanctions of Engineering department over HYB division.
- **SUGGESTION:** As per Railway Board Lr. No. E(MPP) 2016/1/59 dated 10/01/2017 non safety/ non core activities to be outsource in order to reduce the expenditure. The above non safety/ non core activities may be outsourced and resultant posts may be surrendered. **Process of outsourcing may be intimated to this office for further review of the work study.**

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**1.0 INTRODUCTION:****1.1 RAILWAY'S ROLE:**

Indian Railways is a premier transport service provider to the nation and is vested with the responsibility of carrying bulk of freight and passenger traffic across the country at rates affordable for public. The Indian Railways operates through 18 Zones with 73 Divisions to serve the above objective and its operations cover twenty nine states and seven union territories.

**1.2 GENESIS OF THE REPORT:** Engineering Department consists of three organizations namely Permanent way, Works, and Bridges. The prime job of engineering department is to keep on maintaining the track in good fettle from beginning to the end, which is done by Permanent way. Works Organisation maintains the Railway properties such as buildings, stations etc and looks after the passenger amenities at station, supply of water to Railway Colonies & stations, and maintains the sewage lines, roads & premises of Railway colonies etc. Bridge Organisation constructs and maintains Railway Bridges where Railway Track is available.

**1.3** Civil Engineering infrastructure is the largest static infrastructure of Indian Railways comprising of track, bridges, land, etc. Management of this huge infrastructure has to be done in accordance with the organization's vision. Civil engineering department of Indian Railways manages and maintains all these infrastructures. Further, it has key role in the area of infrastructure development, technological leap in various fields, high-speed travel and development of world-class stations.

**1.4** In view of the above, the Central Planning organization under the control of SDGM conducted work-study on Review of Staff Strength of Engineering department over HYB Division of South Central Railway.

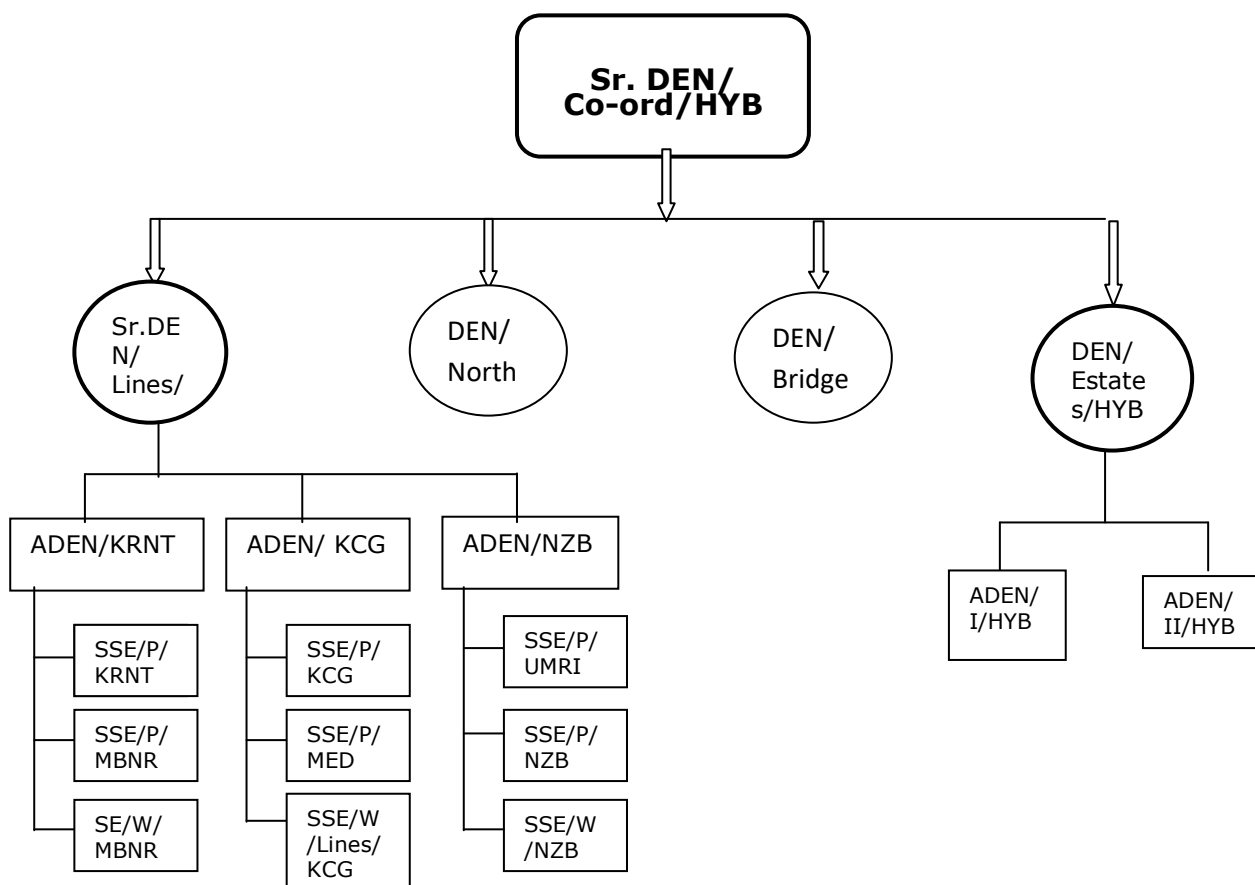
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## 2.0 EXISTING SCENARIO:

**2.1 ORGANISATION:** For the administrative convenience, Civil Engineering Department of Hyderabad Division is headed by Sr. DEN/co-ord and assisted by Sr.DEN/ Lines/HYB, DEN/ Estates/HYB. In turn, Sr.DEN and DEN are assisted by ADENs and SSEs/SEs/JEs.

**2.2** For the administrative convenience and close supervision/inspection, total KM over the division has been divided into small segments as far as practicable and kept under the control of Sr. Section Engineers, who are also responsible for their jurisdictions. These SSEs are controlled directly by ADENs posted at suitable places, so that coordination will be easy .These ADENs are answerable to Sr.DEN/DENs for their respective jurisdiction who are normally placed at division Headquarters which are detailed in the chart below:



### 2.3 SSE/SE/JE's

The list of SSE/SE/JE's are working under the control of the respective ADENs as follows.

SSE/P.Way/KRNT	SSE/Works/MBNR	SSE/Works/RN
SSE/P.Way/MBNR	SSE/Works/L/KCG	SSE/Works/S.LGD
SSE/P.Way/KCG	SSE/Works/NZB	SSE/Works/N.LGD
SSE/P.Way/UMRI	SSE/Works/DIVN	SSE/Works/WW/LGD
SSE/P.Way/MED	SSE/Works/GOC	SSE/Works/Garden/LGD
SSE/P.Way/NZB	SSE/Works/W/MLY	JE/Works/IRISET/SC
	SSE/Works/KCG	SSE/TM/BMO
	SSE/Works/CKL	SSE/P/USFD/BMO
	SSE/Works/WW/SC	SSE/PWD/MLY
	SSE/Works/WS/LGD	SSE/Br/HYB

### 2.4 Route Kilometers of HYB Division:

<b>SSE/Section</b> 94.61	<b>Details</b>
MED	<b>88</b>
KCG	110
MBNR	91.94
KRNT	108.45
GWD-RC	55.61
NZB	98.35
UMRI	79.1
<b>Grand Total</b>	<b>631.45</b>

**2.5 SCALE CHECK:** The consolidated Scale check of Staff of Civil Engineering Department/HYB as on 17.07.2020 is furnished below:

#### 2.5.1 **P.Way**

<b>S No</b>	<b>Designation</b>	<b>Pay Band</b>	<b>grade pay</b>	<b>Sanc tion</b>	<b>Actual</b>	<b>Vacancy</b>
1	Senior Section Engineer (P.Way)	9300-34800	4600	32	26	6
2	Junior Engineer(P.Way)	9300-34800	4200	20	11	9
3	Safety Counsellor	9300-34800	4600	1	1	0
4	Junior Engineer(p.way)Instructor	9300-34800	4200	2	0	2
5	Senior Section Engineer(p.way)Instructor	9300-34800	4600	1	3	-2
6	Senior Section Engineer(USFD)	9300-34800	4600	3	4	-1
7	Junior Section Engineer(USFD)	9300-34800	4200	2	0	2
	<b>Sub Total</b>			<b>61</b>	<b>45</b>	<b>16</b>

8	Technician(MCM)/B.Smith	9300-34800	4200	8	4	4
9	Technician I /B.Smith	5200-20200	2800	15	0	15
10	Technician II /B.Smith	5200-20200	2400	2	3	-1
11	Technician III /B.Smith	5200-20200	1900	5	1	4
	<b>Sub Total</b>			<b>30</b>	<b>8</b>	<b>22</b>
12	Technician(MCM)/Carpenter	9300-34800	4200	1	1	0
13	Technician I /Carpenter	5200-20200	2800	1	0	1
14	Technician II /Carpenter	5200-20200	2400	0	0	0
15	Technician III /Carpenter	5200-20200	1900	2	1	1
	<b>Sub Total</b>			<b>4</b>	<b>2</b>	<b>2</b>
16	Technician(MCM)/Painter	9300-34800	4200	1	1	0
17	Technician I /Painter	5200-20200	2800	1	0	1
18	Technician II /Painter	5200-20200	2400	0	0	0
	<b>Sub Total</b>			<b>2</b>	<b>1</b>	<b>1</b>
19	Technician/MCM/Welder	9300-34800	4200	5	0	5
20	Technician I / Welder	9300-34800	2800	9	0	9
21	Technician I I/ Welder	9300-34800	2400	1	0	1
22	Technician III/ Welder	9300-34800	1900	2	6	-4
	<b>Sub Total</b>			<b>17</b>	<b>6</b>	<b>11</b>
24	Technician-I/ Motor trolley fitter	5200-20200	2800	1	1	0
	<b>Sub Total</b>			<b>1</b>	<b>1</b>	<b>0</b>
25	Track Maintainer IV	5200-20200	1800	746	641	105
26	Track Maintainer III	5200-20200	1900	336	465	-129
27	Track Maintainer II	5200-20200	2400	333	171	162
28	Track Maintainer I	5200-20200	2800	166	133	33
	<b>Sub Total</b>			<b>1581</b>	<b>1410</b>	<b>171</b>
29	Helper. P.Way	5200-20200	1800	51	31	20
30	Bell boy	5200-20200	1800	6	0	6
32	Messenger	5200-20200	1800	1	0	1
	<b>Sub Total</b>			<b>58</b>	<b>31</b>	<b>27</b>
33	Ch.OS	9300-34800	4600	11	10	1
34	OS	9300-34800	4200	27	18	9
35	Sr.Clerk	5200-20200	2800	5	7	-2
36	Jr.Ckerk cum typist	5200-20200	1900	3	10	-7
	<b>Sub Total</b>			<b>46</b>	<b>45</b>	<b>1</b>

## 2.5.2 Summary of P.Way organization

S.No	Designation	Sanction	Actual	Vacancies
1	Supervisors P.Way	61	45	16
2	Technician/BS	30	8	22
3	Technician/Carpenter	4	2	2
4	Technician/painter	2	1	1
5	Technician/Welder	17	6	11

6	Technician I/Motor Trolley fitter	1	1	0
7	Track maintainer	1581	1410	171
8	Helper P.Way	51	31	20
9	Bell boy	6	0	6
10	Messenger	1	0	1
11	Office staff	46	45	1
	<b>Total</b>	<b>1800</b>	<b>1549</b>	<b>251</b>

### 2.5.3 WORKS

S No	Designation	Pay Band	grade pay	Sanction	Actual	Vacancy
1	Senior Section Engineer (Works)	9300-34800	4600	18	17	1
2	Junior Engineer(Works)	9300-34800	4200	17	16	1
3	Senior Section Engineer(Drg)	9300-34800	4600	8	8	0
4	Junior Engineer(Drg)	9300-34800	4200	6	5	1
5	Sr.Inspector (Civil)	9300-34800	4600	2	2	0
6	JE/ Works(Instructor)	9300-34800	4200	1	0	1
	<b>Sub Total</b>			<b>52</b>	<b>48</b>	<b>4</b>
7	Technician(MCM)/BS	9300-34800	4200	0	2	-2
8	Technician I /BS	5200-20200	2800	0	0	0
9	Technician II /BS	5200-20200	2400	0	0	0
10	Technician III /BS	5200-20200	1900	0	0	0
	<b>Sub Total</b>			<b>0</b>	<b>2</b>	<b>-2</b>
11	Technician(MCM)/Mason	9300-34800	4200	20	19	1
12	Technician I / Mason	5200-20200	2800	40	6	34
13	Technician II / Mason	5200-20200	2400	7	15	-8
14	Technician III / Mason	5200-20200	1900	12	21	-9
	<b>Sub Total</b>			<b>79</b>	<b>61</b>	<b>18</b>
15	Technician(MCM)/Carpenter	9300-34800	4200	13	12	1
16	Technician I /Carpenter	5200-20200	2800	25	1	24
17	Technician II /Carpenter	5200-20200	2400	3	2	1
18	Technician III /Carpenter	5200-20200	1900	8	12	-4
	<b>Sub Total</b>			<b>49</b>	<b>27</b>	<b>22</b>
19	Technician(MCM)/Painter	9300-34800	4200	3	1	2
20	Technician I /Painter	5200-20200	2800	7	0	7
21	Technician II /Painter	5200-20200	1900	1	2	-1
22	Technician III /Painter	5200-20200	1900	3	7	-4
	<b>Sub Total</b>			<b>14</b>	<b>10</b>	<b>4</b>
23	Technician(MCM)/pipe line Fitter	9300-34800	4200	11	7	4
24	Technician I /pipe lineFitter	5200-20200	2800	22	2	20
25	Technician II /pipe lineFitter	5200-20200	2400	3	11	-8
26	Technician III /pipe line Fitter	5200-20200	1900	7	19	-12
	<b>Sub Total</b>			<b>43</b>	<b>39</b>	<b>4</b>

27	Sr.(MCM)/Welder	9300-34800	4200	1	0	1
28	Technician I /Welder	5200-20200	2800	1	0	1
29	Technician III /Welder	5200-20200	1900	1	1	0
	<b>Sub Total</b>			<b>3</b>	<b>1</b>	<b>2</b>
30	Sr. Technician (Fitter Mechanical)	9300-34800	4200	1	1	0
31	Technician Gr I (Fitter Mechanical)	5200-20200	2800	2	1	1
	<b>Sub Total</b>			<b>3</b>	<b>2</b>	<b>1</b>
32	Sr.Tecnician(Driver Mechanical)	9300-34800	4200	1	1	0
33	Technician Gr-I(Driver Mechanical)	5200-20200	2800	1	0	1
	<b>Sub Total</b>			<b>2</b>	<b>1</b>	<b>1</b>
34	Helper/Works	5200-20200	1800	345	245	100
35	Sanitary Helper/safaiwala	5200-20200	1800	24	20	4
36	Mali	5200-20200	1800	59	42	17
37	Dufry	5200-20200	1800	1	0	1
38	Trolley man	5200-20200	1800	1	1	0
39	Record Lifter	5200-20200	1800	1	1	0
40	Peon	5200-20200	1800	5	4	1
41	Bungalow peon	5200-20200	1800	2	0	2
42	Jamedar peon	5200-20200	1800	5	4	1
43	Lascar	5200-20200	1800	10	8	2
	<b>Total</b>			<b>453</b>	<b>325</b>	<b>128</b>

#### 2.5.4 Summary of Works organization

S.No	Designation	Sanction	Actual	Vacancies
1	Supervisors	52	48	4
2	Technician/BL	0	2	-2
3	Technician/Mason	79	61	18
4	Technician/Carpenter	49	27	22
5	Technician/painter	14	10	4
6	Technician/pipe line Fitter	43	39	4
7	Technician/Welder	3	1	2
8	Technician/Fitter Mechanical	3	2	1
9	Technician /Driver Mechanical	2	1	1
10	Helper/Works	345	245	100
11	Sanitary Helper/safaiwala	24	20	4
12	Mali	59	42	17
13	Dufry	1	0	1
14	Trolley man	1	1	0
15	Record Lifter	1	1	0
16	Peon	5	4	1
17	Bungalow peon	2	0	2
18	Jamedar peon	5	4	1

19	Lascar	10	8	2
	<b>Total</b>	<b>698</b>	<b>516</b>	<b>182</b>

## 2.5.5 BRIDGES

S No	Designation	Pay Band	grade pay	Sanction	Actual	Vacancy
1	Senior Section Engineer (Bridges)	9300-34800	4600	3	2	1
2	Junior Engineer(Bridges)	9300-34800	4200	1	1	0
3	Senior Section Engineer(Instructor)	9300-34800	4600	1	1	0
	<b>Sub Total</b>			<b>5</b>	<b>4</b>	<b>1</b>
4	Technician(MCM)/B.Smith	9300-34800	4200	0	0	0
5	Technician I /B.Smith	5200-20200	2800	1	0	1
6	Technician II /B.Smith	5200-20200	2400	0	0	0
7	Technician III /B.Smith	5200-20200	1900	0	0	0
	<b>Sub Total</b>			<b>1</b>	<b>0</b>	<b>1</b>
8	Technician(MCM)/Erector	9300-34800	4200	2	0	2
9	Technician I /Erector	5200-20200	2800	3	1	2
10	Technician III /Erector	5200-20200	2400	1	3	-2
	<b>Sub Total</b>			<b>6</b>	<b>4</b>	<b>2</b>
11	Technician/MCM/Revitter	9300-34800	4200	1	0	1
12	Technician I/ Revitter	5200-20200	2800	2	0	2
13	Technician II/ Revitter	5200-20200	2400	0	2	-2
14	Technician III/ Revitter	5200-20200	1900	0	1	-1
	<b>Sub Total</b>			<b>3</b>	<b>3</b>	<b>0</b>
15	Trolleyman	5200-20200	1800	2	0	2
16	Heater	5200-20200	1800	1	0	1
17	Stores-com-office khalasi	5200-20200	1800	1	0	1
18	Watchman	5200-20200	1800	2	0	2
19	Helper /Bridges	5200-20200	1800	15	19	-4
	<b>Total</b>			<b>21</b>	<b>19</b>	<b>2</b>

## 2.5.6 Summary of Brgdes organization

S. No	Designation	Sanction	Actual	Vacancy
1	Supervisors	5	4	1
2	Technician/BS	1	0	1
3	Technician/Erector	6	4	2
4	Technician/Revitter	3	3	0
5	Trolleyman	2	0	2
6	Heater	1	0	1
7	Stores-com-office khalasi	1	0	1
8	Watchman	2	0	2
9	Helper /Bridges	15	19	-4
	<b>Total</b>	<b>36</b>	<b>30</b>	<b>6</b>

### 2.5.7 Summary of Engineering organization

S. No	Designation	sanction	Actual	Vacancy
1	P.Way	1800	1549	251
2	Works	698	516	182
3	Bridges	36	30	6
	<b>Grand Total</b>	<b>2534</b>	<b>2095</b>	<b>439</b>

### 2.6 work Load of Engineering Department (Integrated Track Kilometers (ITKMS) & Equated Track Kilometers):

S. No	Depot	ETKM	ITKM									
			Track	Buildings	Bridges		P.S/ Purifying	Pipe line Length	Platform	Roads	Circulating Area	Total ITKMS
					Major	Minor						
1	ADEN/ NZB	314.11	251.29	25.51	11	20.14	10	27.77	23.51	7.07	2.63	379.38
2	ADEN/ KCG	411.98	329.58	15.35	11.13	19.93	0	27.35	54.03	1.84	14.81	474.02
3	ADEN/ KRNT	408.27	326.62	14.81	9.56	28.60	0	50.29	27.18	2.87	13.06	473.00
4	ADEN/ I/HYB	0	0	370.95	0	0	65	339.91	0	16.45	302.73	1095.04
5	ADEN/ II/HYB	0	0	188.96	0	3.80	120	348.98	7.53	48.19	8.48	725.94
6	ADEN/ Bridges	0	0	0	132.49	88.63	0	0	0	0	0	242.00
7	DEN/ LGD	0	0	53.33	0	0	10	16.0	0	1.22	0	80.55
	<b>Total</b>	<b>1134.36</b>	<b>907.49</b>	<b>668.91</b>	<b>164.18</b>	<b>161.1</b>	<b>205</b>	<b>810.3</b>	<b>112.25</b>	<b>77.64</b>	<b>341.71</b>	<b>3469.93</b>

### 2.7 DUTIES OF ENGINEERING STAFF(WORKS):

- **SSE/SEWORKS:** SSE/SE (Works) performs duties both in office and in field.  
The works are broadly classified as follows:
  - a) Executive works.
  - b) Store Works.
  - c) Establishment works.
  - d) Industrial relations, staff welfare etc.
- **Official work:**
  - a) Maintenance of registers connected to staff quarters and service buildings.
  - b) Periodical verification of stores and placement of indents for procurement of material.
  - c) Maintain attendance, leave, pass and other staff welfare matters and office correspondence.
- **Field work:** Inspection of
  - a) staff Quarters
  - b) Service / Welfare Buildings
  - c) Roads sewage lines
  - d) Maintenance of gardens after they are handed over by the contractor.
  - e) Encroachment their removal and eviction of unauthorized occupants.
-

- **Maintenance work:** Carries out maintenance works of staff quarters, service buildings etc. The repairs are undertaken based either on complaints lodged or on routine Inspection. Cob webs cleaning, Cleaning of shrubs and bushes in the around railway premises. Maintain registers to keep record of maintenance and repair works undertaken.

**Stores:** Periodical indents are to be placed on various stores depots for the procurement of material. Loading/un-loading of material. After procurement of material, the same are to be entered in respective ledgers. Day to day issues of materials are to be entered in 'voucher book' maintainHYB in the office.

- **Water Supply:** SE (Works) is responsible for procurement and supply of water to service buildings and residential buildings. In order to keep continuous supply of water, he has to maintain water pipe line, bore wells, reservoirs and overhead tanks and keep them in good fettle.
- **Roads:** SSE/SE (Works) has to maintain and repair the roads when warranted.
- **Sewerage Line:** SSE/SE (Works) arranges staff to attend under ground drainage lines, and cleaning/de- sledge of septic tanks.
- **Maintenance of gardens:** After the plantation and maintenance by the contractor for one year, the gardens are taken over by the SE/JE (Works) for further maintenance and are being maintainHYB with the help of a valve-man for watering the plants.

## 2.8 DUTIES OF ENGINEERING STAFF (P.Way):

- **Gang mate:** He supervises the work done by trackmen, custodian of tools, introducing patrolling attention in case of emergencies, weekly twice key-man duty.
- **Keyman:** He performs daily daytime patrolling of track for observing any rail failure and in time protection for safe running of trains and tightens all fittings.
- **Spl. Gr. Trackmen:** He is entrusted with duties of Monsoon patrolling, Hot Weather patrolling, cold weather patrolling, watchmen at vulnerable locations, pilot men at work spots of special works.
- **Sr. Trackmen:** He performs the duties of Monsoon patrolling, Hot Weather patrolling, cold weather patrolling, watchmen at vulnerable locations, patrol men at work spots of special works.
- **Jr.Trackmen:**For assisting working of small track machines i.e. transportation/carrying to loading and unloading, replacement of glued joints, SEJs, trucking of rails, rail renewals, stacking of rails and various other P. Way materials for declaring scraping, jungle clearance, through gauging for improving TGI values, curve greasing, points and crossing, L.C. approach screening of pumping joints, cleaning of waterways of bridges longitudinal drains, cross drains, cache water drains.
- **Spl.Gr.Store watchman:**For watching store materials and to watching out side dump P. Way materials, temperature, rain fall measuring, Mail collection, stocking of P. Way materials, cleaning of office compound, Receive phone message and passing the message controlling in charges.
- **Sr.Gr.Store Watchman:** He is entrusted with duties of watching store materials and to watching out side dump P. Way materials, temperature, rain fall measuring, Mail collection, stocking of P. Way materials, cleaning of office compound, Receive phone message and passing the message controlling in charges.



- **Spl.Gr.Trolly man**: Pushing of Trolley, Measuring along with PWI i.e. curves, points and crossings, SEJ's Pre and post Tampering measurements, L.C. Gates measuring, Attending emergency Rail/Weld failures along with PWI's, Ballast stocks measurements, P. Way material Inventory, Scrap rails Inventory, ASV/DSK, Accompanying along with PWI's, Joint Inspection with SSE/Signals, Traffic Inspector, SE/Bridges and collecting of various details of track works.
- **Jr.Gr.Trollyman**: Pushing of Trolley, Measuring along with PWI i.e. curves, points and crossings, SEJ's Pre and post Tampering measurements, L.C. Gates measuring, Attending emergency Rail/Weld failures along with PWI's, Ballast stocks measurements, P.Way material Inventory, Scrap rails Inventory, ASV/DSK, Accompanying along with PWI's, Joint Inspection with SSE/Signals, Traffic Inspector, SE/Bridges and collecting of various details of track works.
- **Carpenter**: Deployed for laying and adjusting Wooden layouts Points and crossings rail screw prodding and tightening of wooden blocks, cutting and drilling, providing of wooden block at the time of R/W failures, and attending Section Trolley's repairs.
- **Painter**: Painting of curves, points and crossings, SEJ Pillars, Fouling Marks, Km stones, LC. Gates Boards Caution Order Boards, curve Boards, Points Boards letter painting, checking rails, painting, Bridges DL, HFL Level Markings Bridges Nos. paintings, Scrap rails measurements marked with paint, Stencil cutting, Weld collar painting.

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### 3.0 CRITICAL EXAMINATION:

**3.1 General:** The prime job of engineering department is to keep the wheels on Rail, either in motion or in stable condition. For this purpose, it has to keep on maintaining the track in good fettle from beginning to the end. In addition to this, there are many Service Buildings and residential buildings in the division to cater to the needs of the employees and commuters. Since train services are working round the clock, water and other amenities are to be provided to the passenger so that smooth functioning is maintained. Round the clock water supply is also required for the Railway Hospitals and other service buildings in the division. In this direction engineering organization of SC division plays a major role in up keep of the same.

**3.2 Yardsticks:** In olden days, when these yardsticks were come into force, all these activities were managed by the depots' staff itself. However, now a days Zonal Contracts are introduced to make easy and procurement of required material to achieve the early performance in a satisfactory level without the help of our labour, as we are under going into these contracts for early achievement along with an intention to save some work force. yardsticks have become outdated and not suggestible to implement in Engineering Organization from the date when the Zonal Contracts for the activities have been introduced.

**3.3 Application of Benchmarking Norms:** Benchmarking is based on dynamic and comparative analysis and is a very useful tool to manage efficient deployment of staff and monitor effects of improvement in working practices, use of new technologies and level of outsourcing. Board in successive meetings has directed all units to achieve average of Indian Railway Benchmark.

**3.4 Jan-2020 IR average and Bench Marking of HYB divn is as follows.**

Organization	MPR of HYB	IR avg MPR	Benchmark MPR
P.Way	1.46	1.35	0.65
Buildings	0.23	0.17	0.03
Bridges	0.09	0.12	0.02

**3.5** P.Way and Building organization of Engineering department over HYB division are above IR average, where as the Bridges organisation is below IR average.

**3.6** Major changes have taken place in the working system of Engineering department, as several works are being done on zonal contract. Many works have been outsourced. In the P.Way wing & Works wing several works are being outsourced such as track maintenance works.

**3.7 The Work-study team made an analysis on the requirement of staff based on the following parameters.**

- a) No. of activities under out sourcing in Engineering organization.
- b) Railway Board Lr. No. E(MPP) 2016/1/59 dated 10/01/2017 stated
  - That carry out zero based review of staff (Para no.3)
  - Bring down the Divisions higher than the all India average to the AIBM (All India Benchmarking) level (Para no.5).
  - Outsource the Non-core activities which are not directly related with train operation and safety (Para no.6).
- c) As per Railway board letter no.2011/E&R/2800/Rly.imp.vol VI/ (Corr) dated 09.06.2016 to bring down the manpower ratios for activities which are above the IR average at least to the current IR average.

- d) Recommendation to surrender of posts due to Contract/outsourcing activities and posts are lying vacant /redundant.
- e) RB Lr.No.E(MPP)2018/1/1, dated 02.07.2020 – RBE No.48/2020 to surrender of 50% of total non-safety vacancies.
- f) GM advised all PHODs & DRMs through Video Conference on 09 & 10 of July-20 to identify the number of non-safety posts in different categories in recruitment grade with respect to existing non-safety vacancies, for meeting surrender target of 50% non-safety vacancies.

### 3.8 Activities under Outsourcing in Engineering (P.Way) organization of HYB division.

SL.NO	P.Way contracts	Value in RS/-
1.	SC-DHNE section: Safety related track maintenance work in SSE(P.Way) /KCG section under ADEN/KCG jurisdiction	6786594
2.	SC-MUE section: Safety related track maintenance work in SSE (P.Way) /MED section under ADEN/KCG jurisdiction	8211384
3.	GWD-RC section: Safety related track maintenance work between Gadwall and Raichur stations	7307579
4.	SC-MUE section: Safety related track maintenance work under ADEN/NZB jurisdiction	9644279
5.	SC-DHNE section: Proposed safety related track maintenance work in SSE (P.Way) /MBNR section under ADEN/KRNT jurisdiction	8037634
6.	SC-DHNE section: Proposed safety related track maintenance work in SSE (P.Way) /KRNT section under ADEN/KRNT jurisdiction	9318698
7.	Safety related track maintenance work between Devarkadra and Jaklair stations in SSE (P.Way) / MBNR section	5468581
	<b>Total</b>	<b>54774749</b>

### 3.9 Out sourcing activities in Engineering (Works) department

SL.NO	Works contracts	Value in RS/-
1.	Housekeeping and maintenance of the Rail Nilayam toilets, corridors and common areas for 2 years	13815859.20
2.	SC GOC: Maintenance of Lawn/ Garden at GM's bungalow No.99, Rail Nilayam, Hyderabad Bhavan and LekhaBhavan for a period of 24 months.	9141145.46
3.	Hyderabad division: Annual maintenance of existing lawns/garden in Officers bungalows Bl.No.102 to 152 at SLGD, rail Nilayam colony & lancer colony (606/1, 607 to 622), 625/2 & 626/1 for a period of 2 years.	9624476.65
4.	Hyderabad division: Annual maintenance of existing lawns/garden in Central Hospital/Lallaguda, Jogging park, Eco park, Kalarang area and service buildings at Lallaguda Area etc., for a period of 2 years.	9694549.1

5.	SC: Housekeeping and maintenance of Officers Rest House including transit accommodation with catering services at Secunderabad for a period of 2 years..	12260671.09
6.	Hyderabad division: Housekeeping and maintenance of Rail kalarang and dining hall for 02 years through outsourcing.	2875664.64
7.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates-II/HYB for the year 2019-20 (for section of SSE/W/WW/SC only)	2278690.14
8.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates-II/HYB for the year 2019-20 (for section of SSE/W/:KCG&MLY only)	4105748.00
9.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates-I/HYB for the year 2019-20 (for section of SSE/W/:IRISET, RN & NLGD only)	3921220.00
10.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates-I/HYB (for sections of SSE/W/WW/SLGD)	2440140.00
11.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates-I/HYB (for sections of SSE/W:SLGD, SLGD-1 & SLGD-II)	4364330.00
12.	Hyderabad division: Hiring of artisans/plumbers/masons etc. along with helpers for regular maintenance/repairs to service buildings, welfare buildings and staff quarters in	3219528.00

	respect of masonry works, carpentry works and plumbing works etc. under the jurisdiction of ADEN/Estates- II/HYB (for sections of SSE/W: CKL & GOC)	
	<b>TOTAL</b>	<b>77742022.28</b>

### 3.10 Non-Safety position of Engg Dept over HYB Division as on 17.7.2020:

S.No	Category	GP	San	Act	Vac
<b><u>P. WAY WING</u></b>					
<b>Painter/P.Way</b>					
1	Sr.Tech	4200	1	1	0
2	Gr.I	2800	1	0	1
3	Gr.II	2400	2	1	1
	<b>Sub Total</b>		<b>4</b>	<b>2</b>	<b>2</b>
<b>Carpenter/P.Way</b>					
1	Sr.Tech	4200	1	1	0
2	Gr.I	2800	1	0	1
3	Gr.II	2400	0	0	0
	<b>Sub Total</b>		<b>2</b>	<b>1</b>	<b>1</b>
	<b>Total in P.Way</b>		<b>6</b>	<b>3</b>	<b>3</b>
<b><u>Works WING</u></b>					
<b>Mason/Works</b>					
1	Sr.Tech	4200	20	19	1
2	Gr.I	2800	40	6	34
3	Gr.II	2400	7	15	-8
4	Gr.III	1900	12	21	-9
	<b>Sub Total</b>		<b>79</b>	<b>61</b>	<b>18</b>
<b>Carpenter/Works</b>					
1	Sr.Tech	4200	13	12	1
2	Gr.I	2800	25	1	24
3	Gr.II	2400	3	2	1
4	Gr.III	1900	8	12	-4
	<b>Sub Total</b>		<b>49</b>	<b>27</b>	<b>22</b>
<b>Pipe Line Fitter/Works</b>					
1	Sr.Tech	4200	11	7	4
2	Gr.I	2800	22	2	20
3	Gr.II	2400	3	11	-8
4	Gr.III	1900	7	19	-12
	<b>Sub Total</b>		<b>43</b>	<b>39</b>	<b>4</b>
<b>Painter/Works</b>					
1	Sr.Tech	4200	3	1	2
2	Gr.I	2800	7	0	7
3	Gr.II	2400	1	2	-1
4	Gr.III	1900	3	7	-4

	<b>Sub Total</b>		<b>14</b>	<b>10</b>	<b>4</b>
	<b>Total in Works wing</b>		<b>185</b>	<b>137</b>	<b>48</b>
<b>Misc.Categories</b>					
1	Helper P.Way	1800	51	31	20
2	Bell boy	1800	6	0	6
3	Messenger	1800	1	0	1
4	Helper/Works	1800	345	245	100
5	Sanitary Helper/safaiwala	1800	24	20	4
6	Mali	1800	59	42	17
7	Dufry	1800	1	0	1
	<b>Total</b>		<b>487</b>	<b>338</b>	<b>149</b>
	<b>Total Non-Safety Position</b>		<b>678</b>	<b>478</b>	<b>200</b>

**3.11** The activities permitted to work under Contract in Engineering organization. some works are being done on Zonal contract Viz; white washing, colour washing, Distempering & painting, polishing & varnishing, Road and platform works, and Water proofing etc.

**3.12 Requirement of Manpower of P.Way and Works organisations as per IR average:**

<b>P.WAY</b>	
IR Average of Jan-2020	1.35 men per ETKM
Total ETKM	1134.36
Requirement of manpower =IR average x ETKM	1134.36 x 1.35 =1531.4 say <b>1532</b>
Total sanctioned staff in P.way	1800
<b>Staff excess to the requirement</b>	1800-1532 = <b>268 staff</b>
<b>WORKS</b>	
IR Average of Jan-2020	0.17 men per ITKM
Total ITKM	2237.16
Requirement of manpower =IR average x ETKM	2237.16x0.17 = 380.3 say 381
Total sanctioned staff in Works	698
<b>Staff excess to the requirement</b>	<b>698-381 = 317</b>
<b>Total staff excess to the requirement in P.way + Works</b>	<b>268+317 = 585</b>

**3.13** From the above it is noted that as per IR average the requirement of staff worked out to 1913 against sanctioned strength of 2498 and staff excess to the requirement is 585. To avoid work hampering in Engineering Organisation of Hyderabad Division by surrendering of 585 posts and to reduce the manpower gradually to bring the organisation nearer to IR average Benchmarking, Work study team considered only non safety / non core vacant posts for surrendering.

**3.14** As per letter no. E(MPP)96/1/15 dated 21.11.2017 [RBE No. 172/2017], the following activities come under safety category in Engineering Department:

S No	Designation/ Post
11.	JE/SSE / P.Way
12.	JE/SSE Track Machines
13.	JE/SSE / Bridges
14.	JE/SSE / Works
15.	Track Maintainer Gr.I, II, III,IV (i.e Mate, Keyman, Track man, Gate man, Petrol man, trolley man)
16.	Black Smith
17.	Welder
18.	Technician (Track Machine) of open line and repair & maintenance depot/ workshops
19.	Bridge Technician (Saran, Riveter, welder, Black smith, Grinder, Fitter, Machinist, Turner, Driller) of open line organization and Bridge workshop.
20.	Helper of Black smith/ Welder

### 3.15 Requirement of Staff:

**3.15.1 Carpenter:** This activity is a non-safety & noncore activity. Most of the carpenter, activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Carpenter /P.WAY	4	2	2
Carpenter /works	49	27	22
<b>Total</b>	<b>53</b>	<b>29</b>	<b>24</b>

**3.15.2 Painter:** This activity is a non-safety & noncore activity. Most of the Painting activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Sub Total	Sub Total	Sub Total	Sub Total
Painter/P.WAY	<b>2</b>	<b>1</b>	<b>1</b>
Painter/works	<b>14</b>	<b>10</b>	<b>4</b>
<b>Total</b>	<b>16</b>	<b>11</b>	<b>5</b>

### 3.15.3 Mason:

This activity is a non-safety & noncore activity. Most of the Mason activities in the Engineering (Works) organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Mason/works	79	61	18
<b>Total</b>	<b>79</b>	<b>61</b>	<b>18</b>

**3.15.4 Pipe Line Fitter:** This activity is a non-safety & noncore activity. Most of the plumbing activities in the Engineering organization are outsourced and the activity is not regular work. Hence this activity became redundant and vacant posts may be surrendered.

Designation	Sanction	Actual	Vacancy
Pipe Line Fitter /works	43	39	4
<b>Total</b>	<b>43</b>	<b>39</b>	<b>4</b>

**3.15.5 Group-D Miscellaneous Category:**

- **Mali & Sanitary Helper/safaiwala:** It is observed that the Maintenance of Lawn/ Garden & House keeping activities outsourced at the maximum extent. Hence the posts of Mali & Sanitary assistant/Safaiwala become redundant and the vacant posts may be surrendered.
- **Bell boy, Messenger & Duftry:** As the technology is up graded and with the computerization, the posts of Bell boy, Messenger and Duftry become redundant and the total sanctioned posts may be surrendered.
- **Summary of Group-D Miscellaneous Category:**

1.	Mali	59	42	17
2.	Sanitary Helper/safaiwala	24	20	4
3.	Bell boy	6	0	6
4.	Messenger	1	0	1
5.	Duftry	1	0	1
	<b>Total</b>	<b>91</b>	<b>62</b>	<b>29</b>

**3.15.6 Helpers:** This is a non safety category and being utilised to assist all ancillary activities. Most of the ancillary activities were outsourced and as per RBs letter no. RB Lr.No.E(MPP)2018/1/1, dated 02.07.2020 – RBE No.48/2020 50% of the vacant posts to be surrendered from non safety category. Hence the work study team considered surrender of 50% vacancy from the Helper category.

S No	Category	San	Act	Vac	To be surrendered
1	Helper P.Way	51	31	20	10
2	Helper/Works	345	245	100	50
	<b>Total</b>	<b>396</b>	<b>276</b>	<b>120</b>	<b>60</b>

**3.16 Summary of posts recommended for surrendering in Engineering Department:**

S.No.	Design	Sanction	Vacancy	To be surrendered
12.	Carpenter	53	24	24
13.	Painter	16	5	5
14.	Mason	79	18	18
15.	S M Fitter	43	4	4
16.	Mali	59	17	17
17.	Sanitary Helper/safaiwala	24	4	4
18.	Bell boy	6	6	6
19.	Messenger	1	1	1
20.	Duftry	1	1	1
21.	Helper P.Way	51	20	10
22.	Helper/Works	345	100	50
	<b>Total</b>	<b>678</b>	<b>200</b>	<b>140</b>



**3.17** With the above table it is observed that there are 678 sanctioned posts and 200 vacant posts in non safety/ noncore categories of Engineering Department over HYB Division.

**3.18 In view of the above, it is recommended as follows.**

**RECOMMENDATION:**

**It is recommended to surrender 140 vacant posts from sanctions of Engineering department over HYB division.**

**SUGGESTION:** As per Railway Board Lr. No. E(MPP) 2016/1/59 dated 10/01/2017 non safety/ non core activities to be outsource in order to reduce the expenditure. The above non safety/ non core activities may be outsourced and resultant posts may be surrendered. Process of outsourcing may be intimated to this office for further review of the work study.

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#### 4.0 FINANCIAL IMPLICATIONS:

- 4.1 When the recommendations are accepted, the recurring savings on surrender of the following posts in Engineering department over HYB Division will be as follows:

S No	Category	Scale		No. of posts	Mean Pay	Level	DA @ 17%	Emoluments P.M (in Rs.)	Total Emoluments P.A (in Rs.)
		From	10 <sup>th</sup> level						
1.	Carpenter	19900	26000	24	22950	II	3902	644448	7733376
2.	Painter	19900	26000	5	22950	II	3902	134260	1611120
3.	Mason	19900	26000	18	22950	II	3902	483336	5800032
4.	Pipe Line Fitter	19900	26000	4	22950	II	3902	107408	1288896
5.	Mali	18000	23500	17	20750	I	3528	412726	4952712
6.	Sanitary Helper/safaiwala	18000	23500	4	20750	1	3528	97112	1165344
7.	Bell boy	18000	23500	6	20750	1	3528	145668	1748016
8.	Messenger	18000	23500	1	20750	1	3528	24278	291336
9.	Dufry	18000	23500	1	20750	1	3528	24278	291336
10.	Helper P.Way	18000	23500	10	20750	1	3528	242780	2913360
11.	Helper/Works	18000	23500	50	20750	1	3528	1213900	14566800
	<b>TOTAL</b>			<b>140</b>				<b>3530194</b>	<b>42362328</b>

On implementation of the recommendations of Work-study report, an annual savings of **Rs.4.23 crores** can be achieved.

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## **R E C O M M E N D A T I O N**

<b>Sl.No.</b>	<b>Description</b>	<b>Para No.</b>
<b>01</b>	<b>It is recommended to surrender 140 vacant posts from sanctions of Engineering department over HYB division.</b>	<b>3.18</b>