

# **SOUTH WESTERN RAILWAY**



## **Work Study ON “Review of Staff strength of Railway School UBL”**

*Guided By:*

**Smt.E.Vijaya  
DGM (G)/SWR/UBL**

**&**

**Smt .Nagalatha Guruprasad  
ADGM/SWR/UBL**

*Studied by Work Study Inspectors :-*

- 1) Shri M. Abdul Rahim**
- 2) Shri Nilesh D.Khिलारे**

*Study conducted by –*

**Work-Study Cell / S.W.R. / UBL**

**File No.G.276/WS/SWR/2020-21**

## INDEX

<b>SL. NO.</b>	<b>CONTENTS</b>	<b>Page No.</b>
<b>1.</b>	ACKNOWLEDGEMENT, SYNOPSIS TERMS OF REFERENCE & METHODOLOGY.	<b>03</b>
<b>2.</b>	SUMMARY OF RECOMMENDATIONS	<b>04-05</b>
<b>3.</b>	CHAPTER – I : INTRODUCTION	<b>06</b>
<b>4.</b>	CHAPTER - II : EXISTING SCENARIO	<b>07</b>
<b>5.</b>	CHAPTER - III : SUGGESTIONS	<b>08</b>
<b>6.</b>	CHAPTER – IV : FINANCIAL IMPLICATIONS	
<b>7.</b>	ANNEXURES - I	<b>09</b>

## **ACKNOWLEDGEMENT**

The Work-Study team is thankful to Shri. **Jogendra Yadvendu** ADRM /Hubli, Smt. **Christine Borgohain** Sr.DPO/Hubli, and all the staff of Railway High School (E.M.) Hubli, for their co-operation and guidance extended by them during the study.

## **SYNOPSIS**

Work study on “Review of staff strength of Railway High School (E.M.) Hubli. The data collected were evaluated in light of the general principles of work Study. Present staff strength as per Railway High School (E.M.) Hubli vacancy statement of 14/12/2020, there are **27** posts, against **10** men on Rolls with **17** vacant posts. Railway High School (E.M.) Hubli. Railway High School (E.M.) Hubli not only catering to the educational needs of the wards of Railway employees but also catering to the educational needs of **Non Railway employees to 80% as compared with the wards of Railway employees.** Based on the Railway Board guidelines Work study team analyzed existing work load, employees employed, critical examination of existing practices and methodology.

Work-Study team worked out the financial implication for the year 2020-21 salary paid to the Teaching Staff of Railway High School (E.M.) Hubli is Rs 1,06,95,672.00 annually for teaching 53 children of Railway employee for the year 2020- 2021 which works out to an average of Rs 2,01,805/- per Railway employee child.

1. Rly Board LETTER No. E(W)2000/SC2/MASTER CIRCULAR/18 DATED 31.05.2001 of Para 3.2 stating that efforts should be made to progressively close down the existing Railway school matching the expansion of Kendriya Vidyalayas and other non-Railway schools.

2. Railway Board letter dated; 02.15.07.2020 of Para 6 stating that more non-core activities, which are not directly related with train operations and safety can be outsourced.

In view of the above Railway Board guidelines Work-study team recommends for surrender of **16** vacant posts of Railway High School (E.M.) Hubli excluding the 01vacant post of Head Master the money value thus obtained can be utilized for creation of safety posts. Head Master will supervise the teachers engaged on contract basis, take classes in their field of specialization & co-ordinate with the state Education Board.

The Work Study team opines to run the schools during the present academic year 2021-22 without causing damage to the children’s education by enhancing the fees to be collected from Non Railway children on par with the fees charged by schools in the same vicinity & engaging teachers on contract basis whose salary will be managed from the fees collected from the students.

## **TERMS OF REFERENCE**

As per the instructions of Railway Board for surrender of 300 posts for the academic year 2020-21, AGM SWR has approved to conduct Work study in Railway High School (E.M.) Hubli.

## **METHODOLOGY**

- (i) Collection of data from the Railway High School (E.M.) Hubli.
- (ii) Discussion with School Teachers & Sr.DPO/UBL.
- (iii) Critical Analysis.

### SUMMARY OF RECOMMENDATIONS

The work–study team has taken into account the guidelines issued by Railway board that the primary responsibility of providing education lies with the state Govt./ Ministry of Human Resources development and also taken into consideration the demand for expansion/ up gradation of Railway schools to the various levels/ standards should considerably reduce and finally cease to exist in view of the extensive educational facilities being provided by different agencies, Govt. as well as private at various places.

#### **Available Staff of Railway High School (E.M.) Hubli, as on 14/12/2020 as Annexure - I**

Sl. No.	Category	Scale	Sanction	Actual	Vacancy
1	Head master	PB-2 ( 5400 GP )	01	00	01
2	Gr. Asst	PB-2 ( 4600 GP )	11	02	09
3	Drawing teacher	PB-2 ( 4600 GP )	01	00	01
4	PTI	PB-2 ( 4600 GP )	01	00	01
5	Craft teacher	PB-2 ( 4600 GP )	01	01	00
6	Lab Asst	PB-2 ( 4200 GP )	01	00	01
7	Asst. teacher	PB-2 ( 4200 GP )	10	06	04
8	Peon	PB-1 ( 1800 GP )	01	01	00
<b>Total</b>			<b>27</b>	<b>10</b>	<b>17</b>

The work study team has also taken into account the actual salary drawn for the year 2020- 2021 by the teaching Staff of Railway High School (E.M.) Hubli is Rs **1,06,95,672.00** annually for teaching **53** Railway children for the year 2020- 2021 which works out to an average of **Rs . 2,01,805/-** per Railway employees child. Work study team in their report has also brought out that the fee charged to children of Non Railway employees is **25%** approximately when compared with the fee charged by the South western Railway women's organization school run in the same vicinity.

#### **Statement of Student Strength for the Last 3 years as on 1/4/2021 as Annexure –II.**

Standard	2018-19		2019-20		2020-21	
	Rly	Non. Rly	Rly	Non. Rly	Rly	Non. Rly
1 <sup>ST</sup> Standard	03	23	04	26	07	24
2 <sup>nd</sup> Standard	03	28	08	23	04	29
3 <sup>rd</sup> Standard	06	32	02	29	08	24
4 <sup>th</sup> Standard	07	30	03	31	03	28
5 <sup>th</sup> Standard	05	35	04	30	06	27
6 <sup>th</sup> Standard	08	30	04	32	03	31
7 <sup>th</sup> Standard	02	35	06	25	05	30
8 <sup>th</sup> Standard	08	29	04	29	06	24
9 <sup>th</sup> Standard	02	19	07	26	04	26
10 <sup>th</sup> Standard	02	33	02	18	07	26
<b>TOTAL</b>	<b>46</b>	<b>294</b>	<b>44</b>	<b>269</b>	<b>53</b>	<b>269</b>

Work study team recommends for closure of the schools from the next academic year onwards as per the guidelines issued by Railway Board vide master circular No. E(W)2000/SC2/MASTER CIRCULAR/18 DATED 31.05.2001 **of Para 3.2 stating that efforts should be made to progressively close down the existing Railway school matching the expansion of Kendriya Vidyalayas and other non-Railway schools.** As Annexure -III

Rly Bd also stated that the demand for expansion/ up gradation of Railway schools to the various levels/standards should considerably reduce and finally cease to exist with the passage of time and considerable and extensive educational facilities being provided by different agencies, Govt. as well as private.

The Work Study team opines to run the schools during the present academic year 2020-21 without causing damage to the children's education by enhancing the fees to be collected from Non Railway children on par with the fees charged by schools in the same vicinity & engaging teachers on contract basis whose salary will be managed from the fees collected from the students.

Work study team recommends for surrendering the **16** vacant posts immediately. Head Master will supervise the teachers engaged on contract basis, take classes in their field of specialization & co-ordinate with the state Education Board.

**Work study team has worked out the Salary of Railway Teacher & Contract teacher:**

Salary of Contract teacher per month. Vide SWR Notification No.01/Contract teachers/UBL/2020 dated 14/07/2020	₹.26250/-
Cost of contract teacher per year	₹.26250 x 27 x 12 = ₹. 8505000/-
Cost of Railway teacher per year. (Salary of Railway teacher per month is Rs.86463/- on an average)	₹.86463 x 27 x 12 = ₹. 2,80,14,012,-

The Salary for 27 Railway teacher = Rs. **2,80,14,012.00**  
The Salary for 27 contract teacher = Rs 85,05,000.00  
Net difference in Salary = **Rs. 1,95,09,012.00**

Railway will save Rs. **1,95,09,012.00** annually in Salary.

**Money Value calculation for staff of Railway High School (E.M.) Hubli for the year 2020.**

GP	Mean Pay	DA@17%	Pay + DA	No of posts on Roll	Annually
Rs.4600	Rs.93650.00	Rs. 15920.00	Rs.109570.00	03	<b>Rs.39,44,538.00</b>
Rs.4200	Rs.73900.00	Rs. 12563.00	Rs.86463.00	06	<b>Rs.62,25,336.00</b>
Rs.1800	Rs.37450.00	Rs. 6367.00	Rs.43817.00	01	<b>Rs.5,25,798.00</b>
			<b>Total</b>	<b>10</b>	<b>Rs.1,06,95,672.00</b>

For consideration of expenditure and its utilization, for the year 2020, an expenditure of Rs. **1,06,95,672/-** as per above money value calculation has occurred in this financial year 2020-21, to render education of **53** children's of Railway employee.

**Thus the expenditure incurred for teaching one child of Railway employee**

**i.e. 1,06,95,672/ 53 = Rs. 2,01,805/- student annually.**

## CHAPTER – I

### **Introduction:**

Railways were introduced to run the transport Organization mainly from Business point of view, still the concern for welfare of employees was always on the top and it is evident from well-organized welfare scheme like education & medical.

The Railways have a long tradition spanning ever 100 years of providing Good educational facilities although it is a state subject. Indian Railway set up the Railway schools at various locations across Indian Railway to cater the need of Railway employees who are posted in remote areas having no state schooling facility for Children of Rly employee.

However, at present only one school at Hubli is functional and school at GDG has been closed due to poor response of railway employees to enrol their wards in railway schools. The existence of Railway Schools is in question as grant by State Government to Rly schools is stopped.

The subject study is undertaken with object to explore the feasibility of Closure schools in phase manner and find out bare minimum requirement of staff to cope up with available / left over work load due to closure of railway Schools on ground of availability of other reputed schools in nearby vicinity of existing railway Schools & Poor responses from Railway Employees.

In order of Right Sizing, Railway has taken the step by closing the Railway schools functioning in UBL Division.

In view of the fore said objectives, AGM/SWR has advised the Work-Study cell to take up a study on “Review of staff strength Railway schools and the financial burden on Railways in running of Railway school.

## CHAPTER –II

### EXISTING SCENARIO OF SCHOOLS OVER HUBLI DIVISION

#### **EXISTING SCENARIO ( RAILWAY SCHOOL ENGLISH MEDIUM/HUBLI) :-**

<b>Sl. No.</b>	<b>Category</b>	<b>Scale</b>	<b>Sanction</b>	<b>Actual</b>	<b>Vacancy</b>
1	Head Master	PB-2 ( 5400 GP )	01	00	01
2	Gr. Asst	PB-2 ( 4600 GP )	11	02	09
3	Drawing teacher	PB-2 ( 4600 GP )	01	00	01
4	PTI	PB-2 ( 4600 GP )	01	00	01
5	Craft teacher	PB-2 ( 4600 GP )	01	01	00
6	Lab Asst	PB-2 ( 4200 GP )	01	00	01
7	Asst. teacher	PB-2 ( 4200 GP )	10	06	04
8	Peon	PB-1 ( 4600 GP )	01	01	00
<b>Total</b>			<b>27</b>	<b>10</b>	<b>17</b>

**Student Strength:** Last 3 years student strength of the school is as under:

<b>Standard</b>	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>	
	<b>Rly</b>	<b>Non. Rly</b>	<b>Rly</b>	<b>Non. Rly</b>	<b>Rly</b>	<b>Non. Rly</b>
1 <sup>ST</sup> Standard	03	23	04	26	07	24
2 <sup>nd</sup> Standard	03	28	08	23	04	29
3 <sup>rd</sup> Standard	06	32	02	29	08	24
4 <sup>th</sup> Standard	07	30	03	31	03	28
5 <sup>th</sup> Standard	05	35	04	30	06	27
6 <sup>th</sup> Standard	08	30	04	32	03	31
7 <sup>th</sup> Standard	02	35	06	25	05	30
8 <sup>th</sup> Standard	08	29	04	29	06	24
9 <sup>th</sup> Standard	02	19	07	26	04	26
10 <sup>th</sup> Standard	02	33	02	18	07	26
<b>TOTAL</b>	<b>46</b>	<b>294</b>	<b>44</b>	<b>269</b>	<b>53</b>	<b>269</b>

ADRM/UBL is the administrative controlling officer of the School, who, further, is assisted by Senior Personnel Officer. At school level Headmaster is overall in-charge of school supported by Teachers, Assistant Teachers and other group D staff.

## CHAPTER - III

### CONCLUSION:

**The work study is concluded with the recommendation summarized as under:**

- 1) Contract teachers should be engaged duly surrendering Railway teacher in Railway High School (E.M.) Hubli.
- 2) Railway High School (E.M.) Hubli can be handed over to NGO or to the private Education Origination with expertise in the field of Education duly collecting the lease value as per the Railway rules and procedure.
- 3) A comprehensive review of contract Teachers should be done for minimizing financial implications.
- 4) Intensified systems to ensure desired out-put is also required.
- 5) 16 Vacant post of Teachers to be surrender immediately.
- 6) Work Study team opinions to close down the Railway High School (E.M.) Hubli, As per Rly Board LETTER No. E(W)2000/SC2/MASTER CIRCULAR/18 DATED 31.05.2001 **of Para 3.2 stating that efforts should be made to progressively close down the existing Railway school matching the expansion of Kendriya Vidyalayas and other non-Railway schools.**

## CHAPTER – IV

### FINANCIAL IMPLICATIONS:-

Implementation of work study recommendations by surrendering **16** vacant posts of teachers will save **Rs 2,01,76,884.00** annually for SWR as shown below:-

Sl. No.	Category	S	A	V	No. of Posts recommended for surrender	Emoluments per month in Rs.	Total Emoluments per annum in Rs.
1	Head Master ( 5400 GP )	01	00	01	00		
2	Gr. Asst ( 4600 GP )	11	02	09	11	1205275.00	144,63,306.00
3	Drawing teacher ( 4600 GP )	01	00	01			
4	PTI ( 4600 GP )	01	00	01			
5	Craft teacher ( 4600 GP )	01	01	00			
6	Lab Asst ( 4200 GP )	01	00	01	05	432315.00	5187780.00
7	Asst. Teacher ( 4200 GP )	10	06	04			
8	Peon (1800 GP)	01	01	00	00	043816.00	525798.00
	<b>Total</b>	<b>27</b>	<b>10</b>	<b>17</b>	<b>16</b>		<b>2,01,76,884.00</b>



## ANNEXURES

<b>Sl. No.</b>	<b>Description</b>	<b>Annexure</b>
<b>1.</b>	Vacancy statement as on 14.12.2020 of Railway High School (E.M.) Hubli.	<b>I</b>
<b>2.</b>	Statement of Student on Roll of Non Railway employees and e wards of Railway employees as 4/1/2021.	<b>II</b>
<b>3.</b>	Railway Board letter No. E(W)2000/SC2/MASTER CIRCULAR/18 DATED 31.05.2001	<b>III</b>

\*\*\*\*