

CENTRAL RAILWAY

REVIEW OF
REDUNDANT/
NON-OPERATIVE
&
OUTSOURCED POSTS
IN
MECHANICAL DEPARTMENT
PUNE
DIVISION

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SYNOPSIS OF THE STUDY

Study Number	:- WSCR/Mech./PA/02/19-20
Name of Study	: Review of redundant/ non-operative & outsourced posts in mechanical department Pune Division.
Approved by	:- AGM
Department	:- Mechanical
Division	:- PA
Date of Commencement	:- 03.12.2019
Date of Completion	:- 10.01.2020
Date of Submission	:- 25.09.2020
No. of Recommendations	:- 01
No. of Suggestions	:- 01
Sanctioned Strength (Gr. C+D)	:- 1109
No. of Man studied.	:- 964
No. of vacancies.	:- 145
No. of posts identified surplus	:- 131
Financial Implication (Tentative)	:- ₹ 42211344/-

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The work-study team takes this opportunity to express hearty thanks to Shri Rahul Garg, CDO, Shri Prashant R. Watve, SSE for the valuable guidance provided by them for successful completion of study.

The work study team also likes to thanks all SSE of coach maintenance Depots as well as all Freight Depot over Pune Division for the guidance rendered to the work study team for completion of the study. The work-study team is also thankful to other staff of all C&W Depot that rendered guidance to the team in conducting the study.

AUTHORITY AND TERM OF REFERENCE

The work-study of “ Review of Redundant/Non Operative & Outsourced Posts in Mechanical Dept. at Pune Division included in work-study Program 2019-20 with No. G.250/WSCR/MECH/PA/02/19-20.

The term of reference for the given work-study is “Rationalize Manpower in the C&W Depot due to outsourcing of various activities and Rightsizing of man power as per recent Yard Stick, in Pune division”

BASE FOR STUDY

1. Applying of Yard Stick (No. E (MPP) 2019/1/12) dated 30.09.2019 in various activities in C&W depot.
2. Out sourcing of various activities in C&W Depot Such as Linen, Watering, and Coach Amenity Attention etc.
3. Need based Requirement of manpower in various activities.
4. Up gradation of technology in regard to coaches and Wagons in Rolling Stock.
5. Automation in activities like Washing, Cleaning etc.

METHODOLOGY

1. Identification of activities of Outsourced/Redundant/Non Operative posts due to change in working pattern and technical advancement.
2. Identification of Surplus staffs due to Outsourcing.
3. Rightsizing of existing manpower, in view of Yardstick provided by Railway Board.

SUMMARY OF RECOMMENDATIONS AND SUGGESTIONS

RECOMMENDATIONS	It is recommended to surrender 131 posts from vacancies.
SUGGESTIONS	Nil

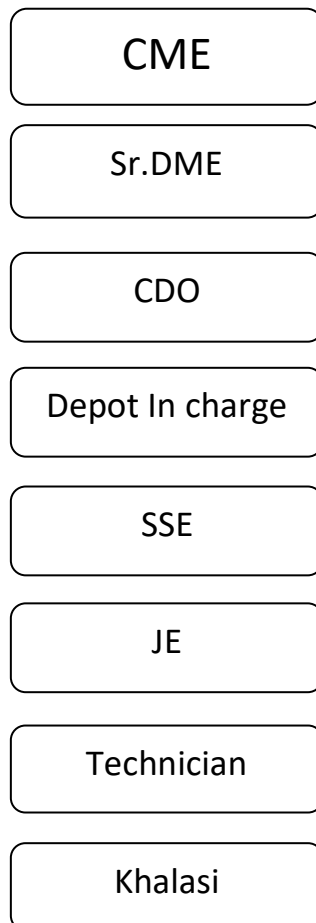
CHAPTER 01 & 02

INTRODUCTION & EXISTING SCENARIO

Mechanical Department is responsible for maintenance of rolling stock including passenger coaches, freight wagons, diesel locomotives, DMUs and Cranes. Besides, it maintains large number of machinery & plant in workshops, sheds and other work centers. The department also formulates plans for procurement of rolling stock, machinery & plant and ensures safety and reliability of stock in train operation.

Chief Mechanical Engineer is the overall in-charge of Mechanical Department. He reports to and advises General Manager on all administrative and technical matters concerning the department.

Organization chart of Mechanical Department



Chief Rolling Stock Engineer (Coaching):-

CRSE (Coaching) exercise direct control on the affairs of the repairs and maintenance of coaching stock. He issues instructions, in consultation with the Chief Mechanical Engineer, in matters relating to policy formulation which concerns the Mechanical Department. Responsibilities for budgetary controls in the Coaching Depot also rest with CRSE (Coaching). He is assisted by Dy. CME (HQ/Coaching).

Sr. DME (Coaching)

Sr. D. M. E is the controlling authority of entire Coaching Depot. He has technical and administrative control over coaching Rolling Stock at Divisional level.

The activities of coaching maintenance in Pune Division are carried out at three coaching depots for the Coaches i.e.

- A) Ghorpuri Coach Maintenance Depot (GCMC),
- B) Miraj Coach Maintenance Depot, and
- C) Kolhapur Coach Maintenance Depot.

PERIODICITY SCHEDULE

For ICF Coaches:-

Trip Schedule i.e. D1	Every Trip/Weekly
Monthly Schedule i.e. D2	30 days \pm 3 days
Six Monthly Schedule i.e. D3	180 days \pm 15 days

For LHB Coaches

Shop Schedule I i.e. SS-I	18 Month \pm 30 days/6 Lakh Km earned whichever is earlier
Shop Schedule II i.e. SS-II	3 Years/12 Lakh Km earned whichever is earlier
Shop Schedule III i.e. SS-III	6Years/24 Lakh Km earned whichever is earlier

PUNE DEPOTS

A. GCMC (Ghorpadi Coach Maintenance Complex) PUNE

A.1 Introduction: -

Coaching Maintenance Depot Ghorpadi is a major Depot in terms of Coach Maintenance in Pune Division. The depot is situated towards Solapur end at Pune station. Presently it is functioning with 03 pit lines and five stabling lines for the maintenance of Primary, Secondary, and RBPC. Total bare requirement of coaches (ICF+LHB+DMU) is 675. For this purpose there are New Washing Siding (NWS) and Old Washing Siding (OWS).NWS is mainly for DMU rakes maintenance purpose.

A.2 Existing Scenario:

A.2.1 Scale Check of C&W Staff PUNE Division

Sl.	Category	Level	S/S	MOR	Vacancy
1	SSE	Level - 7	70	69	01
2	JE	Level - 6	34	25	09
3	Fitter MCM	Level - 6	103	104	-1
4	Fitter - I	Level - 5	201	72	129
5	Fitter - II	Level - 4	32	82	-50
6	Fitter - III	Level - 2	59	87	-28
7	ANC/Tech Sr.	Level - 6	12	12	0
8	ANC/Tech - I	Level - 5	23	10	13
9	ANC/Tech - II	Level - 4	4	3	1
10	ANC/Tech - III	Level - 2	7	12	-5
11	Welder MCM	Level - 6	6	6	0
12	Welder - I	Level - 5	13	05	08
13	Welder - II	Level - 4	2	1	1
14	Welder - III	Level - 2	4	6	-2
15	Khalasi	Level - 1	538	469	69
16	watchman	Level - 1	1	1	0
Total			1109	964	145

A.2.2 Staff Deployment Position:-

Sl.	Gang Description	SSE/JE	Staff	Total
1	12129/LSG	01	23	24
2	11077/KDR	01	23	24
3	12149/JPY	01	24	25
4	Ahinsa Link +VKS	01	17	18
5	Rotational Batch B-1	01	18	19
6	Rotational Batch B-2	01	18	19
7	Rotational Batch B-3	01	18	19
8	Rotational Batch LHB-1	01	20	21
9	Rotational Batch LHB-2	01	20	21
10	Rotational Batch LHB-3	01	21	22
11	DEMU Maintenance	05	24	29
12	CRD/ Sick line	01	78	79
13	CMIS	00	02	02
14	Pass. Yard /SPL.Work	01	08	09
15	Pass. Yard Rotational Batch	06	61	67
16	Rolling In/Out (NWS)	04	08	12
17	Rolling In/Out (OWS)	03	09	12
18	Break Down	02	14	16
19	ARME	01	05	06
20	Linen	01	16	17
21	M&P	01	12	13
22	Pest Control	01	11	12
23	Bio-Toilet	01	04	05

24	OBHS- Billing	01	09	10
25	Material Chasing Batch	00	06	06
26	Store, GCMC, PA	01	08	09
27	On Rake Attention RBPC Trains	00	23	23
28	Gardening	00	03	03
29	SPL Work (New Staff)	00	10	10
30	Sportsman	00	07	07
31	RBPC Trains/NWS	01	21	22
32	OWS Special	01	01	02
33	Tech Section	00	03	03
34	Safety Councillor	01	00	01
35	RG&LR Supervisor	08	00	08
36	Sr. DME Office	05	08	13
37	DRM/PA(1)+RCD(4)	00	05	05
38	Time Office	00	01	01
39	CCR	06	12	18
40	LONI BTPN loading	00	01	01
41	JE For Trg at JHS	00	03	03
42	BTC /PA	01	01	02
43	SSE/In charge	01	00	01
Total		63	576	639

A .2.3 Coach Maintenance at GCMC Depot (PRIMARY Maintenance) :-

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Coach Maint/day
1	11077	5	24	120	Daily	24
2	12129	4	24	96	Daily	24
3	12149	4	24	96	Daily	24
4	11088	2	22	44	Thurs	13
5	11090				Sun	
6	11092				Mon	
7	11096				Wed	
8	11010	1	19	19	Tue, Sat	05
9	12126	1	14	14	Wed, Sun	4
10	12025	1	13	13	Daily (Except Tue)	11
11	12298	1	15	15	Mon, Thurs, Sat	6
12	12128	1	16	16	Daily (P/M Tue, Fri)	5
13	11417	1	15	15	Thurs	2
14	51451	4	10	40	Daily	10
Total		25		488		128

Coach Maintenance at NWS Depot (Primary Maintenance)

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	22150	1	19	19	1	ICF-14 DEMU-07
2	22151	1	20	20	1	
3	11405	1	16	32	2	

4	11407	1	16	16	1	
5	51401	2	14	28	4	
6	71413	2	10	20	3	
7	71407	2	12	24	2	
8	LNN-PLLD	1	4	4	-	

Coach Maintenance at OWS Depot (Primary Maintenance):-

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	22131	1	22	22	1	18
2	11033	1	19	19	1	
3	11037	1	22	22	1	
4	12103	2	22	44	1	
5	11097	1	19	19	1	
6	22150	1	19	19	1	

A.2.4 Secondary Maintenance GCMC:-

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Coach Maint/day
1	20821	1	18	18	Mon	08
2	12221	02	18	36	Sat, Mon	
Total		03		54		

A.2.5 RBPC Maintenance GCMC Depot

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	11010	1	19	19	5	68
2	12126	1	14	14	5	
3	12135	1	22	22	3	
4	12113	1	18	18	3	
5	12850	1	20	20	1	
6	22881	1	22	22	1	
7	22845	1	21	21	2	
8	22139	1	15	15	1	
9	12493	1	20	20	1	
10	15030	1	21	21	1	
11	12263	1	16	16	2	

RBPC Maintenance at Pune OWS

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	19311	1	17	17	2	92
2	22943	1	22	22	5	
3	12939	1	21	21	2	
4	12729	1	17	17	2	

5	22113	1	16	16	1	
6	22117	1	16	16	1	
7	12128	1	16	16	5	

RBPC Maintenance at NWS

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	12157	1/1	18/19		7	60
2	12124	1	17		7	
3	11101	1	17		1	
4	51401	1	14		3	

A.2.6 Pune Depot Coach Holding

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total
1	12150/12149	4	24	96
2	22151/22152	1	20	20
3	12126/12125	1	14	14
4	11010/11009	1	19	19
5	12129/12130	4	24	96
6	11078/11077	5	24	120
7	11088/11087	2	22	44
8	11090/11089			
9	11092/11091			
10	11096/11095			
11	12104/12103			
12	22132/22131	1	22	22
13	11037/11038			
14	11034/11033	2	19	38
15	11097/11098			
16	22150/22149			
17	11406/11405	1	16	16
18	11408/11407			
19	51451/51452	4	10	40
20	51402/51401	2	14	28
21	12298/12297	1 (LHB)	15	15
22	12026/12025	1(LHB)	13	13
23	12128/12127	1(LHB)	16	16
24	22140/22139	1(LHB)	15	15
25	OCV- Tool Van 02+ARME 02 + RA23-01			05
Total				617

DEMU Coach Holding Pune Division (PA+MIRAJ)

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total
1	71413/71416	3	10	30
2	71401/71402	2	12	24
3	71431/71432	1	4	4

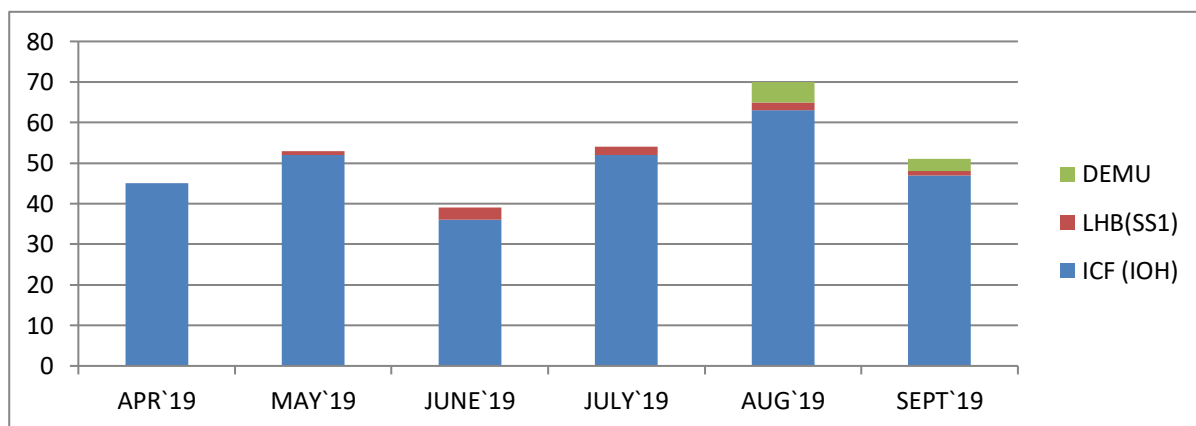
4	71418/71428/71417/71427	4	10 (Miraj)	40
Total Bare Requirement		10		98

A.2.7 IOH DEPOT GHORPADI (Sick Line)

Introduction: IOH Depot is situated at beside of coach maintenance depot Ghorpuri for schedule and unscheduled maintenance of coaches (ICF, LHB, DEMU) of Pune Division. Depot is functioning smoothly since 2014 and producing required out turn.

Out Turn of IOH Depot:

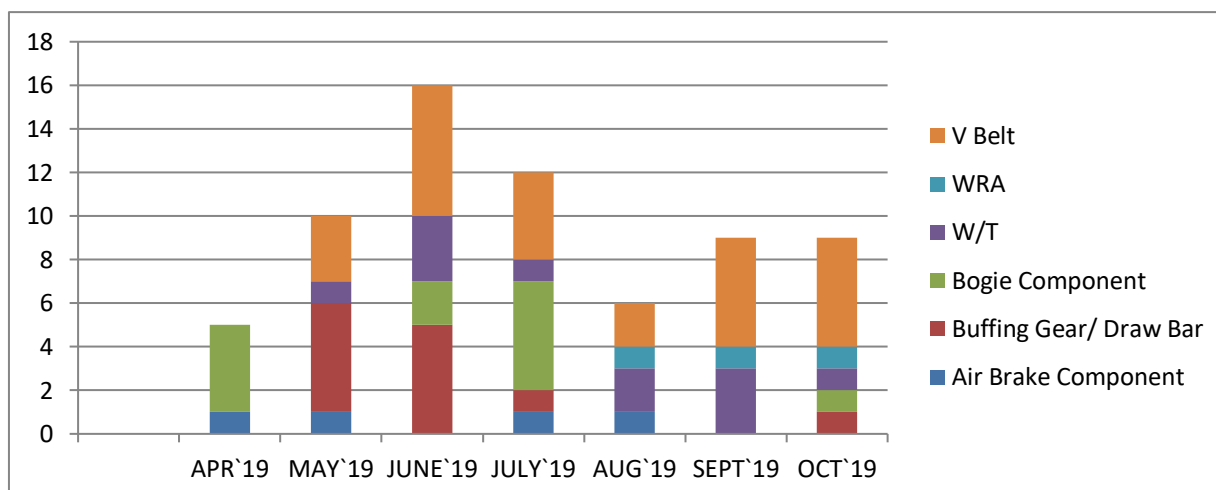
IOH DONE FROM APR -19 TO SEPT - 19				
MONTH	ICF (IOH)	LHB(SS1)	DEMU	TOTAL
APR`19	45	0	0	45
MAY`19	52	1	0	53
JUNE`19	36	3	0	39
JULY`19	52	2	0	54
AUG`19	63	2	5	70
SEPT`19	47	1	3	51
OCT`19	37	3	4	44
TOTAL	332	12	12	356



As above table indicates that IOH of ICF coaches from April to Oct 19 is 332 which is $332/7=47.4$ coaches/month. In addition to this 12 LHB coaches were repaired during the same period which is nearly two coaches/month and during period of last three month 12 DMU also repaired @ 4 DMU/Month.

A.2.8 Non Schedule Coaches out Turn of IOH Ghorpuri Depot:

SUMMARY OF NON-SCHEDULED COACHES from APR-19 To OCT-19							
Months	Air Brake Component	Buffing Gear/ Draw Bar	Bogie Component	Plumbing Work			Total Non-Sch
				W/T	WRA	V Belt	
APR`19	1	0	4	0	0	0	5
MAY`19	1	5	0	1	0	3	10
JUNE`19	0	5	2	3	0	6	16
JULY`19	1	1	5	1	0	4	12
AUG`19	1	0	0	2	1	2	6
SEPT`19	0	0	0	3	1	5	9
OCT`19	0	1	1	1	1	5	9
TOTAL	4	12	12	11	3	25	106

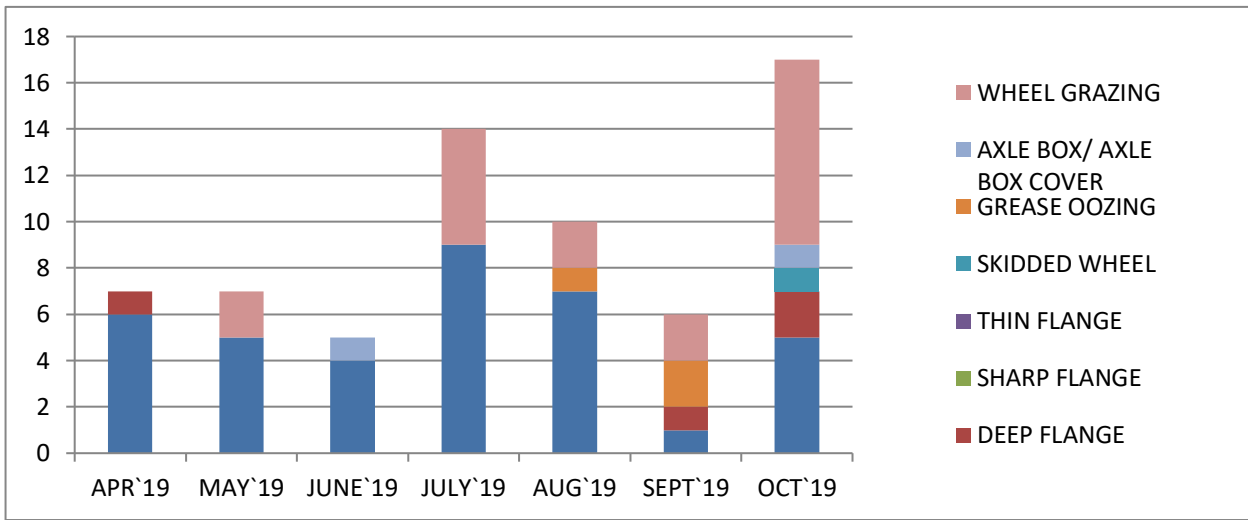


As the table shows that the total 106 unscheduled coaches repaired in IOH depot during last 07 months (Apr-Oct) which is $106/7 = 15.2$ coaches/month or .5 coaches / day.

A.2.9 Wheel Defect in ICF Coaches

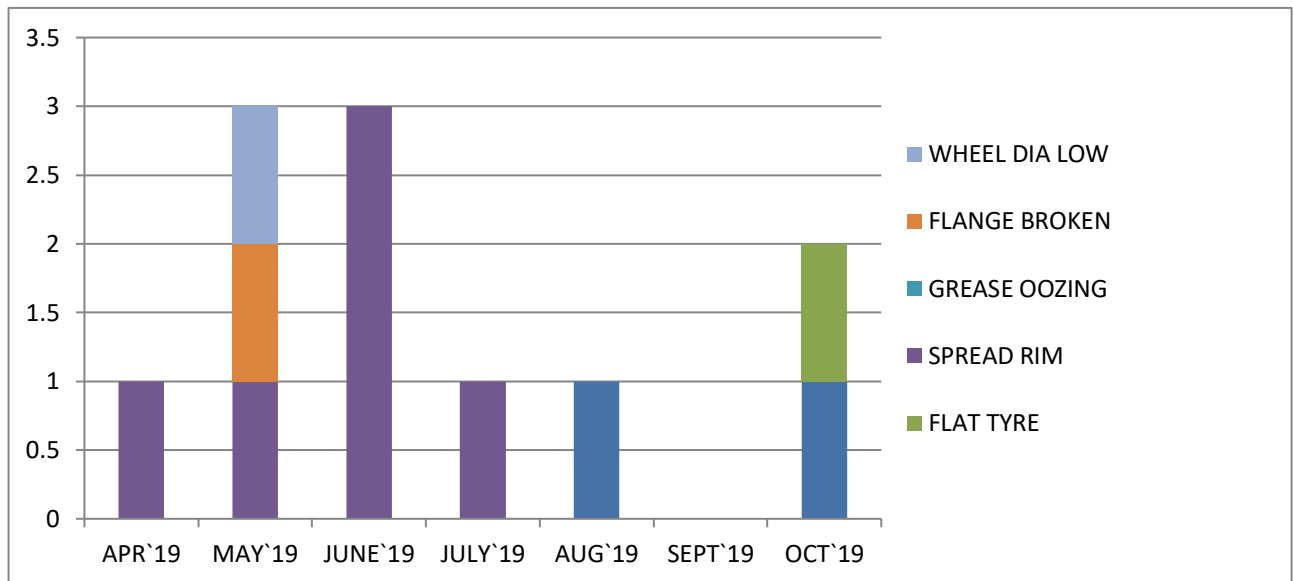
WHEEL DEFECTS IN "ICF" COACHES FROM APR-19 TO SPET-19								
Type of defect	Apr`19	May`19	June`19	July`19	Aug`19	Sept`19	Oct`19	Total
Shelled tread	6	5	4	9	7	1	5	37
Deep flange	1	0	0	0	0	1	2	4
Sharp flange	0	0	0	0	0	0	0	0
Thin flange	0	0	0	0	0	0	0	0

Skidded wheel	0	0	0	0	0	0	1	1
Grease oozing	0	0	0	0	1	2	0	3
Axle box/ axle box cover	0	0	1	0	0	0	1	2
Wheel grazing	0	2	0	5	2	2	8	19
Total	7	7	5	14	10	6	17	66



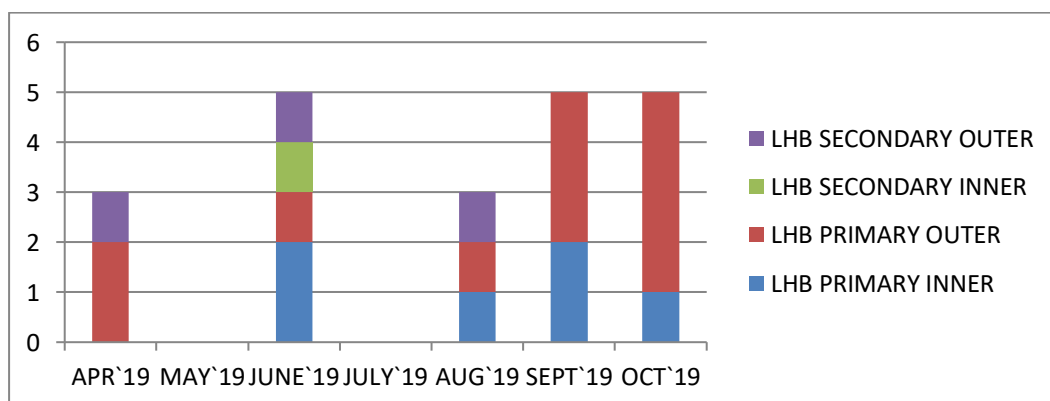
The table shows that total wheel defect cases during last 07 month is 66 means 9.4 cases /Month.

Wheel defects in "LHB" coaches from apr-19 to sept-19								
Type of defect	Apr`19	May`19	June`19	July`19	Aug`19	Sept`19	Oct`19	Total
Shelled tread	0	0	0	0	1	0	1	2
Axle box cover face plate crack	0	0	0	0	0	0	0	0
Flat tyre	0	0	0	0	0	0	1	1
Spread rim	1	1	3	1	0	0	0	6
Grease oozing	0	0	0	0	0	0	0	0
Flange broken	0	1	0	0	0	0	0	1
Wheel dia low	0	1	0	0	0	0	0	1
Total	1	3	3	1	1	0	2	11



Above table indicating that total wheel defect cases in LHB coaches during last 7 month is 11. Which is $11/7 = 1.6$ cases / month.

Summary of spring failure from apr-19 to oct-19				
Month	LHB			
	Primary inner	Primary outer	Secondary inner	Secondary outer
Apr` 19	0	2	0	1
May` 19	0	0	0	0
June` 19	2	1	1	1
July` 19	0	0	0	0
Aug` 19	1	1	0	1
Sept` 19	2	3	0	0
Oct` 19	1	4	0	0
Total	6	11	1	3



The table shows that spring failure during last 07 month is 21 @ 3 cases / month.

A.2.11 On Rake Attention from 01.01.2019 to 30.10.2019

Month	V Belt	P/Tube	Buffer Case	Buffer Plunger	D/pot Spring	Bolster spring	Total Defects
Jan	33	15	4	-	1	-	53
Feb	12	15	-	3	1	2	33
March	20	12	-	-	1	1	34
Apr	23	24	3	-	-	1	51
May	35	24	1	1	1	2	64
Jun	23	22	-	-	-	1	46
July	33	33	3	-	3	5	77
Aug	26	34	5	3	8	8	84
Sept	30	43	-	-	3	1	77
Oct	47	24	-	-	1	4	76
Total	282	246	16	7	19	25	595

The above table shows that work done by on rake attention gang from Jan to Oct 19 is 595 which becomes $595/10=59.5$ / month or two cases per day.

KOLAPUR

B. C&W DEPOT KOLHAPUR

B.1 INTRODUCTION: Kolhapur station is known as Chatrapati Shahuji Maharaj Terminal Kolhapur. It is having two platforms to facilitate the passengers arriving by the trains. For maintenance the coaches' two pit lines and one stabling line is available. In addition to this to attend sick coaches IOH Depot is also stabilised with two pit line under the shed.

Coaching Depot at a glance

1. Train Maintenance :

- **Holding** : 205 Coaches
- **Infrastructure:**
 - Pit Line - 2 No. 24 and 21 coach length.
 - Water tank: Overhead 2.5 litre & 1.5 Litre each.
 - Underground Sump: 50000 Litre
 - Coach Watering Pipe Line: Two no.
 - High Pressure Jet Cleaning System
 - Compressor: Three No.
 - Rake Test Rig: Two No.

2. Platform:

- Rolling in & Rolling Out Examination
- Axle box Temperature Taken with NCT
- Terminating and Originating Examination
- Watering of Trains on PF no. 1 & Pit line - KOP-BIR-KOP Exp.

3. Coach Repair Shed:

- **Infrastructure:**
 - IOH Shed of Size 100 m X 17 m with two line
 - Inspection pit of 17 meter of length on each line.
 - EOT cranes - 25 T-Two no. & 10 T- one no.
 - Synchronised Jack - One Set
 - Fork lift - One no.
 - Self Propelled Battery Operated Platform: One no.
 - Single Car Test Rig(SCTR)- One no.
 - Tool Grinder- One no.
- **Work Attended**
 - IOH of Coaches based KOP & MRJ.
 - Other than IOH i.e. Wheel Change, Water tank change etc.

B.2 EXISTING SCENARIO:

B.2.1 Scale Check of C&W Depot Kolhapur: (Excluding Ministerial Staff)

Sl.	Category	Level	S/S	MOR	Vacancy
1	SSE	Level - 7	8	11	-3
2	JE	Level - 6	5	2	3
3	Fitter MCM	Level - 6	4	13	-9
4	Fitter - I	Level - 5	29	10	19
5	Fitter - II	Level - 4	27	05	22
6	Fitter - III	Level - 2	25	14	11
7	ANC/Tech Sr.	Level - 6	0	2	-2
8	ANC/Tech - I	Level - 5	2	0	2
9	ANC/Tech - II	Level - 4	2	1	1
10	ANC/Tech - III	Level - 2	4	1	3
11	Welder MCM	Level - 6	0	2	-2
12	Welder - I	Level - 5	2	0	2
13	Welder - II	Level - 4	3	0	3
14	Welder - III	Level - 2	1	0	1
15	Khalasi	Level - 1	70	45	25
Total			182	106	76

B.2.2 Staff Distribution C&W KOP

Sl.	Activity	Total (Incl. Supervisor)
1	Batch A	12
2	Batch B	12
3	Batch C	12
4	Batch D	12
5	IOH Sick line	18
6	Store Section	03
7	Time Office	02

8	Linen	03
9	OBHS	03
10	Platform A	06
11	Platform B	06
12	Pest Control	03
13	General Duty	16
14	Long Absent	01
Total		109

B.2.3 Primary Maintenance C&W / KOP:-

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	12148/12147	1	19	19	Tuesday	59 coaches Or 3.43 trains
2	11049/11050				Satday	
3	11040/11039	5	17	91	Daily	
4	11040/11039				KOP-Dhule 03X02	
5	11023/11024				Daily	
6	11029/11030	02	15	30	Daily	
7	11046/11045	1	19	19	Thursday	
8	11403/11404	1	20	20	Mon, Fri	

B.2.4 Watering and Cleaning (RBPC):-

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	17415/17412	4	21	84	Daily	45
2	17411/17416				Daily	
3	11416/11415	1	20	20	Wednesday	

B.2.5 IOH Analysis IOH Depot KOP:-

Sl.	Type	Apr	May	June	July	Aug	Sept	Oct	Nov	Total
1	A. Wheel Change	7	2	2	4	1	1	1	4	22
2	B. Trolley Change	9	10	10	8	11	3	17	15	83
3	C. R/D Reduce	0	5	4	6	4	9	1	0	29
4	D.R/D Extended	0	1	2	2	1	1	3	3	13
Total		16	18	18	20	17	14	22	22	147

Above table indicates that 147 coaches repaired at IOH / KOP during last 8 months which is 18.4 coaches / month.

B.2.6 Sick Analysis at IOH/ KOP:-

Sl.	Description	Apr	May	June	July	Aug	Sept	Oct	Nov	Total
1	Wheel Defect	2	2	3	3	1	1	3	0	15
2	Trolley Transfer/ PA	0	0	0	0	0	0	0	0	0
3	Axle/Box Cant	1	1	1	1	0	1	1	0	6
4	Water tank Crake	2	2	0	1	1	2	1	0	9
5	Buffer Plunger Defect	0	2	1	3	2	0	0	0	8
6	Buffer Socket Defect	0	0	0	0	0	0	1	1	2
7	Carpentry work	0	0	0	0	0	0	1	0	1
8	Fumigation	7	3	3	3	3	1	3	5	28
9	Electric Sick	9	14	4	7	11	15	12	14	86
10	Others	2	4	6	5	4	19	2	12	54
Total		23	28	18	23	22	39	24	32	209

Above table indicating that IOH/KOP depot has attended unscheduled coaches during last 8 months are 209-86 (Electric sick) =123 which becomes 15.4 coaches / month.

MIRAJ

C. C&W DEPOT MIRAJ

C.1 INTRODUCTION:

C&W / MRJ at a Glance

- **Rake Maintenance:**
 - No. of Pit line: 02
 - Length of each line: 285 m
 - Holding Capacity: 12 Coaches each
 - Pole Lights: 07 Poles 35 lights
 - Pit Trolley Light Chargeable: 01 of 24 v DC
 - High Pressure Jet Pump: 01 no.
 - Watering Hydrants: 82 no.
 - Welding Points: 11 Points on Pit line no. 2
 - Charging Points: Total 21no.
 - Primary maintenance Trains per day: 03 trains

C.2 EXISTING SCENARIO:

C.2.1 Scale Check Of C&W Depot MRJ (Excluding Ministerial Staff)

Sl.	Category	Level	S/S	MOR	Vacancy
1	SSE	Level - 7	10	14	-4
2	JE	Level - 6	10	04	06
3	Fitter MCM	Level - 6	13	25	-12
4	Fitter - I	Level - 5	55	08	47
5	Fitter - II	Level - 4	29	22	07
6	Fitter - III	Level - 2	32	16	16
7	ANC/Tech - I	Level - 5	05	01	04
8	ANC/Tech - II	Level - 4	03	02	01
9	ANC/Tech - III	Level - 2	00	04	-4
10	Welder MCM	Level - 6	02	00	02
11	Welder - I	Level - 5	02	01	01
12	Welder - II	Level - 4	03	00	03
13	Welder - III	Level - 2	01	02	-1
14	Khalasi	Level - 1	77	70	07
15	Watchman	Level - 2	01	01	00
Total			243	170	73

C.2.2 Staff Distribution C&W / MRJ (Coaching)

Sl.	Activity	Total (Including Supervisor)
1	Platform	08X03=24
2	Rake Maintenance	12X03=36
3	Store	03
4	Time Section	02
5	Rolling Stock	01
6	In charge	02
7	Chief Work Inspector	01
8	Material Handling	03
9	RCD	09
10	Rest Giver	14
Total		95

C.2.3 Primary Maintenance C&W / MRJ

Sl.	Train No.	No. of rakes	No. of Coaches/Rake	Total	Frequency	Avg Coach Maint/day
1	51425/51419	3	9	27	Daily	31 coaches/day
2	71418/71428	4	13	52	Daily	
3	51406/51463	4	12	48	Daily	
		11	34	127		

In addition to this MRJ C&W Depot is maintaining one train/day with RBPC maintenance.

C.2. Staff Distribution C&W / MRJ (Freight)

Sl.	Activity	Total (Including Supervisor)
1	Batch A	12
2	Batch B	12
3	Batch C	12
4	Batch D	12
5	IOH Sick line	09
6	Store Section /Time Office	04
7	SSE in charge	02
8	RCD	02
9	JE Training	01
10	Welder Training	01
Total		67

C.2.Work done by C&W Freight Depot MRJ

Month	Type of examination	BOXN	BCN	CONT	BTPN	BOBR	OTHER	TOTAL
April	Intensive	-	26	-	10	02	05	43
	Premium	-	23	-	06	-	-	29
	Rolling in/out	122						122
May	Intensive		39		07	05	12	63
	Premium		38		06	-	-	44
	Rolling in/out	142						142
June	Intensive	01	45		09	02	10	67
	Premium	-	40	-	06	-	-	46
	Rolling in/out	129						129
July	Intensive	-	30	-	04	01	07	40
	Premium	-	28	-	02	-	-	30
	Rolling in/out	103						103
Aug	Intensive	03	28	-	04	03	12	50
	Premium	01	27	-	02	-	-	30
	Rolling in/out	93						93
Sept	Intensive	-	29	-	06	-	07	42
	Premium	-	27	-	06	-	-	33
	Rolling in/out	119						119
Oct	Intensive	-	27	-	03	02	03	35
	Premium	-	23	-	02	-	-	25
	Rolling in/out	118						118
Nov	Intensive	01	21	-	02	01	14	39
	Premium	-	19	-	02	-	-	21
	Rolling in/out	79						79

CHAPTER 03

OBSERVATION, CRITICAL ANALYSIS AND RECOMMENDATIONS

A.1 C&W DEPOT GHORPADI PUNE

C&W PUNE

A) As per new Yard stick (No. E (MPP) 2019/1/12) 30.09.2019 requirement of staff is as under:

Sl.	Activity	no. of coaches	yardstick Men/Coach	Total
1	Primary Maintenance	174	0.85	147.9
2	Secondary Maintenance	8	0.3	2.4
3	RBPC Maintenance	216	0.2	43.2
4	Terminating & originating	Yard stick cannot be applied		96
5	Material Storage >150 Coaches Holding		26	26
6	Statically Work > 150 Coaches holding		8	8
7	Sub total			323.5
8	(RG is included as per letter no. 2000/M/(C)/143/5) Leave Reserve @ 12.5 %			40.4
Total				363.9

B) Need based Requirement

9	M&P/ Bio-toilet	14
10	Pest Control	08
11	RCD	4
12	Linen	15
13	Working in other office	16
14	Break Down + ARME + DEMU (32)	56
15	Sub Total	113
	RG @16.5%	18.6
	LR @ 12.5%	15.9
Total		147.5

Grand Total no. (A+B)			511.4
Training Reserve 4 % of C (A+B)			21
Grand Total no.			532.4
Sick Line Attention	767 Coaches	0.12	92.04
Overall Grand Total i.e. E+F			624.4

Latest Yardstick letter dated 30.09.2019 also suggested to outsourced the following activities

1. All coach cleaning and watering activities including en-route watering (already identified for outsourced)

2. Coach amenity attention including carpentry, welding, trimming plumbing/pipe fitting and provision of item like window glass, mirror, bottle holder, snack table, tapes and faucet etc.
3. Attention of fire extinguisher (already outsourced)
4. Linen washing and distribution (already outsourced on most of the depot)
5. New amenity/security activities like PA/PIS, CCTV & infotainment etc.

Above table indicates that C&W Depot Ghorpadi Pune is having sanction strength of 684 Staff whereas the depot staff requirement is as per yard stick is **624 staff** and for holidays and special trains **12 staff** may be given extra. **Therefore 684 – 636 = 48 staffs** are found surplus.

A.2 RECOMMENDATION:

It is found that C&W depot Pune is having **48 staff** surplus, needs to be surrendered.

B.1 C&W DEPOT KOLHAPUR

C&W Kolhapur

A) As per new Yard stick (No. E (MPP) 2019/1/12) 30.09.2019 requirement of staff is as under:

Sl.	Activity	no. of coaches	yardstick Men/Coach	Total
1	Primary Maintenance	59	0.85	50.15
2	Secondary Maintenance	0	0.3	0
3	RBPC Maintenance	45	0.2	9
4	Terminating & originating	Yard stick cannot be applied		12
5	Material Storage >150 Coaches Holding			6
6	Statically Work > 150 Coaches holding			5
7	Sub total			82.15
8	(RG is included as per letter no. 2000/M/(C)/143/5) Leave Reserve @ 12.5 %			10.27
Total				92.42

B) Need based Requirement

10	M&P/ Bio-toilet		2
11	Pest Control		3
12	RCD		0
13	Linen		3
14	Working in other office		0
15	Break Down + ARME		0
16	Sub Total		8
17	RG @ 16.5%		1.32
18	LR @ 12.5%		1.00
	Total		10.32
C	Grand Total(A+B)		102.74
	Training Reserve @ 4 %		4.11
	Grand Total		106.85
D	Sick Line Attention	314 Coaches	0.12
	Overall Grand Total(C+D)		144.53

As above table shows that total requirement of staff at C&W /KOP is 145 whereas the depot sanction strength is 182. Therefore 182-145=37 staffs found surplus against the vacancy of 76 staff.

B.2 RECOMMENDATION:

It is found that 37 staff is surplus at C&W depot KOP and needs to be surrender.

C.1 C&W Depot MIRAJ

C&W MRJ (Coaching)

A) As per new Yard stick (No. E (MPP) 2019/1/12) 30.09.2019 requirement of staff is as under:

Sl.	Activity	no. of coaches	yardstick Men/Coach	Total
1	Primary Maintenance	31	0.85	26.35
2	Secondary Maintenance	0	0.3	0
3	RBPC Maintenance	20	0.2	4
4	Terminating & originating	Yard stick cannot be applied		36
5	Material Storage >150 Coaches Holding		6	6
6	Statically Work > 150 Coaches holding		5	5
7	Sub total			77.35
8	(RG is included as per letter no. 2000/M/(C)/143/5) Leave Reserve@ 12.5 %			9.67
Total				87.02

B) Need based Requirement

1	Break Down + ARME+RCD	20
2	Sub Total	20
3	RG+LR @ 29%	5.8
	Total	25.8
C	Grand Total(A+B)	112.82
D	Training Reserve@ 4 %	4.51
	Overall Grand Total (C+D)	117.33

Freight depot MIRAJ - Need based requirement of C&W

Sl.	Activity	Existing staff (Incl. Supervisor)	Need based requirement
1	Batch A	12	14
2	Batch B	12	14
3	Batch C	12	14
4	Batch D	12	14
5	IOH Sick line	09	12
6	Store Section /Time Office	04	05
7	SSE in charge	02	02
8	RCD	02	02
9	Training	02	03
	Total	67	80

Above table displays that C&W coaching depot staff requirement is 117+80=197 staff whereas staff sanction strength of the depot is 243. Therefore it is found that 243-197=46 staffs are surplus at C&W depot MRJ.

C.2 RECOMMENDATION:

It is found that 46 staff is surplus at C&W depot MRJ and needs to be surrender.

SUMMARY OF RECOMMANDATIONS

Sl.	Depot	S/S	MOR	Vacancy	As per new yardstick	Surplus Staff
01	C&W /PA	684	639	45	636	48
02	C&W/ KOP	182	106	76	145	37
03	C&W/ MRJ	243	170	73	197	46
Total		1109	915	194	978	131

- This includes staff for Leave Reserve, Rest Giver and Training Reserve.

RECOMMANDATIONS: -	It is recommended to surrender 131 posts from vacancies.
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SUGGESTIONS: -	NIL
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CHAPTER 04

FINANCIAL IMPLICATIONS

The tentative financial implication due to surrender of posts with DA 17% will be as under:-

	Mean Value Pay (Monthly)	Total posts to be surrender	Average Mean Value monthly	Yearly money value for 131 posts
Level 2	26852	131	3517612	42211344

Tentative money value after surrendering of 131 posts is ₹ 42211344/-

END OF STUDY