

CENTRAL RAILWAY

WORK STUDY REPORT ON

“Review of Diesel/ Steam Staff Working In Mechanical department over bhusawal division.”



Work Study Cell,
Central Railway,
Bhusawal Division.

CENTRAL RAILWAY

WORK STUDY REPORT ON

**“Review of Diesel/ Steam Staff Working In Mechanical
department over bhusawal division.”**

Inspectors

BHAVNA A. JHA, Sr.WSI, BSL

V.S. TAYADE, WSI, BSL

**Work Study Cell,
Central Railway,
Bhusawal Division.**

INDEX

Sr.No.	CONTENTS	Pg.No.
01	Synopsis	04
02	Acknowledgement, Authority and Terms of Reference & Methodology	05
03	Chapter No. 01 Introduction	06
04	Chapter No. 02 Existing Scenario	08
05	Chapter No. 03 Review of the Depots, &Critical Analysis & Recommendation.	14
06	Financial Implications	29

SYNOPSIS

01	Study Number	WSCR/BSL/01/Mech./20-21.
02	Study Name	“Review of Diesel/ Steam Staff Working In Mechanical department over Bhusawal division.”
03	Approved by	ADRM/ BSL.
04	Department	MECHANICAL
05	Division	BHUSAWAL
06	Date of commencement	22.04.2020
07	Date of completion	20.06.2020
08	Date of Submission	12.08.2020
09	No. of recommendations	07
10	Staff Position	SS - 219 , MOR – 123, VAC – 96
11	No. of men studied	219
12	No. of vacancies	96
13	No. of posts identified surplus	14
14	Financial Implications	Rs. 53,93,252/- per annum.

*_*_*_*

ACKNOWLEDGEMENT

The work study team takes this opportunity to express heartily thanks to Shri S. S. Pawar, ADME- I / BSL, Shri P. Sen, SSE/ Break down In Charge/ BSL and all Depot In-charge, whose valuable guidance provided a successful conclusion to this study and whose productive suggestions enhanced the enthusiasm of the team.

The work study team is also grateful to all the staff working at various depots for furnishing necessary information and data required for conducting the study.

AUTHORITY & TERMS OF REFERENCE

With the approval of ADRM/ BSL, the work study on “Review of Diesel/ Steam Staff Working in Mechanical department over Bhusawal division has been conducted for the year 2020-21.

METHODOLOGY

- 1) Collection of data in detail.
- 2) Field observation and interaction with the staff.
- 3) Discussion with co-coordinating officers/supervisor.
- 4) Change in working pattern if any.
- 5) Working out financial implication involved in saving as a result of surplus employee.

CHAPTER NO. 01 INTRODUCTION

Indian Railways is the life - line of nation providing transportation facility over the length and breadth of country, with vision and mission, to provide efficient, affordable, customer- focused, environmentally sustainable, integrated transportation solutions and to be the vehicle of inclusive growth, connecting

regions, communities, ports and centers of industry, commerce, tourism and pilgrimage across the country.

The Mechanical Department is mainly responsible for management of –

- Train operations by ensuring motive power availability, crew management, rolling stock management and traffic restoration in case of accidents,
- Workshops set up for repair, maintenance and manufacturing of rolling stock and related components,
- Production Units engaged in production of locomotives, coaches, wheel sets etc.

The Mechanical Department is headed by Member Mechanical at Railway Board (RB) who is assisted by Additional Members/ Advisor for Mechanical Engineering, Production Units and Rolling Stock/ Stores.

At Zonal level, the Department is headed by a Chief Mechanical Engineer (CME) who reports to the General Manager of the concerned Railway. The office of the Member Mechanical of the RB guides the CME on technical matters and policy.

At the divisional level, Senior Divisional Mechanical Engineers are responsible for implementation of the policies framed by RB and Zonal Railways.

The Workshops are headed by Chief Workshop Managers who report to the CME of the concerned Zone.

Production Units are managed independently by General Managers reporting to the RB.

1.2 Work Study Objectives:

This review was conducted to check whether:

- Assessment of manpower requirement was related to the infrastructure facilities available ;
- Available manpower was utilized efficiently and economically ;
- The RB's instructions on rightsizing and recommendations of work study reports were implemented and training provided was adequate.

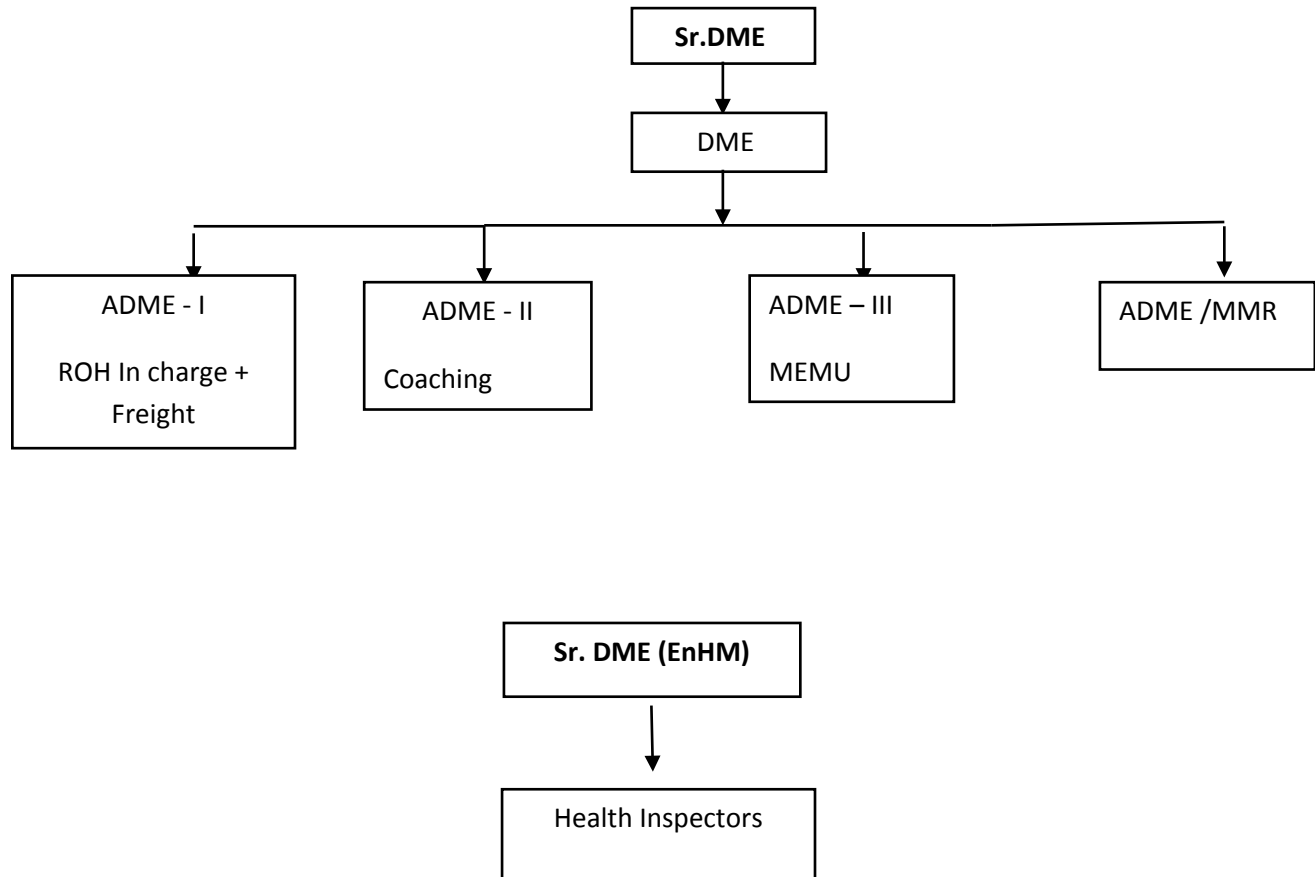
Indian Railways (IR) is a labour intensive industry having a workforce of over 13.26 lakh regular employees with an annual wage bill amounting to about ` 84,748 crore as on March 2015. Of these, nearly 1.55 lakh employees are engaged in 42 mechanical workshops of IR, maintaining the large fleet of rolling stock of IR comprising 2,54,006 wagons, 68,558 coaches and 10,730 locomotives (as on March 2015). These 42 mechanical workshops spread across the sixteen zonal railways across the country, carry out periodic overhauling of diesel and electric locos, coaches, wagons and Electrical Multiple Units (EMUs) besides manufacturing and repairing of various components required for maintenance of rolling stock in field units of IR.

Each workshop prepares its periodical overhaul (POH) programme two years in advance indicating the out-turn that they would be able to achieve, taking into account the number of coaches/wagons/locomotives that would fall due for POH. The proposals sent by Zonal Railways are examined by RB which then sets the annual targets. Optimal utilization of rolling stock is largely dependent on effective management of workforce in these workshops. The broad purpose of manpower management is to maximize the return on human capital investment and minimize manpower related financial, operational and regulatory risks. As such man-power management touches virtually every aspect of operations of IR as these workshops deal with the maintenance of the prime assets i.e. rolling stock which are at the core of their operations. Financial incentive schemes were introduced in workshops as a tool to increase productivity by boosting the morale of the staff, in which employees are assured of getting incentive based on the time saved on the job under Chittaranjan Locomotive Works (CLW) Scheme or outturn achieved under Group Incentive Scheme (GIS) scheme.

CHAPTER NO 02 EXISTING SCENARIO

2.1 Organization set up of the Mechanical Department: -

The organizational chart at divisional level is as follows:



In Railways Mechanical Department consists of two main branches:

1) Loco (Diesel Loco).

In this branch, diesel locos and Narrow Gauge locos are dealt herewith.

2) Carriage & Wagon.

This branch deals with maintenance, examination and other aspects related to carriages and wagons.

Diesel loco shed works mainly on Organized Preventive Maintenance, which comprises of :

1. Provision of requisite maintenance facilities,
2. Provision of requisite spares, oils, lubricants and other miscellaneous items, &
3. Provision of staff and organization.

Indian Railways maintenance manual for Diesel Loco, popularly known as “WHITE MANUAL”.

Duty list of Officers Of Mechanical Department :

As per letter No. BSL/G/23/Misc dtd 05.06.2020, the duty list of officers of Mechanical Department are identified and allotted. (Copy enclosed)

Duties and Responsibilities of Supervisors:

A. Senior Section Engineer (Diesel) (In-Charge):

1. General Supervision over maintenance of locos in shed
2. General establishment and administrative matters.
3. Supervision over receipt, issue and accountal of fuel oil.
4. Investigation of failures and defects and submission of reports, coordinating with SSE(Electrical), whenever necessary
5. Shed housekeeping and cleanliness, loco cleaning, improvements in the shed
6. Conducting supervisors meeting
7. Maintenance of M&P in the Diesel shed, along with procurement plan, under M&P.
8. Maintenance of loco history and all the loco data through MIS
9. Surprise inspection and sample checks on locos during day and night.
10. Implementation of all RDSO modifications issued from time to time.
11. Ensuring nomination of locos for link and goods.
12. Ensuring placement planning of locos according to next day's program.
13. Ensuring relieving of sub ordinate supervisors and staff for nominated training courses in time.
14. Any other duty assigned by shed in-charge.

B. Senior Section Engineer/Diesel (Stores)

1. Responsible for inspection and certification of stores received (indigenous and Imported) and related correspondence.
2. Scrutiny and certification of drawings and obtaining specifications of materials. Processing of stocking applications, follow up of indigenous developments and trials.
3. Supervision over demands, supply and consumption of lubricants and stores and review of estimated annual requirements.
4. Keeping track of supply and chasing of vital items from stores, shops and trade.
5. Surprise inspection and sample checks on locos during day and night.
6. Accountal and Disposal of Ferrous and Non Ferrous scrap as per extant procedures.
7. Responsible for execution of transport contract, allotment of Drivers to vehicles and ensuring their driving licenses are updated.
8. Ensuring updated fit certificates of departmental lorry.
9. Ensuring correctness of Vehicle driver log books i.e. KMS v/s Fuel consumed.
10. Any other duty assigned by shed in-charge

C. Senior Section Engineer (Diesel) (Maintenance)

1. Independent inspection of locos on quality of schedules and load box tests of heavy schedules locos.
2. Drawing up of maintenance schedules (programming & planning)
3. Wheel change programme.
4. Maintenance of records and statistics assisted by Junior Engineer.
5. Inspection of accident locos and submission of special report and evaluation of cost of damages and repairs.
6. Examination of locos nominated for VIP specials and accompanying, if necessary.
7. Ensuring that the repair method instructions received are passed on to the supervisors, Demonstrated to the staff, and ensuring that these instructions are followed.
8. Supervision over the heavy schedules and ensuring the prescribed outturn.
9. Analysis of loco failures and taking remedial actions to avoid recurrences.
10. Any other duty assigned by shed in-charge.

At present Railways are developing very fast. In present scenario, electrification work is one of the most preferable tasks over Indian Railways. This electrification of lines is leading to partial end of diesel traction.

CHAPTER NO.03

Review of the Depots, Critical Examination and Recommendations

3.1 Divisional strength of Diesel cadre over Bhusawal Division.

Sr. No.	Category	Sanctioned Strength	Men on Roll	Vacancy	Remarks
1.	SSE/ HQ	02	00	02	HQ controlled
2.	SSE/ DSL (T&C Wing)	01	01	00	--
3.	JE DSL Wing	01	02	+1	
4.	JE/ DSL (T&C Wing)	02	01	01	
5.	MCM Engine Wing / DSL Mechanic	04	03	01	
6.	MCM Grade I	08	02	06	
7.	DSL Mechanic Grade II	01	04	+3	
8.	DSL Mechanic Grade III	02	06	+4	
9.	MCM T&C wing	04	01	03	
10.	MCM T&C wing Grade I	07	00	07	
11.	MCM T&C wing Grade II	01	01	00	
12.	MCM T&C wing Tech- III	02	08	+6	
13.	DSL Cleaner /DSL Khalasi (against steam cadre)	02	17	+15	
	Total	37	46	09	

3.2 Divisional strength of Steam Cadre over Bhusawal Division.

Sr. No.	Category	SS	MOR	Vac
1.	SSE/ Loco (HQ Controlled post) ML- 7	BSL- 3	BSL - 2	01
		PC- 0	PC- 1	+01
		03	03	00
2.	JE/ Loco ML- 6	BSL- 5	00	05
		MMR- 1	01	--
		06	01	05
3	MCM/ Sr. Tech ML- 6	BSL -02	01	01
		02	01	01
4	Tech- I ML- 5	BSL- 6	00	06
		PC- 4	00	04
		MMR- 4	00	04
		14	00	14
5	Tech- II ML- 4	BSL- 1	BSL - 1	00
		PC- 1	PC - 00	01
		MMR- 1	MMR - 2	+1
		MZR - 0	MZR - 3	+3
		03	06	+3
6	Welder -I ML-5	BSL-01	00	01
7	Welder -II ML-4	BSL-01	00	01
8	Welder -III ML-2	BSL-01	00	01
		03	00	03
9	Crane Driver-MCM ML-6	BSL-02	00	02
10	Crane Driver-I ML-5	04	00	04

11	Crane Driver-II ML-4	BSL-01	02	+01
12	Crane Driver-III ML-2	BSL-01	01	00
		08	03	05
13	Crane Fireman ML-I	BSL-02	01	01
14	Loco Khalasi ML- 1	BSL - 16	BSL - 5	11
		MMR -7	MMR -1	06
		PC- 3	PC- 2	01
		MZR - 0	MZR - 02	+02
		26	10	16
15	Messenger Khalasi /Sandesh wahak ML- 1	BSL -1	01	00
16	CMS ML-7	BSL-02	01	01
	Total	70	27	43

3.3 Depots over Bhusawsal Division:

There are 05 depots over Bhusawal Division, namely

1. Nandgaon.
2. Pachora
3. Manmad
4. Murtizapur
5. Bhusawal

3.4 NANDGAON RCD:

3.4.1 Scale Check of the depot:

Sr. No.	Category	Pay Level	Sanction Strength	Men on Roll	Vacancy	Excess
1	SSE(Fuel)/CLI	07	1	1	-	-
2	Ch. OS(NP)	07	1	1	-	-
3	Sr. Clerk (NP)	05	1	1	-	-
4	Jr. Clerk	02	2	3	-	+1
		Total	5	6	-	+1

3.4.2 Existing deployment of the staff:

CLI is over all in charge.

Chief OS/ NP works in general shift.

01 staff i.e Jr. Clerk or Sr. Clerk is utilized in each shift.

01 Staff is utilized as RG + LR.

RCD/ NGN have been outsourced for fueling activities and contract has been awarded to IOCL.

03 persons are utilized by the contractor in each shift for fueling activities.

3.4.3 Critical Analysis :

As the RCD is outsourced and there is a minimum railway staff deputed for supervision over the contract workers, no any change in the staff requirement as the staff at present is declared as need based.

3.5 PACHORA

3.5.1 Scale Check of the depot:

Sr. No.	Category	Pay Level	Sanction Strength	Men on Roll	Vacancy	Excess
1	SSE(Fuel)	4600	1	1	-	-
2	Ch. OS(NP)	4600	1	1	-	-
3	Tech I R&M	2800	4	-	4	-
4	Tech II R&M	2400	1	-	1	
5	Tech III R&M	1900	-	-	-	
6	DSL Mech I	2800	2	-	2	
7	DSL Mech II	2400	-	1	-	1 against H/g vacancy Tech-I
8	DSL Mech III	1900	1	1	-	
9	HSF I T&C	2800	1	-	1	
10	HSF II T&C	2400	1	-	1	
11	HSF III T&C	1900	-	1	-	1 against H/g vacancy Tech-I
12	Loco Khalasi R&M (Steam)	1800	3	2	1	
13	DSL Khalasi	1800	-	1	-	1 against vacancy Loco Khalasi
14	SKR/ YKC/ SKC (Steam)	1800	3	2	1	
	Total		18	10	11	3

- Pachora shed is an important loco shed for PC- JMNR Narrow Gauge Branch line. At Pachora loco shed there are total 06 locos, out of which 04 loco are in working condition and 02 are under repair. At this shed maintenance of locos i.e Trip schedule, fortnightly and monthly are carried out. For the purpose of Major schedules, locos are sent to Parel Work Shop. Yearly Schedule of NG locomotives is also proposed to be undertaken. The staff also attends the messages for Goods trains in the PC yard.

3.5.2 Existing deployment of the staff:

01 SSE (Steam) is over all in- charge of the depot.

Shift 08-16

05 staff depending upon the requirement of maintenance and availability of the staff.

Shift 16 -24

01 / 02 staff as per requirement.

Shift 00- 08

01 / 02 staff as per requirement.

Remarks: At this depot, 04 staff i.e 02 SKR/ YKC and 02 Loco Khalasi are of Steam Cadre.

3.5.3 Critical analysis:

After thorough discussion with the depot in charge it is found that there are lots of problems faced by the shed staff due non availability of the material and shortage of man power. The shed staff also attends the loco failure in the section. There is no separate staff provided to attend any sectional failure.

Road ART is planned to be installed at Pachora for which 22 nos staff is required for maintenance and operation of road ART (as per RB norms). The vacant posts of the shed staff can be utilized/ transferred for ART purpose. After thorough discussion with Coordinating Supervisors and BO the staff at present is considered as need based. So at present no vacancy is identified as surplus and no posts can be surrendered.

3.6 Murtijapur Loco**3.6.1 Scale Check of the depot:**

Sr. No.	Category	SS	MOR	VAC	Excess	Remarks
1.	JE (Steam)	1	-	1	-	
2.	JE DSL Engine wing	-	1	-	+1	Against JE / STEAM
3.	OS II/ NP	2	1	1	--	
4.	Sr. Clerk /P	1	-	1	-	
5.	Sr. Clerk /NP	1	-	1	-	
6.	Jr. Clerk /NP	1	-	1	-	
7.	MCM/ Steam	1	-	1	-	
8.	Fitter –I	4	-	4	-	
9.	Fitter – II	2	3	-	+1	Against Higher gr vacancy
10.	Fitter – III	-	-	-	-	-
11.	Loco Steam Khalasi	5	3	2	-	
12.	DSL Mech -I	2	-	2	-	
13.	DSL Mech –II	-	1	-	+1	Against Higher gr vacancy
14.	DSL Mech –III	1	1	-	-	
15.	HSF- I (DSL T&C	1	-	1	-	

	wing)					
16.	HSF- II (DSL T&C wing)	-	-	-	-	-
17.	HSF- III (DSL T&C wing)	1	-	1	-	-
18.	DSL Khalasi	-	-	-	-	-
	Total	23	10	16	+3	

3.6.2 Existing deployment of the staff:

01 JE over all in charge of the depot.

01 OS / NP deals with official correspondence and other staff matter.

3.6.3 Critical Analysis

MURTIZAPUR / AKOLA

At Murtizapur loco shed, there are six locos of Narrow Gauge. 04 locos are in working condition (ZDM 4A 209, 213, 214 & 216) and 02 are under process of condemnation (ZDM 199 & ZDM 200). As present, the Narrow gauge section MZR - YTL – MZR (112.27 kms) is closed for traffic since 27.07.2017 and MZR- ELP – MZR (76.56 kms) since 29.04.2019, also Mobile ART has been transferred temporarily to BD. This staff is utilized for attending the message of diesel locos for inter changing trains and loco changing at AK

13 posts of MZR depot (JE-01, MCM-01, Tech-I-04, Tech-II-02, Khalasi-05) has been surrendered under “Pool of Surrender” in the July 2020. Hence there is no further scope of surrendering any posts from this depot as the loco shed is almost closed and the remaining staff is utilized at AK. At present no recommendations.

3.7 Manmad

At Manmad, there are two main depots.

1. RCD, MMD
2. Diesel Maintenance, MMR

3.7.1.1 Scale Check of RCD Manmad staff:

Sr.No.	Category	SS	MOR	Vac
1.	LF/ DSL	1	1	0
2.	Chief OS/ NP	1	1	0
3.	OS/ NP	1	0	1
4.	Sr. Clerk	2	1	1
5.	Jr. Clerk	1	2	+1
6.	Office Boy	1	1	0
7.	MCM/ Pump Driver	1	0	1
8.	Pump Driver- I	2	1	1
9.	Pump Driver- II	1	1	0
10.	Pump Driver- III	2	3	1
11.	Khalasi	10	04	06
	Total	23	15	08

3.7.1.2 Existing deployment of the staff:

Shift	08-16	Shift 16 – 24	Shift 00 – 08
Pump Driver	01	01	01
Fuel Issuer	01	01	01
Pump Khalasi	01	01	01
	Total 3 X 3 = 9 staff		

03 staff is utilized as RG+ LR.

01 LF/ DSL over all In charge

01Chief OS/ NP in general shift for all official and accountal activities.

01 Office Peon

This is the deployment of total 15 staff at RCD / MMR.

Work load: Daily 20-25 locos are done fueling at MMR.

3.7.1.3 Critical Analysis:

After thorough discussion with depot in charge it is concluded that minimum 03 khalasi are required at RCD/ MMR to avoid detention of fueling, as at MMR many times a time multiple loco or more than 01 loco is to be filled simultaneously.

MMR Diesel maintenance staff:**3.7.2.1 Scale check of the staff:**

Sr. No.	Category	SS	MOR	Vac.
1.	JE (R&M)/ Steam	1	1	0
2.	MCM T&C	1	1	0
3.	HSF T&C -I	2	0	2
4.	HSF T&C –II	0	0	0
5.	HSF T&C –III	1	2	+1
6.	MCM DSL	0	0	0
7.	DSL Mech- I	2	0	2
8.	DSL Mech- II	0	1	+1
9.	DSL Mech- III	0	0	0
10.	MCM (R&M)/Steam	0	0	0
11.	Tech R&M – I/ Steam	4	0	4
12.	Tech R&M – II/ Steam	2	2	0
13.	Tech R&M – III/ Steam	0	0	0
14.	Helper Khalasi	7	4	3
15.	SKR/ Steam	3	1	2
	Total	23	12	11

At MMR Maintenance depot staff 04 staff is of steam cadre:

3.7.2.2 Existing deployment of the staff :

Shift	08-16	Shift 16 – 24	Shift 00 – 08
Fitter	01	01	01
Khalasi	01	01	01
Total	2X 3 = 6 staff		

01 JE In charge

01 Fitter utilized at RCD / MMR for data entry and updating of FMS.

01 Fitter + 01 Electrician + 01 Helper Khalasi are utilized at RG+ LR.

01 Helper Khalasi utilized as maintenance at RCD / MMR as per requirement.

Total 12 staff.

3.7.2.3 Critical Analysis:

The work study team discussed thoroughly about the staff requirement at MMR maintenance depot. The work load on the depot is good enough. The staff required for maintenance is required from all categories. But it is revealed that the number of posts of Khalasi at this depot is more than the requirement. These posts are also lying vacant since a long time. So it is proposed to surrender only 02 vacant posts from this depot.

3.8 ART Depot and Mill Wright Section Bhusawal:

3.8.1 Scale check of the Depot :

Sr. No.	Category	SS	MOR	Vacancy
ART Depot				
1.	SSE	01	01	--
2.	Mechanic	03	--	03
3.	Electrician	01	01	--
4.	Crane Operator	02	03	+1
5.	DSL Mech.	01	01	--
6.	DSL Electrician	01	01	--
7.	Helper	04	05	+1
	Total	13	12	01
Mill Wright Section:				
	Category	SS	MOR	Vacancy
8.	Khalasi	03	03	--
LSK Stores, Bhusawal:				
	Category	SS	MOR	Vacancy
9.	Chief OS (ML-7)	01 (ML-6)	01	*Against higher grade vacancy
10.	Jr. Clerk	01	01	--
	Total	18	17	01

3.8.2 Existing deployment of the staff :

- The staff of ART depot generally works in general shift for maintenance of ART and 01 break down crane of 140 tones. The staff is bounded for 24 hrs as Break down staff.
- There is only 03 staff of Mill Wright section who works in general shift.
- LSK store is the Divisional Store for Diesel locos, NG locos and ART. This store also maintains Divisional Operating Store. There is only 02 staff working in the depot.

3.8.3 Critical Analysis:

1. The sanction strength of the staff deployed at ART is need based as per the norms issued by Railway Board.
2. The Mill wright section is also having only 03 staff. The work study team studied the work load on the staff and the staff is declared as need based.
3. LSK store is an important store for BSL Division. There is only 02 staff looking after the whole activities of the store. Hence it is also declared as need based.

3.9. RCD Depot BSL:

3.9.1 Scale check of the depot:

Sr. No.	Category	SS	MOR	Vac	Remarks
1.	Loco Inspector	01	01	--	--
2.	Sr. Clerk	01	01	--	--
3.	Jr. Clerk	04	01	03	--
4.	Technician + Pump Driver	04	06	+2	Utilized as Jr.Clerk
5.	Khalasi	07	06	01	
	Total	17	15	02	

3.9.2 Existing deployment of the staff:

Loco Inspector is over all of the RCD Depot Bhusawal.

In Shift 08-16, total = 03 staff

01 Pump Driver/ MCM

01 MCM (Steam)

01 Technician II

In Shift 16- 24 total = 04 staff

01 Jr. Clerk

01 Pump Driver

02 Khalasi

In Shift 00-08 total = 03 staff

01 MCM

01 Pump Driver

01 Khalasi

** At RCD Bhusawal 02 staff MCM II and Tech II are of Steam Cadre.

3.9.3 Critical Analysis

In 2018-19, a work study of Mechanical Department was conducted. In this study 07 posts of (Diesel pump driver-I =04 posts & Diesel Pump Khalasi = 03 posts) was surrendered. So at present there is no any further scope of surrendering any post.

3.10 Diesel loco shed Bhusawal

At Diesel Loco shed Bhusawal maintenance and repairs of Diesel locos are carried out.

WDS / CLA, BSL station Shunting loco inspection carried out	T1, T2, M2 & M4
WDM2 , WDG3 & WDM3D, WDM2C carried out	T1, T2 & M2
For HHP loco carried out	T30, T45, T60

Also this shed attends messages of DPC for foreign locos and perform UST.

- For T1 Schedule staff required as per norms = 02 Mechanic + 01 Khalasi + 02 Electrician + 01 Khalasi = 06 staff.
- Time required for maintenance as per norms :
 T1 = 04 hrs.
 T2 = 06 hrs
 M2 = 56 hrs
 M4 = 64 hrs

3.10.1 Scale check of the depot (June 2020) : Supervisory staff BU 010-3208

Sr. No.	Category	ML	SS	MOR	VAC	Excess	Remark
1.	Chief Loco Inspector	7	05	05	--	--	--
2.	Chief OS (NP)	7	01	-	01		
3.	OS (NP)	6	02	00	02		
4.	Ch. OS /PCOR	7	02	--	02		
5.	Sr. Clerk PCOR	5	01	01	--		Jr. Clerk Working
6.	OS/ P	6	02	01	01		
7.	Office Peon	1	03	04	--	+1	
8.	Chief OS (Fuel)	7	01	--	01		
9.	OS (Fuel)	6	03	02	01		
10.	Sr. Clerk (Fuel)	5	03	03	--		2 post working as Jr.Clrk
11.	Motor Driver Gr I	5	01	02	--	+1	
12.	Motor Driver Gr II	4	03	--	03		
13.	Motor Driver Gr III	2	02	--	02		
14.	Motor Cleaner	1	04	01	03		
15.	MCM/ Crane Driver	6	01	-	01		
16.	Crane Driver Gr I	5	04	--	04		
17.	Crane Driver Gr II	4	01	03		+2	
18.	Crane Driver Gr III	2	02	01	01		
19.	Crane F/ Man	1	02	--	02		
	Total		43	23	24	Ex-4	

Diesel Repairs & Maintenance staff BU 0103208

Scale check of the depot (June 2020):

Sr. No.	Category	ML	SS	MOR	VAC	Excess	Remark
1.	SSE/ DSL Eng wing	7	02	00	02	--	--
2.	JE DSL Eng wing	6	01	02	--	+1	against higher vacancy
3.	MCM DSL Eng wing	6	04	03	01	--	--
4.	Tech I DSL Eng wing	5	02	02	-	--	--
5.	Tech II DSL Eng wing	4	01	01	--	--	--
6.	Tech III DSL Eng wing	2	--	04	--	+4	against higher vacancy
7.	Trainee Tech	2	--	01	--	+1	Trainee Tech
8.	SSE(E)T&C Wing	7	01	01	--	--	
9.	JE(E) T&C wing	6	01	00	01	--	
10.	MCM(E) T&C wing	6	03	00	03	--	
11.	Tech I (E) T&C wing	5	03	01	02	--	
12.	Tech II (E) T&C wing	4	--	--	--	--	
13.	Tech III (E) T&C wing	2	01	05	--	+4	excess against HG vac.
14.	DSL Khalasi	1	02	15	--	+13	
			21	35	09	23	
	Vac – 09			Excess – 23			

3.10.2 Existing deployment of staff :

01 SSE over all In charge

Shift 08-16

01 MCM

02 Electrician

02 Mechanic

02 Khalasi total 07 staff

Shift 16 -24

01 Electrician

02 Mechanic

01 Khalasi total 04 staff

Shift 00/08
 01 Electrician
 02 Mechanic
 01 Khalasi total 04 staff

01 khalasi is utilized in tool room.

Steam (Repairs & Maintenance staff) BU 010-3208:

Scale check of the Supervisory Staff depot (June 2020) :

Sr. No.	Category	ML	SS	MOR	VAC	Excess	Remark
1.	SSE/ Loco	07	03	02	01	--	As per DRM(P) BSL 03 Posts of SSE (Loco)
2.	CMS	07	02	01	01	--	--
3.	JE	06	05	--	05	--	As per O.O. No. 562/ 19 dtd 25.07.2019 01 SSE/ Regular
	Total		10	03	07	--	--

Steam (Repairs & Maintenance staff) BU 010-3209

Sr. No.	Category	ML	SS	MOR	VAC	Excess	Remark
1.	Tech MCM	06	02	01	01		
2.	Tech - I	05	06	--	06		
3.	Tech - II	04	01	01	--		
4.	MCM/ Welder	06	01	--	01		
5.	Welder - I	05	01	--	01		
6.	Welder -III	02	01	--	01		
7.	Helper Khalasi	01	17	05	12		12 Post vacant
8.	Mess.Khalasi	01	01	01	--		
	TOTAL		30	08	22		

Shed (Repairs & Maintenance staff) BU 0103209

Sr. No.	Category	ML	SS	MOR	VAC	Excess
1.	Khalasi	01	05	--	05	
2.	P/Man' A'	02	04	05	--	+1
3.	P/Man' B'	01	04	03	01	
4.	Sr P/Dr/MCM	06	02	02	--	
5.	P/Dr Gr- I	05	--	--	--	--
6.	P/Dr Gr- II	04	01	02	--	+1
7.	P/Dr Gr- III	02	01	--	01	
8.	DSL P/Khal	01	04	04	--	
	Total		21	16	07	+2

3.10.3 Critical Analysis:

1) At Repair and Maintenance depot, BSL 05 posts of JE of Steam Cadre are lying vacant. After thorough discussion with Coordinating Supervisors and BO, it is found that there is no any such need of 05 posts of JE at this depot. So it is proposed to surrender only 02 vacant posts of JE.

2) The work study team conducted a meeting with Coordinating Supervisors and BO and in this meeting a thorough discussion was done about staff requirement of staff at BSL. In this discussion it is concluded that at Repair and Maintenance depot BSL, 01 post of Crane Driver Gr-I, 01 post of Crane Driver Gr-III, 01 post of Crane Fireman (ML-1), 02 posts of Tech-I (Steam) and 05 posts of Helper Khalasi are identified as surplus as these posts are lying vacant and also there is no any more work load of the depot and there is any more staff. At present the remaining staff is considered as need based.

*_*_*

Chapter 4	Financial Implications
------------------	-------------------------------

The total annual expenditure on following staff working over the Bhusawal Division is as under:-

Category	Matrix Level	Pay Scale	BU	Yearly per post money value	No. of posts	Total Annual saving in Rs.
Junior Engineer/ BSL	06/ 4200	35400- 46200	0103208	592416	02	1184832
Crane Driver Gr- I / BSL	05/ 2800	29200- 38100	-do-	488604	01	488604
Crane Driver Gr- III/ BSL	02/ 1900	19900- 26000	-do-	333240	01	333240
Crane Fireman / BSL	01/ 1800	18000- 23500	-do-	301296	01	301296
Tech –I Steam/BSL	05/ 2800	29200- 38100	0103209	488604	02	977208
Helper Khalasi Steam/BSL	01/ 1800	18000- 23500	0103209	301296	05	1506480
Helper Khalasi (MMR) Maint.	01/ 1800	18000- 23500	0103211	301296	02	602592
				Total	14	53,93,252

After successful execution of the recommendations of the work study report, **14 posts** will be surrendered and the recurring saving will be **Rs.53, 93,252 per annum**.

The above financial implications are subject to actual surrendering of posts.

*_*_*_*_*

मध्य रेल

मंडल रेल प्रबंधक कार्यालय

कार्य अध्ययन अनुभाग

भुसावल

पत्रांक – WSCR/BSL/01/Mech./20-21.

दिनांक – 12.08.2020

NOTE

Sub:- Work Study Report (Draft) on “Steam/ Diesel Cadre In Mechanical Department of Bhusawal Division.

The above subjected study was instructed by DRM/ BSL, with the approval of ADRM/ BSL and conducted as Crash Work Study for the year of 2020- 21.

It is recommended to surrender 14 posts of steam and diesel cadre in Mechanical Department.

A copy of the work-study report/ draft is prepared and sent herewith for remarks / acceptance please.

Sr. WSI/ BSL.

Sr.DME:

ADRM:

मध्य रेल

कार्य अध्ययन अनुभाग
भुसावल.

WORK STUDY REPORT ON
“Review of Diesel/ Steam Staff Working In Mechanical department over
bhusawal division.”

Study No: WSCR/BSL/01/Mech./20-21.

Deptt: Mechanical.

2020-21

*_*_*