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CENTRAL RAILWAY



OFFICERS & INSPECTORS	
Officers	Inspectors
Miss Anshu Priya	Shri Pradeep Kalal
Secretary to AGM	
	WSI-I/BB
Shri K. T. Wani	Shri Santosh Sharma
DWSO	
	WSI-I/HQ
	Shri Anand Kewat

CO-ORDINATING OFFICIALS
Supervisors/Inspectors
Shri B. P. Upadhyay, SSE (RF&P)
Shri G. Arivaghagan, SSE (RF&P)
Shri R. K. Pathak, SSE (PO)

SYNOPSIS OF THE STUDY

Study Number	:WSCR/Mech/HQ/04/19-20
Name of Study	: -Review of Staff Working in Parel Workshop, Mumbai.
Approved by	: - AGM
Department	: -Mechanical
Division	: -Parel Workshop
Date of Commencement	: -13.01.2020
Date of Completion	: -24.09.2020
Date of Submission	: -
No. of Recommendations	: -01
No. of Suggestions	: -Nil
Sanctioned Strength	: -3620
No. of Men studied.	: -1834
No. of Vacancies.	: -1786
No. of posts identified surplus.	: -1086
Financial Implication (Tentative)	: -₹481602888/-

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The work-study team takes this opportunity to express hearty thanks to Shri Vivek Acharya, CWM, Shri Shadab Jamal, Dy. CME (D), Shri B. P. Upadhyay, SSE (RF&P) and Shri R. K. Pathak, SSE (OP) for the valuable guidance provided by them for successful completion of study.

The work study team also likes to thank_all Ministerial, Technical Supervisors and other staff for the guidance rendered to the work study team for completion of the study.

AUTHORITY AND TERM OF REFERENCE

The work-study of “Review of Staff Working in Parel Workshop, Mumbai” has been included in work-study Program 2019-20 with No.G.250/WSCR/Mech/HQ/04/19-20.

The term of reference for the given work-study is “Review of Staff Working in Parel Workshop, Mumbai”

BASE FOR STUDY

- 1 To evaluate the workload of various sections of Loco Workshop, Parel.
- 2 Estimation of required numbers of employees.
- 3 To conduct comparative analysis of sanctioned and assessed posts of employees and recommend accordingly.

METHODOLOGY

- 1) Collection of basic data regarding sanction strength and deployment.
- 2) Assessment of workload of various Shops/sections.
- 3) Discussion with coordinating supervisors.
- 4) Critical analysis of data collected.
- 5) Making recommendation (s) for need base staff in present context.
- 6) Financial Implication shown against posts recommended for surrender.

SUMMARY OF RECOMDATIONS& SUGGESTIONS

Sl	RECOMDATIONS AND SUGGESTIONS	Page No.
1.	<i>Recommendation.1</i> - It is recommended to surrender vacant 1086 posts in first phase.	30
2.	Recommendation 2 -It is recommended to surrender vacancies raises after actual transfer, deployment of staff/posts in second phase.	

Indian Railways (IR) is a labour intensive industry having a workforce of over 13.26 lakh {13.08 lakhs 2016-17} 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) beside tables 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.

The Central Railway Locomotive Workshop, Parel was set up by Great Indian Peninsular Railway as a Steam Loco Shed in 1879. Later repair and overhauling of Steam loco had started and that had reached peak capacity of 32 Steam locos per month in 1962-63. With tapering of Steam traction, the Shop was upgraded to take up the work of Repair and Overhauling of Diesel locomotives from 1974-75 onwards.

It is one of the largest and oldest repair Workshops on the Indian Railways with diversified repair/manufacturing activities. Being located in the heart of Mumbai, it has ready access to road, sea and air transport. The Parel Workshop has the unique distinction of rendering services to the Armed Forces during the World Wars.

The summary of Present technical Man Power (non ministerial) Status of Parel Work Shop is under:-

As on 31.08.2020			
Staff on book of....	SS-	MOR-	Vacancy-
Broad Category	3554	1808	1746
C&M Laboratory	35	17	18
Ex-cadre Yard, BTC, Hostel	31	09	22
Total	3620	1834	1786

Overall Sanction Strength including Technical, Ministerial and Canteen Staff is **4012** as on 31.08.2020.

Parel Workshop has gradually diversified and is at present also carrying out the repair and overhauling of Diesel locomotives, Diesel cranes, Rehabilitation of Main Line Coaches. This shop also manufactures many components for diesel locos, Carriages and Wagon.

This workshop has also successfully manufactured Narrow Gauge locos for Neral - Matheran section and for Kalka - Shimla section.

Overall Area	1.90 Lakh Sq.m.(47 Acre)
Covered Area	81,250 Sq.m.

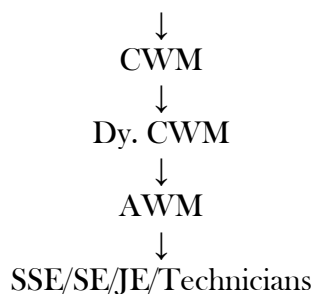
This is the only workshop, other than DLW and CLW, which builds Diesel Locomotives.

	Brief History
1879	- Established as Steam Loco Shop & Shed.
1974	- Repairs of Diesel Locomotives.
1997	- Repairs of 140Tonne Cranes used in Accident Relief.
2002	- ISO-9001:2000, certified to 2008 version in 2010
2005	- Manufacture of Narrow Gauge Loco.
2006	- Manufacture of Broad Gauge Diesel Locomotive Under frame.
2007	- Manufacture of Broad Gauge Diesel Locomotives.
2007	- Mid Life Rehabilitation of Coaches.
2009	- Repair to Coach Bogies.
2010	- Supply of Wagon Wheels.
2010	- 100th Broad Gauge Diesel loco manufactured.
2010	- First Microprocessor based Broad Gauge Diesel Shunting.
2010	- Loco for Indian Railways.
	- Track Cleaning Machine made for Divisions.

MAJOR ACTIVITIES

- Manufacture & Repair of Broad-Gauge Diesel Locos
- Manufacture & Repair of Narrow Gauge Diesel Locos
- Rehabilitation of Coaches, Conversion of Coaches to carry cars, Conversion of coaches for working in Accident Relief Trains
- Repairs of 140T Crane used in Accident Sites of Indian Railways

Organizational Setup of PR workshop



Technical Staff Position of Parel Workshop as on 31.08.2020

Designation	SS	MOR	VAC
SSE	307	262	45
JE	150	30	120
Sr. Tech	749	649	100
Tech I	1295	303	992
Tech II	229	158	71
Tech III	363	377	-14
Helper	527	55	472
Total	3620	1834	1786

THE YEAR WISE OUTTURN OF PAREL WORKSHOP IS AS UNDER:-

Sl	Items	16-17 Outturn		17-18 Outturn		18-19 Outturn		19-20 Outturn		20-21 Outturn	
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
1	New BG Loco Mfg.	--	45	--	12	--	1	--	---	--	
2	BG Diesel Loco POH	48	58	43	43	43	33	37	34	48	
3	SR of BG DE Loco	4	14	1	3	12	6	5	16	13	
4	NG Loco POH	6	--	7	4	11	8	14	4		
5	NG Loco Mfg	--	2	--	--	5	5	6	2		
6	140 T Crane POH/MLR	--	2	--	4	--	2	--	2		
7	Coach - MLR	192	164	190	156	150	125	150	113+1+1		
8	Coaching Bogies (IOH)	1800	1458	1800	1500	1800	1246	1800	1327		
9	LHB Coach SS-1	12	10	100	150+7 SR	197	190+20 SR	432	301+21		
10	LHB Coach SS-2	--	--	--	--	41	34+1 NPOH	85	112+1	144	
11	NMG Conversion	---	--	--	20	--	--	--	--		
12	ART Conversion	--	1	--	10	36	3	--	4		
13	Fitment of Bio-Toilet in no. of coaches	--	138	--	137	--	96	--	--		
14	SPART Coaches	--	---	2	2	9	9	2	2	3	

15	AC- Coach MLR	--	--	25	--	--	--	--	228		
16	Tower Wagon	--	--	--	2	14	7	8	4	2	
17	IOH of BG Loco	--	--	--		--	6	--	5		
18	DEMU POH	--	--	--		24	25	99	85	75	
19	Equated POH outturn for SS-1 bogie	--	--	--	--	--	--	43.2	32.4		
20	Equated ICF Coach POH outturn for IOH bogie	--	--	--	--	--	--	90	66.35		

STAFF DISTRIBUTION (as on 13.02.2020)
Incentive Shops (Supervisors)

Sl	Shop/Office	Shop Code	SSE			JE			Total Supervisors		
			SS	MOR	VAC	SS	MOR	VAC	SS	MOR	VAC
1.	I/FDY	102	8	0	8	4	0	4	12	0	12
2.	Fabrication	105	18	7	11	9	1	8	27	8	19
3.	Weld	106	12	5	7	6	1	5	18	6	12
4.	Piping/copper smith	107	2	3	-1	1	0	1	3	3	0
5.	Fitting	110	4	2	2	2	1	1	6	3	3
6.	Machine	111	11	4	7	5	1	4	16	5	11
7.	Mill Wright	112	15	9	6	7	3	4	22	12	10
8.	Trimming	113	5	0	5	2	0	2	7	0	7
9.	Smith	114	5	2	3	2	0	2	7	2	5
10.	Corrosion Repair	115	3	54	-51	2	15	-13	5	69	-64
11.	Wheel	118	7	15	-8	4	2	2	11	17	-6
12.	Tool Room	120	9	3	6	4	0	4	13	3	10
13.	NG POH Loco	123	18	26	-8	9	1	8	27	27	0
14.	Furnishing	124	9	0	9	5	0	5	14	0	14
15.	Diesel Loco	126	66	56	10	32	13	19	98	69	29
Total			192	186	6	94	38	56	286	224	62

Intensive Shops, (Technician)

Sl	Shop/Office	Shop Code	Sr. Tech			Tech-I			Tech-II			Tech-III			Total Technicians		
			SS	MOR	VAC	SS	MOR	VAC	SS	MOR	VAC	SS	MOR	VAC	SS	MOR	VAC
1.	I/FDY	102	32	0	32	64	0	64	9	0	9	20	0	20	125	0	125
2.	Fabrication	105	50	14	36	85	4	81	14	2	12	9	5	4	158	25	133
3.	Weld	106	59	31	28	100	22	78	19	5	14	34	2	32	212	60	152
4.	Piping	107	5	4	1	9	2	7	1	3	-2	2	0	2	17	9	8
5.	Fitting	110	14	6	8	22	7	15	4	0	4	7	4	3	47	17	30
6.	Machine	111	51	11	40	82	2	80	16	7	9	27	4	23	176	24	152
7.	Mill Wright	112	96	71	25	170	16	154	30	3	27	49	15	34	345	105	240
8.	Trimming	113	15	22	-7	28	9	19	5	4	1	9	12	-3	57	47	10
9.	Smith	114	23	18	5	38	1	37	7	0	7	7	0	7	75	19	56
10.	Corrosion	115	15	81	-66	29	65	-36	4	38	-34	8	49	-41	56	233	-177
11.	Wheel	118	16	40	-24	33	24	9	5	16	-11	11	33	-22	65	113	-48
12.	Tool Room	120	28	8	20	51	8	43	9	0	9	8	1	7	96	17	79
13.	NG POH Loco	123	44	31	13	72	27	45	13	17	-4	25	19	6	154	94	60
14.	Furnishing	124	24	103	-79	37	63	-26	9	25	-16	15	76	-61	85	267	-182
15.	Diesel Loco	126	177	194	-17	308	110	198	54	35	19	82	59	23	621	398	223
Total			649	634	15	1128	360	768	199	155	44	313	279	34	2289	1428	861

Intensive Shops, (Helpers)

Sl	Shop/Office	Shop Code	Helper -I			Helper -II			Total Helper		
			SS	MOR	VAC	SS	MOR	VAC	SS	MOR	VAC
1.	I/FDY	102	20	0	20	0	0	0	20	0	20
2.	Fabrication	105	5	0	5	1	0	1	6	0	6
3.	Weld	106	3	1	2	1	0	1	4	1	3
4.	Piping	107	3	0	3	1	0	1	4	0	4
5.	Fitting	110	4	1	3	1	0	1	5	1	4
6.	Machine	111	15	1	14	2	0	2	17	1	16
7.	Mill Wright	112	59	0	59	9	0	9	68	0	68
8.	Trimming	113	4	0	4	0	0	0	4	0	4
9.	Smith	114	1	1	0	0	0	0	1	1	0
10.	Corrosion Repair	115	3	2	2	1	48	-47	4	50	-46
11.	Wheel	118	4	0	2	1	9	-8	5	9	-4
12.	Tool Room	120	4	0	4	0	0	0	4	0	4
13.	NG POH Loco	123	40	0	40	5	0	5	45	0	45
14.	Furnishing	124	3	1	2	1	6	-5	4	7	-3
15.	Diesel Loco	126	173	0	173	26	0	26	199	0	199
Total			341	7	333	49	63	-14	390	70	320

STAFF DISTRIBUTION(as on 13.02.2020) Non-Incentive Shops

Shop/Office		TMS	MOTOR	CMS	C &M	YARD	Total			
Shop Code		116	119	122						
SSE	SS	11	5	4	0	0	20	Total SSE/ JE	SS	30
	MOR	0	2	0	0	0	2		MOR	3
	Vac	11	3	4	0	0	18		VAC	27
JE	SS	5	3	2	0	0	10			
	MOR	0	1	0	0	0	1			
	Vac	5	2	2	0	0	9			
Sr. Tech	SS	41	23	14	1	1	80	Total Technicians	SS	304
	MOR	0	23	0	1	1	25		MOR	71
	Vac	41	0	14	0	0	55		VAC	233
Tech - I	SS	81	40	29	2	2	154			
	MOR	0	19	0	1	1	21			
	Vac	81	21	29	1	1	133			
Tech - II	SS	12	7	5	0	0	24			
	MOR	0	6	0	1	0	7			
	Vac	12	1	5	-1	0	17			
Tech - III	SS	23	13	9	0	1	46			
	MOR	0	3	0	8	7	18			
	Vac	23	10	9	-8	-6	28			
Helper-I	SS	4	5	3	4	92	108	Total Helper	SS	124
	MOR	0	0	0	0	2	2		MOR	56
	Vac	4	5	3	4	90	106		Vac	68
Helper-II	SS	0	1	0	1	14	16			
	MOR	0	1	0	9	44	54			
	Vac	0	0	0	-8	-30	-38			

STAFF DISTRIBUTION (as on 13.02.2020)

PCO SHOPS & OFFICE

Shop/Office		I R	I M	PROG	RF &P	J&T	PD Cell	Total			
Shop Code		103	104	127	-	-	-	-			
SSE	SS	7	13	21	19	3	2	65	Total SSE/ JE	SS	96
	MOR	6	7	16	10	4	0	43		MOR	52
	Vac	1	6	5	9	-1	2	22		VAC	44
JE	SS	3	6	10	10	1	1	31			
	MOR	2	2	3	1	1	0	9			
	Vac	1	4	7	9	0	1	22			
Sr. Tech	SS	5	2	0	0	0	0	7	Total Technicians	SS	22
	MOR	14	1	1	0	0	0	16		MOR	34
	Vac	-9	1	-1	0	0	0	-9		VAC	-12
Tech - I	SS	8	2	0	0	0	0	10			
	MOR	2	3	0	0	0	0	5			
	Vac	6	-1	0	0	0	0	5			
Tech - II	SS	2	0	0	0	0	0	2			
	MOR	2	2	0	0	0	0	4			
	Vac	0	-2	0	0	0	0	-2			
Tech - III	SS	2	1	0	0	0	0	3			
	MOR	6	3	0	0	0	0	9			
	Vac	-4	-2	0	0	0	0	-6			
Helper-I	SS	8	4	0	0	0	0	12	Total Helper	SS	13
	MOR	0	1	0	0	0	0	1		MOR	2
	Vac	8	3	0	0	0	0	11		VAC	11
Helper-II	SS	1	0	0	0	0	0	1			
	MOR	1	0	0	0	0	0	1			
	Vac	0	0	0	0	0	0	0			

STAFF DISTRIBUTION (as on 13.02.2020)

Ex-Cadre and Misc posts

Shop/Office		Yard	Hostel	BTC	Total			
Shop Code		122	-	-	-			
SSE	SS	1	1	1	3	Total SSE/ JE	SS	24
	MOR	1	0	5	6		MOR	9
	Vac	0	1	-4	-3		VAC	15
JE	SS	2	0	19	21	Total Technicians		
	MOR	0	0	3	3			
	Vac	2	0	16	18			
Sr. Tech	SS	0	0	0	0		SS	7
	MOR	0	0	0	0		MOR	2
	Vac	0	0	0	0		VAC	5
Tech - I	SS	3	0	0	3			
	MOR	2	0	0	2			
	Vac	1	0	0	1			
Tech - II	SS	4	0	0	4			
	MOR	0	0	0	0			
	Vac	4	0	0	4			
Tech - III	SS	0	0	0	0			
	MOR	0	0	0	0			
	Vac	0	0	0	0			

STAFF DISTRIBUTION (as on 13.02.2020)
Other Cadre

Shop/Office		Lab	Cant	Total			
SSE	SS	27	0	27	Total SSE/ JE	SS	34
	MOR	19	0	19		MOR	19
	Vac	08	0	08		VAC	15
JE	SS	7	0	7			
	MOR	0	0	0			
	Vac	7	0	7			
Sr. Tech	SS	0	4	4	Total Technicians	SS	17
	MOR	0	2	2		MOR	07
	Vac	0	2	2		VAC	10
Tech - I	SS	0	0	0			
	MOR	0	0	0			
	Vac	0	0	0			
Tech - II	SS	0	5	5			
	MOR	0	3	3			
	Vac	0	2	2			
Tech - III	SS	1	7	8			
	MOR	0	2	2			
	Vac	1	5	6			
Helper-I	SS	0	0	0	Total Helper	SS	54
	MOR	0	0	0		MOR	37
	Vac	0	0	0		Vac	17
Helper-II	SS	0	54	54			
	MOR	0	37	37			
	Vac	0	17	17			

Overall SSE, JE, Tech, Helper Staff strength of Parel workshop as on 31.08.2020

Designation	SS	MOR	VAC
SSE	307	262	45
JE	150	30	120
Sr. Tech	749	649	100
Tech I	1295	303	992
Tech II	229	158	71
Tech III	363	377	-14
Helper	527	55	472
Total	3620	1834	1786

Technical SS –3620MOR – 1834 Vacancy – 1786

SHOP WISE RESPONSIBILITIES AND MAN POWER

INCENTIVE SHOPS

1) I/FDY Shop Code 102

This shop is closed, although having sanction strength of 157 staff and no men on roll, the details are as under:-

	Man Power			Remarks
	SS	MOR	VAC	
SSE	8	0	8	Since shop is closed, thus sanction strength of 157 is found surplus.
JE	4	0	4	
Sr. Tech	32	0	32	
Tech -I	64	0	64	
Tech - II	9	0	9	
Tech -III	20	0	20	
Helper	20	0	20	
Total	157	0	157	

2) Fabrication Shop Code105

The following work is being carried out in fabrication Shop

A. Sub-section :- Hydraulic Testing & Loco Components Mfg

- Cleaning and hydraulic testing of air reservoir with flange removal of MLR coach.
- POH sheet work of 140 T crane.
- Manufacturing of Misc items such as M.S. Stands, cupboards and various SSE orders etc.
- Manufacturing of water expansion tank of WDM2/WDG3A Loco.
- Manufacturing cattle guard of NG POH Loco.
- Cleaning and hydraulic testing of air reservoir of POH WDM2 Loco.
- Cleaning and hydraulic testing of air reservoir of POH, NDM (NG) Loco.
- Cleaning and hydraulic testing of air reservoir of 140 T crane.
- Cleaning and hydraulic testing of primary & secondary lube oil trainers (sets of 3) of WDM2 POH Loco.
- Modified work in WDM3D POH Loco below compressor is to reduce vibration.
- Air dust testing of modification work of POH O of WDM3D Loco.
- Hydraulic testing of Water Exp tank of POH WDM2/WDG3A Loco.
- Repair cattle guard of NG POH Loco.
- Different types Damper Assembly testing og LHB coaches.

B. Sub-section :- Reconditioning of bogie frame WDM2 (10511)

- Reclamation of POH of co-co bogies. (Tetra mount bogie i.e. fabricated)
- Reclamation of POH of tri mount bogie i.e. casting bogies.
- Conversion of WDM2 bogie into Multipurpose dummy bogie.

C. Sub-section :- Under Frame Mfg (6100)

- POH sheet metal work of Engine hood, Driver cab, Radiator hood front & Rear and under frame of ZDM, NDM.
- Shearing & pressing of various P & Loco orders of STR & others.
- Mfg of CBC type Head Stock and Screw coupling head stock and Bendl H/S (ICF Design) of BG coaches.
- Repair of bolster (2 nos.) and LSB (4 nos.) of MLR bogie.
- Modification of TSC Chimney of WDM2 Loco.

This shop having sanction strength of 191 staff and 31men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remarks
	SS	MOR	VAC	MOR	VAC	
SSE	18	7	11	7	11	Since lockdown SSE roster is in operation, hence SSE (In-charge) was not available, contacted available SSE Shri Prakash Tiwari. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 160 vacancies noticed as surplus.
JE	9	1	8	0	9	
Sr. Tech	50	14	36	11	39	
Tech -I	85	4	81	6	79	
Tech - II	14	2	12	4	10	
Tech -III	9	5	4	3	6	
Helper	6	0	6	0	6	
Total	191	33	158	31	160	

3) Welding Shop Code 106

All type welding work including coaching and Locos and Tower Wagons and Manufacturing of CVC and NG Loco Hoods and material cutting of all loco order and manufacture of flap door, bearing pieces and misc welding work.

This shop having sanction strength of 234 staff and 67 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	12	5	7	5	7	Since lockdown SSE roster is in operation, hence SSE (In-charge) was not available, contacted available SSE Shri Pradeep Gajbhiye. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 169 vacancies noticed as surplus.
JE	6	1	5	1	5	
Sr. Tech	59	31	28	31	28	
Tech -I	100	22	78	20	80	
Tech - II	19	5	14	5	14	
Tech -III	34	2	32	2	32	
Helper	4	1	3	1	3	
Total	234	67	167	65	169	

4) Piping Shop Code 107

In this shop the work of Making, Cutting, Threading, Bending & setting of pipe for new manufacturing. All type of BG & NG Loco and POH of all BG & NG Loco and all type of coaches i.e. 140T Cranes, Tower Wagon, DMU etc.

This shop having sanction strength of 24 staff and 12 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	2	3	-1	3	-1	Since lockdown SSE roster is in operation, hence SSE (In-charge) was not available, contacted available SSE Shri R. Chandran. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 11 vacancies noticed as surplus.
JE	1	0	1	0	1	
Sr. Tech	5	4	1	4	1	
Tech -I	9	2	7	4	5	
Tech - II	1	3	-2	1	0	
Tech -III	2	0	2	0	2	
Helper	4	0	4	1	3	
Total	24	12	12	13	11	

5) Fitting Shop Code 110

In this shop the work of Axel Box of all type locos, 140T cranes NG loco etc, Axel Box liner cutting, pasting, gridding, marking and lapping of axel box diameter and buffers repairs of all type of Loco and coaching and spring repairs and repairs of equalising beam of all type locos and screw couplings, buffers and overhauling of leveling valve, duplex valve etc and break gear, work of NG Locos and 140 T cranes etc

This shop having sanction strength of 58 staff and 18 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	4	2	2	2	2	Contacted available SSE (In-charge) Shri Prashant Sinha. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Since 02 technicians are required to operate two Machine being installed shortly. Thus,considerable 02 posts for new machines to be installed,35 vacancies noticed as surplus.
JE	2	1	1	1	1	
Sr. Tech	14	6	8	15	37	
Tech -I	22	7	15			
Tech - II	4	0	4			
Tech -III	7	4	3			
Helper	5	1	4			
Total	58	21	37	18	40	

6) Machine Shop Code 111

This shop is deals with sensitive drilling, puncher slotter, pillar drilling, slot dotter, gang drill, combination turret, turret lathe, Capt. Turret lathe, horizontal boring, copying lathe, shaping, vertical boring, centre lathe, vertical milling, horizontal milling, centre lathe, grinding, CNC centre lathe, S. P. M., Radial drilling, CNC TCM, CNC drilling, Band Saw M/c.

This shop having sanction strength of 208 staff and 26 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	11	4	7	4	7	Earlier contacted SSE in charge, Shri Kale and then SSE Shri Lonkar. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 182 vacancies noticed as surplus.
JE	4	1	3	1	3	
Sr. Tech	51	11	40	9	42	
Tech -I	82	2	80	3	79	
Tech - II	16	7	9	4	12	
Tech -III	27	4	23	4	23	
Helper	17	1	16	0	17	
One tech in Wheel shop				01	-1	
Total	208	30	178	26	182	

7) Mill Wright Shop Code 112

Water & Pneumatic pipeline 11201- All pipe repairs of workshop oil pump compressor, operating of compressor.

EOT Crane 11202- Overhead cranes: - Operating total EIW works, over head cranes and maintenance of EOT cranes.

Wire Rope & chain Testing 11203 –Wire Rope and chain testing – Repairing, wire rope and chain with testing, house and of all divisions.

Commissioning & Compressor 11205 – Commissioning of new machines & rejection of old machines, maintenances of compressor with machine foundation, shipping of machine – Total EIW works.

Pump & Fire Extinguishers 11207 – Repairs of all oil pump and fire extinguishers of in house (Workshop)

CNC Machine Maintenance 11210 – High machinery repairs, M/repairs around 150 machines [Wheel Shop, Diesel Shop and Commission Repairs etc]

Plant Maintenance 11218 –Repair of machines shop, tool room smith shop, fitting, shop & chain house etc around 100 machines.

This shop having sanction strength of 435 staff and 117 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	15	9	6	10	5	Contacted SSE in charge, Shri Vishwas Makkalgiri. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 319 vacancies noticed as surplus.
JE	7	3	4	3	4	
Sr. Tech	96	71	25	69	27	
Tech -I	170	16	154	18	152	
Tech - II	30	3	27	3	27	
Tech -III	49	15	34	13	36	
Helper	68	0	68	0	68	
Total	435	117	318	116	319	

8) Trimming (Coach Comp) Shop Code 113

This shop is deals with ...

11302 –Air Brake – Repair of Air Brake of all coach [LHB, ICF, DME etc]

11305 - Seat and Birth - Seat and Birth work of all type coach [ICF, MLR, LHB and DMU]

This shop having sanction strength of 68 staff and 25 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	5	0	5	3	2	Contacted SSE in charge, Shri Narendra Hedulkar. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 43 vacancies noticed as surplus.
JE	2	0	2	0	2	
Sr. Tech	15	22	-7	7	8	
Tech -I	28	9	19	7	21	
Tech - II	5	4	1	3	2	
Tech -III	9	12	-3	4	5	
Helper	4	0	4	1	3	
Total	68	47	21	25	43	

9) Smith Shop Code 114

This shop is deals with spring testing, all type loco and coaches and bushing and d-bushing all anchor link of coach bogies, LHB bogies and required item of locos and coaches smith work and misc work.

DMU – Clamp

Manufacture of ARL

Buffer plunger

Horn face liner

Pressing of minor PAD for secondary of LHB bogie

This shop having sanction strength of 83 staff and 22 men on roll, the details are as under:-

	Man Power as on 13.02.2020			Remark
	SS	MOR	Vac	
SSE	5	2	3	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate. The staff distribution on the side table may have changed a bit, since it is of 13.02.2020 position. Thus, 61 vacancies noticed as surplus.
JE	2	0	2	
Sr. Tech	23	18	5	
Tech -I	38	1	37	
Tech - II	7	0	7	
Tech -III	7	0	7	
Helper	1	1	0	
Total	83	22	61	

10) Corrosion Repair Shop Code 115

This shop is deals with corrosion work of all type coaches [ICF, LHB, DMU and Tower Wagon]

This shop having sanction strength 65 and 153 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	3	54	-51	54	-51	This section has many more sub sections, works independently with respective SSE's. Man power more than sanctioned strength, may be borrowed from other sections like foundry etc. Moreover, the numbers of work of this section is outsourced. No recommendation Since the existing man power is more than sanctioned strength.
JE	2	15	-13	11	-09	
Sr. Tech	15	81	-66	75	-60	
Tech -I	29	65	-36	52	-23	
Tech - II	4	38	-34	38	-34	
Tech -III	8	49	-41	90	-82	
Helper	4	50	-46	5	-1	
Total	65	352	-287	153	-260	

11) Wheel Shop Code 118

This shop is deals with maximum load, repairs of wheel sets of all type locos and coaches and divisions and house work of wheel sets [LHS Wheels, ICF Wheels, Loco Wheels of all type]

This shop having sanction strength 81 and 133 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	7	15	-8	16	-9	Contacted SSE Shri Chaudhary. The staff position collected from Chief O. S. Shri Roderick. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. No recommendation Since the existing man power is more than sanctioned strength.
JE	4	2	2	2	2	
Sr. Tech	16	40	-24	46	-30	
Tech -I	33	24	9	21	12	
Tech - II	5	16	-11	7	-2	
Tech -III	11	33	-22	37	-26	
Helper	5	9	-4	4	1	
Total	81	139	-58	133	-52	

12) Tool Room Shop Code 120

This shop is deals with calibration of instruments of tools and gauges and divisions and in house and heat treatment of various components and misc of all locos and coaches. Reshaping of Tools, cutters and POH of pneumatic machine.

This shop having sanction strength 113 and 19 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	9	3	6	3	6	Contacted SSE charge Shri Anil Bhise. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 94 vacancies noticed as surplus.
JE	4	0	4	0	4	
Sr. Tech	28	8	20	10	18	
Tech -I	51	8	43	5	46	
Tech - II	9	0	9	0	9	
Tech -III	8	1	7	1	7	
Helper	4	0	4	0	4	
Total	113	20	93	19	94	

13) NG POH Loco Shop Code 123

This shop is deals with

- 1) Manufacture of NG locos and POH of NG locos and POH of 140T Cranes.
- 2) Vehicle system – Gear component f NG loco POH and Manufacture.
- 3) Power Pack – Over hauling of power pack and auxiliaries and auxiliaries of NG Loco.
- 4) 140T Crane- Complete overhaul of 140 T.
- 5) Transmission and cooling system of radiator overhauling.
- 6) Electrical component – All repair of electrical of NG locos.

This shop having sanction strength 226 and 114 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	18	26	-8	27	-9	Contacted NG/POH SSE in charge, Shri S. R. Panchgam and 140T crane SSE in charge, Shri Ajay Sharnagat. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate.
JE	9	1	8	0	9	
Sr. Tech	44	31	13	27	17	
Tech -I	72	27	45	21	51	
Tech - II	13	17	-4	12	1	
Tech -III	25	19	6	26	-1	
Helper	45	0	45	1	44	
Total	226	121	105	114	112	Thus, 112 vacancies noticed as surplus.

14) Furnishing/Coach Assembly Shop Code 124

This shop is deals with

- 1) Bogie – Repair work of MLR coach bogie, IOH work of ICF bogies and SS-1, SS-2, SS-3 of LHB bogies and DMU bogies and 140T Crane bogies.
- 2) Stripping and Fittings – Stripping, fitting work of MLR coach bogie, IOH work of ICF bogies and SS-1, SS-2, SS-3 of LHB bogies and DMU bogies and 140T Crane bogies.
- 3) Furnishing – Furnishing work of coaches MLR coaches, DMU coaches and LHB coaches and tower wagons etc excluding 140T cranes.
- 4) Painting –Painting all above said coaches excluding 140T cranes.

This shop having sanction strength 103 and 250 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	9	0	9	0	9	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate. The staff distribution on the side tablemay has changed a bit, since it is of 13.02.2020 position.
JE	5	0	5	0	5	
Sr. Tech	24	103	-79	96	-72	
Tech -I	37	63	-26	47	-10	
Tech - II	9	25	-16	25	-16	
Tech -III	15	76	-61	74	-59	
Helper	4	7	-3	8	-4	
Total	103	274	-171	250	-147	No recommendation Since the existing man power is more than sanctioned strength.

15) Diesel Loco Shop Code 126

This shop is deals with

- 1) Compressor and Blower of locos turbo-super charger
- 2) Power pack system-III (PPS-III) FTP & RTTM, FTTM fuel Injection blower pump.
- 3) PPS-II – Cylinder head complete overhauling and exhaust manifold.
- 4) Pneumatic break equipment - Air Break axes hauling.
- 5) PPS-I – Engine block overhauling and assembling.
- 6) Break Gear– Overhauling.
- 7) Bogie - Overhauling.
- 8) Heat exchange & filtration system- [Radiator Section] over hauling and Lube Oil Cooler.
- 9) System Pipe line and assembly – Radiator and right angle gear box
- 10) Loco super structure – a) Cab
b) Long Hood
c) Short Hood
- 11) Chassis – Under frame & fuel tank
- 12) Assembly painting & integration testing – Complete loco painting.
- 13) Traction motor – Overhauling, assembly.
- 14) Battery section – Repair.
- 15) Cable – All loco cable.
- 16) Control Equipment
- 17) Traction Alternator & Auxiliaries
- 18) Control system and testing

This shop having sanction strength 918 and 467 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	66	56	10	58	8	Contacted SSE Shri Babu. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the work load being decreasing gradually and it is towards being closing down.
JE	32	13	19	6	26	
Sr. Tech	177	194	-17	370	450	Thus, Sanction Strength of 918 is found surplus. The 484 vacancies might be surrender in first phase and 434 men on roll may be also be surrender after suitable deployment.
Tech -I	308	110	198			
Tech - II	54	35	19			
Tech -III	82	59	23			
Helper	199	0	199			
Total	918	467	451	434	484	

Non-Incentive Shops

1) TMS Shop Code 116

This shop is closed

This shop having sanction strength 177 and 0 men on roll, the details are as under:-

	Existing Man Power			Remark
	SS	MOR	Vac	
SSE	11	0	0	Since shop is closed, thus sanction strength of 177 is found surplus.
JE	5	0	0	
Sr. Tech	41	0	0	
Tech -I	81	0	0	
Tech - II	12	0	0	
Tech -III	23	0	0	
Helper	4	0	0	
Total	177	0	0	

2) MOTOR, LISTER Shop Code 119

This shop is dealt with motor Driver cadre including drivers required for head quarters. Workshop Vehicle, Lister, Road Crane, Lister Truck, Truck, Lorry, Dumper, Mobile Crane hydra, tractor trolley, four clip, vehicle repairing and operation.

MOTOR Shop			LISTER Shop		
Sr.	Vehicle Type	Numbers	Sr	Vehicle Type	Numbers
1	10 Seat	03	1	Fork lift	10
2	09 Seat	01	2	Lister Truck	06
3	07 seat	01	3	Road Crane	05
4	08 seat	01			
5	05 seat	01			
6	Truck	06			
7	Tractor	03			
8	03 Wheeler	02			

This shop having sanction strength 97 and 50 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	5	2	3	2	3	Contacted Motor Shop SSE Shri Anish Kr. Upadhyay and Lister Shop SSE Shri Dhotre. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to Motor Shop the existing man power is adequate whereas Lister Shop is short of man power.
JE	3	1	2	1	2	
Sr. Tech	23	23	0	21	2	
Tech-I	40	19	21	17	23	
Tech-II	7	6	1	5	2	
Tech-III	13	3	10	3	10	
Helper	6	1	5	1	5	
Total	97	55	42	50	47	Thus, 37 posts out of 47 vacancies noticed as surplus.

3) CMS Shop Code 122

This shop is closed

This shop having sanction strength 66 and 00 men on roll, the details are as under:-

	Existing Man Power			Remark
	SS	MOR	Vac	
SSE	4	0	4	Since shop is closed, thus sanction strength of 66 is found surplus.
JE	2	0	2	
Sr. Tech	14	0	14	
Tech -I	29	0	29	
Tech - II	5	0	5	
Tech -III	9	0	9	
Helper	3	0	3	
Total	66	0	66	

3) C& M shop

This shop is deals with material inspection, testing i.e. Lab, Wheel, Coaches, Loco, DPT, magnaflux, Ultrasonic and Zygloetc.

This shop having sanction strength 8 and 26 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020			Remark
	SS	MOR	Vac	SS	MOR	Vac	
SSE	0	0	0	0	0	0	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate.
JE	0	0	0	0	0	0	
Sr. Tech	1	1	0	1	1	0	
Tech -I	2	1	1	2	1	1	
Tech - II	1	1	0	0	1	-1	The staff distributions on the side tablemay have changed a bit, since it is of 13.02.2020 position.
Tech -III	0	8	-8	0	16	-16	
Helper	5	9	-4	5	1	4	
Total	9	20	-11	8	26	-12	Thus, 61 vacancies noticed as surplus.

4) Yard

This shop is deals with movement of loco and coach and misc work of shop.

This shop having sanction strength 110 and 55 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	0	0	0	0	0	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate.
JE	0	0	0	0	0	
Sr. Tech	1	1	0	1	0	
Tech -I	2	1	1	1	1	
Tech - II	0	0	0	0	0	The staff distribution on the side tablemay have changed a bit, since it is of 13.02.2020 position.
Tech -III	1	7	-6	29	-28	
Helper	106	46	60	24	82	
Total	110	55	55	55	55	Thus, 55 vacancies noticed as surplus.

PCO Shops & Office

1) Inspection Repair Shop No.103

This shop is deals with inspection of all repaired items and final checkup.

This shop having sanction strength 36 and 26 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	7	6	1	4	3	Contacted SSE Shri L. V. Naik. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 10 vacancies noticed as surplus.
JE	3	2	1	2	1	
Sr. Tech	5	14	-9	10	-5	
Tech -I	8	2	6	1	7	
Tech - II	2	2	0	2	0	
Tech -III	2	6	-4	7	-5	
Helper	9	1	8	0	9	
Total	36	33	3	26	10	

2) Inspection Manufacture Shop No. 104

This shop is deals with inspection of all manufacture items and final checkup.

This shop having sanction strength 28 and 18 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	13	7	6	7	6	Contacted SSE Shri Pawaskar, Shri Gaikwad. The staff distribution on the side table has changed a bit, since it is of 13.02.2020 position. After discussion it is noticed that the present work load being given to this section the existing man power is adequate. Thus, 10 vacancies noticed as surplus.
JE	6	2	4	2	4	
Sr. Tech	2	1	1	1	1	
Tech -I	2	3	-1	3	-1	
Tech - II	0	2	-2	2	-2	
Tech -III	1	3	-2	2	-1	
Helper	4	1	3	1	3	
Total	28	19	9	18	10	

3) Progress Shop No. 127

Receives orders from divisions (Manufacture and repairs)) loco and coach items, tower wagons, DMU coaches, and shifting of materials shop to shop with drawing & orders and material drawal from stores for manufacture. After completion of job completion report. Issue of bearer letter for division.

Control of budget, preparation of budget of workshop, preparation of work indent and execution and completion of work indent

Provision of Raw material with consultation of store dept (annually)

Monitoring of work order & production and repair orders, workshop, division & other Railways

Credit Notes, Liasioning with other department, Railway, other workshops

This shop having sanction strength 31 and 15 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	21	16	5	14	7	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate.
JE	10	3	7	0	10	
Sr. Tech	0	1	-1	1	-1	
Tech -I	0	0	0	0	0	The staff distributions on the side table may have changed a bit, since it is of 13.02.2020 position.
Tech - II	0	0	0	0	0	
Tech -III	0	0	0	0	0	
Helper	0	0	0	0	0	
Total	31	20	11	15	16	Thus, 16 vacancies noticed as surplus.

4) RF&P Shop Rate fixing and planning

Issue of allowed time, extra time, making pf layout and job cards and investigation of A&B statements, outturn sheet and distribution of workers. Making of proposal of workshop as per requirement and casting all jobs repair and manufacture.

Preparation and planning of layout manufacture as well as repair of various items and assemblies.

Monitoring of various manufacturing activities and repair, fixing, estimating of work time study.

Preparation of position for officers, construction proposal and extension proposal section and workshop as per requirement.

This shop having sanction strength 29 and 10 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020		Remark
	SS	MOR	Vac	MOR	Vac	
SSE	19	10	9	9	11	In comparison with discussion had with other section's SSE it is can be said that present work load being given to this section the existing man power is adequate.
JE	10	1	9	1	9	
Sr. Tech	0	0	0	0	0	
Tech -I	0	0	0	0	0	The staff distributions on the side table may have changed a bit, since it is of 13.02.2020 position.
Tech - II	0	0	0	0	0	
Tech -III	0	0	0	0	0	
Helper	0	0	0	0	0	
Total	29	11	18	10	19	Thus, 19 vacancies noticed as surplus.

5) J&T Shop Jig and Tool (Drawing Office)

Preparation of drawing for jig and fixtures.

Manufacturing and repair of various / assemblies and parts.

Design of fixtures, jig as per requirement in manufacture and repair.

Preparation of drawing of part whichever required of assembly and repair.

This shop having sanction strength 4 and 5 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020	
	SS	MOR	Vac	MOR	Vac
SSE	3	4	-1	5	-2
JE	1	1	0	0	1
Sr. Tech	0	0	0	0	0
Tech -I	0	0	0	0	0

Tech - II	0	0	0	0	0
Tech -III	0	0	0	0	0
Helper	0	0	0	0	0
Total	4	5	-1	5	-1

6) PD Cell
P.D. Cell (M&P)

New procurement and condemnation of machine.

Record keeping, workshop planning layout for installation, requirement.

Building repair – Civil Work requirement.

This shop having sanction strength 3 and 0 men on roll, the details are as under:-

	Existing Man Power		
	SS	MOR	Vac
SSE	2	0	0
JE	1	0	0
Sr. Tech	0	0	0
Tech -I	0	0	0
Tech - II	0	0	0
Tech -III	0	0	0
Helper	0	0	0
Total	3	0	0

Ex-Cadre and Misc, posts

1) Yard Shop No.122

This shop is deals with movement of loco and coach and misc work of shop.

This shop having sanction strength 10 and 2 men on roll, the details are as under:-

	Man Power as on 13.2.2020			Man Power in September 2020	
	SS	MOR	Vac	MOR	Vac
SSE	1	1	0	0	1
JE	2	0	2	0	2
Sr. Tech	2	0	0	2	0
Tech -I	1	2	1	0	1
Tech - II	4	0	4	0	4
Tech -III	0	0	0	0	0
Helper	0	0	0	0	0
Total	10	3	7	2	8

2) Hostel

This shop having sanction strength 1 and 0 men on roll, the details are as under:-

	Existing Man Power		
	SS	MOR	Vac
SSE	1	0	0
JE	0	0	0

Sr. Tech	0	0	0
Tech -I	0	0	0
Tech - II	0	0	0
Tech -III	0	0	0
Helper	0	0	0
Total	1	0	1

3) BTC

This shop having sanction strength 20 and 7 men on roll, the details are as under:-

	Existing Man Power		
	SS	MOR	Vac
SSE	1	7	-6
JE	19	0	19
Sr. Tech	0	0	0
Tech -I	0	0	0
Tech - II	0	0	0
Tech -III	0	0	0
Helper	0	0	0
Total	20	7	13

Other Cadre

1) LAB

This shop having sanction strength 35 and 18 men on roll, the details are as under:-

	Existing Man Power		
	SS	MOR	Vac
SSE	27	17	10
JE	7	0	7
Sr. Tech	0	0	0
Tech -I	0	0	0
Tech - II	0	0	0
Tech -III	1	1	0
Helper	0	0	0
Total	35	18	17

Total 150 Staff Due for Superannuation from September 2020 and December 2021

Categories	Sep 2020 to Dec 2020	Jan 2021 to Dec 2021
Supervisors	53	13
Technicians	03	81
Helpers	00	00

Summary of Technical Staff Position of Parel Workshop as on 31.08.2020

Staff on book of..	SS-	MOR-	Vacancy-
Broad Category	3554	1808	1746
C&M Laboratory	35	17	18
Ex- cadre Yard, BTC, Hostel	31	09	22
Total	3620	1834	1786

Posts wise Technical Staff Position of Parel Workshop as on 31.08.2020

Designation	SS	MOR	VAC
SSE	307	262	45
JE	150	30	120
Sr. Tech	749	649	100
Tech I	1295	303	992
Tech II	229	158	71
Tech III	363	377	-14
Helper	527	55	472
Total	3620	1834	1786

Observations:-

- A. From the year wise outturn from 2016-17 to 2020-2021 it is observed that work load is gradually decreasing.
- B. It is observed that activities of three Shops namely Fdy, TMS and CMS are closed and 'NO' man is on roll but the overall Sanction Strength for these three section of 400 staff is being maintained. (Section wise Fdy-157 TMS-177 & CMS-66) Thus, these 400 posts found redundant and need to be surrender.
- C. In Diesel Shop, it is observed that the work load being decreasing gradually and it is towards being closing down. This section having highest allocation of Man Power amongst all other shops in workshop i.e. 918. Thus, these 918 posts found redundant. Since there are 434 Man on Roll, the 484 vacancies needed to be surrender in first phase and remaining 434 posts in second phase after suitable deployment of existing staff.
- D. It is also observed that few sections like Corrosion Repair, Wheel Shop, Furnishing/ Coach Assembly having addition staff than that of Sanctioned Strength i.e. are 260, 52 and 147 respectively totaling 459. It is leaned that these additional man power are on loan from closed shop like Fdy, TMS and CMS whereas the total Sanction Strength of these three sections is 400 only. Needed to streamline.
- E. It is also observed that the all outsourced activities are from coaching side only. In connection with the existing Railway Board policies, the more activities needed to be earmarked for outsourcing.
- F. Moreover, as per CME (Plg.) letter no. W.828.B.M.PI dated 04.10.2019 that board approved the proposal in-principle for "Provision of passenger terminal facility by closing of

Parel Workshop”. Accordingly proposal for relocation of activities of Parel Workshop and Redeployment of staff is prepared. As per as staff matter is concerned it is stated that majority of staff from Parel Workshop on closure shall be shifted to Matunga Workshop Some supervisors and staff have given willingness for transfer to new workshop coming up at Badnera for Wagon POH. The activity of Wagon POH is expected to start next year, the willing staff shall be considered for posting at Badnera Wagon POH Shop.

G. Also, vide SPO/PR letter no. PL/PR/0615/CRE/TRNF dated 23.09.2019 it is stated that SSE-10, JE-10, Technician-I-500 and Helper 180 **totaling 700 posts** of technical staff temporarily transferred to Wagon Repair Shop, Badnera.

H. In addition total **150 staff are due for superannuation** from September 2020 to December 2021

After discussion with various SSEs, coordinating supervisors, it is concluded that the existing staffs on roll are adequate against work load being given except sections whose activities are closed like Fdy, TMS and CMS and activities of section like Diesel decreasing gradually and it is towards being closing down.

Overall it is observed that the existing man power is adequate against **work load in force**.

Vacancies of Technical staff as on 31.08.2020 are **1786**.

Thus, considering 700 technical posts transferred to Wagon Repair Shop, Badnera **1086 posts found surplus**, need to be surrendered in first phase and in addition to said 1086 posts the vacancies raises after actual transfer, deployment of staff/posts needed to be surrender in Second phase.

Tentative posts wise details are as under:-

Designation	SS	MOR	Vac	Posts Tfr to BD	Tentative Posts to be surrender
SSE (ML-7)	307	262	45	10	35
JE (ML-6)	150	30	120	10	110
Sr. Tech (ML-6)	749	649	100	--	100
Tech I (ML-5)	1295	303	992	500	492
Tech II (ML-4)	229	158	71	--	57
Tech III (ML-2)	363	377	-14	--	
Helper (ML-1)	527	55	472	180	292
Total	3620	1834	1786	700	1086

Recommendation & Suggestion:

❖ Recommendations:-

Recommendation 1	It is recommended to surrender vacant 1086 posts in first phase .
Recommendation 2	It is recommended to surrender vacancies raises after actual transfer, deployment of staff/posts to Badnera and other workshops in second phase .

❖ Suggestions:-

Suggestion 1	Nil
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The tentative financial implication due to surrender of posts as on **September** (DA17%) will be as under:-

Matrix Level	Annual Money Value as ML (Revised)	Number of Posts to be surrender	Annual Money Value (Revised) as per posts recommended
Level 7	726570	35	25429950
Level 6	572832	110	63011520
Level 6	572832	100	57283200
Level 5	472446	492	232443432
Level 2	322218	57	18366426
Level 1	291330	292	85068360
		1086	481602888

Tentative money value for surrendering of 1086 posts is ₹481602888/-

END OF STUDY