



SOUTH EASTERN RAILWAY

REVIEW OF STAFF STRENGTH VIS-À-VIS WORKLOAD OF MOTOR VEHICLE DRIVERS IN HD.QRS/KOL



**EFFICIENCY CELL,
(PLANNING & WORK STUDY),
GARDEN REACH, KOLKATA – 700 043.**

STUDY NO. EFF/941

SYNOPSIS

1.	Name of the work study	The study has been taken up in view of Rly Bd's letter on the issue of revised entitlement of staff cars over Indian Rlys.
2.	Terms of reference	To review the staff strength of Motor Vehicle Drivers in the Hd.Qrs after engaging cars from outsource agencies for the purpose.
3.	Aim	To review the staff strength of Motor Vehicle Drivers in the present scenario.
4.	Projected manpower re-deployment/ surrender.	09 Posts.
5.	Anticipated/projected savings	` 29 lakhs per annum (approx)
6.	No of recommendations made	Two.
7.	Critical analysis & observations	Railway Board vide their letter No E(G)2007 AL4/6 Pt. dt. 30.09.2008 (Annex-II) have instructed that in the Zonal Level, only GM & AGM are entitled to use staff cars. All other vehicles will be taken on hire. As such, there shall not be requirement of any additional MV drivers in the near future.
8.	Brief note on recommendations	<p><u>Rec- I</u> : Observing Board's guideline, this Railway also have adopted the policy of hiring vehicles for Government use. At present 48 vehicles are hired by different department in the HQ office for its use. Based on the present roaster (EI), requirement of Drivers in the 5 pools for driving 28 Vehicles is $28 + LR (12.5\% : 4) = 32 (28+4)$. in addition to that "02" Drivers from Common Pool is working in Vigilance Deptt. therefore total requirement of Drivers is $32+2 = 34$. As such the revised sanctioned strength for all the five pools including safety may be reduced to 34 from the existing sanctioned strength of 43. Hence, it is recommended to surrender the existing 03 vacant posts of this category outright and the rest 06 may be after suitable redeployment.</p> <p>After revising strength of the category to 34, 04 Drivers among 32 (excluding 2 working in vigilance) may be short out and nominated as purely LR staff and they will be used to perform duty in absence of regular drivers of any pool. These LR Drivers may be managed by MVI / GM Pool.</p> <p><u>Rec - II</u> : In the allied wings there is no vehicle in S&T (Con) yet 01 Driver is on roll who is presently utilized in CAO(Con). The said driver may be posted at CAO (Con). There are 6 vehicle in all in the allied wings viz. CAO(Con), Vigilance & Sr DEN/GRC. Based on existing roaster and considering 12.5% LR 7 (6+1) Drivers is sufficient however being the units are functioning separately a total of 09 drivers are sufficient to serve the purpose against present 12 On-Roll Drivers. (viz. CAO (Con) : 3, Vigilance: 4 & Sr.DEN:2=9).</p>
	Department concerned	All.

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CHAPTER – I

1.0. INTRODUCTION

IREM Vol-II lays down the rules for the use of Staff cars in Indian Railways. The journeys regarded to be performed on duty are as under:-

- (a) Journeys between an officer's residence and the Railway station /aerodrome or between office and Railway station / aerodrome when proceeding on or returning from a tour whether at Headquarters or at out station.
- (b) Journeys to attend ceremonies, receptions in an official capacity and official lunch given to distinguished visitors. When courtesy invitations are received and official etiquette requires the acceptance of such invitations, the use of staff car for such journeys may be authorized at the discretion of the General Manager.
- (c) Journeys between an officer's residence and office when performed for official purposes outside normal office hours including Sundays and holidays.
- (d) To maintain a uniformity over all the railways-
For the purposes of booking a staff car on duty from officer's office to residence and vice versa, a time gap of not less than one hour from opening and closing of office should be specified
Journeys in official cases (subject to availability) between office and residence may treated as duty journeys
- (e) Staff cars can also be used for non-duty purposes subject to the condition that :-
Duty journeys will have preference over non-duty journeys; The use of staff cars will not be permissible for private pleasure trips and for journeys to places of public amusement, entertainment etc. Necessary charges to be recovered for such journeys from each of the officers separately.
- (f) A log book showing the movements of the vehicle in respect of all journeys to be maintained.

Due to the increase in OTA rates and other allowances, and the increasing cost of fuel and vehicle maintenance and bring about economy in the expenditures, Railway Board, have fixed the entitlement of staff cars in zonal Rlys restricted to GM & AGM (at Hd. Qrs level) and DRM & ADRM (at divisional level). All the other vehicles will be taken on hire.

In future, there shall only be two staff cars (along with official drivers) in ADA division for use of DRM & ADRM. The rest available Govt motor vehicles and their accompanying (official) drivers are to be eliminated in a phased manner.

The present study has been taken up basing upon the current guidelines of Rly. Bd. on the issue.

CHAPTER – II

2.0 STAFF STRENGTH

- 2.1 Cadre position of Motor Vehicle Driver /Cleaner in common pool (consisting PCE, CSTE, CEE, CPO, CCM & CPRO) in HQrs office at Garden Reach & Kolkata as on 01/01/2021

COMMON POOL

Sl	Category	Scale	GP	S/S	O/R	Vac
1	MCM	9300-34800	4200	2	2	0
2	Motor Driver Gr. I	5200-20200	2800	8	7	1
3	Motor Driver Gr. II	5200-20200	2400	4	3	1
4	Motor Driver Gr. III	5200-20200	1900	2	3	-1
Total				16	15	1
1	Motor Cleaner	5200-20200	1800	3	2	1
G.Total				19	17	2

2.2

GM POOL

Sl	Category	Scale	GP	S/S	O/R	Vac
1	MCM	9300-34800	4200	1	1	0
2	Motor Driver Gr. I	5200-20200	2800	6	5	1
3	Motor Driver Gr. II	5200-20200	2400	2	2	0
4	Motor Driver Gr. III	5200-20200	1900	0	1	-1
Total				9	9	0
1	Motor Cleaner	5200-20200	1800	2	2	0
G.Total				11	11	0

2.3

OPERATING POOL

Sl	Category	Scale	GP	S/S	O/R	Vac
1	Motor Driver Gr. I	5200-20200	2800	3	2	1
2	Motor Driver Gr. II	5200-20200	2400	3	1	2
3	Motor Driver Gr. III	5200-20200	1900	2	4	-2
Total				8	7	1
1	Motor Cleaner	5200-20200	1800	3	3	0
G.Total				11	10	1

2.4

MECHANICAL POOL

Sl	Category	Scale	GP	S/S	O/R	Vac
1	MCM	9300-34800	4200	1	0	1
2	Motor Driver Gr. I	5200-20200	2800	3	2	1
3	Motor Driver Gr. II	5200-20200	2400	0	0	0
4	Motor Driver Gr. III	5200-20200	1900	0	1	-1
Total				4	3	1

2.5

STORES POOL

Sl	Category	Scale	GP	S/S	O/R	Vac
1	MCM	9300-34800	4200	2	2	0
2	Motor Driver Gr. I	5200-20200	2800	3	1	2
3	Motor Driver Gr. II	5200-20200	2400	1	2	-1
4	Motor Driver Gr. III	5200-20200	1900	0	1	-1
Total				6	6	0

2.6

ACCOUNTS

Sl	Category	Scale	GP	S/S	O/R	Vac
1	Motor Driver Gr. I	5200-20200	2800	1	1	0
2	Motor Driver Gr. II	5200-20200	2400	1	3	-2
3	Motor Driver Gr. III	5200-20200	1900	1	1	0
Total				3	5	-2

2.7

CONSTRUCTION

Sl	Category	Scale	GP	S/S	O/R	Vac
1	Motor Driver Gr. I	5200-20200	2800	0	0	0
2	Motor Driver Gr. II	5200-20200	2400	1	1	0
3	Motor Driver Gr. III	5200-20200	1900	2	2	0
Total				3	3	0
1	Motor Cleaner	5200-20200	1800	1	1	0
G.Total				4	4	0

2.8

SR. DEN/GRC (Cadre under KGP)

Sl	Category	Scale	GP	S/S	O/R	Remarks
1	Motor Driver	**	**	0	4	1 working in Vig
Total						

2.9

SUMMARY

Sl	Category	Scale	GP	S/S	O/R	Vac
MV DRIVER (incl Construction)				46	43	3
MV Driver (Accts)*				3	5	-2
Sr DEN GRC				--	4	--

Sl	Category	Scale	GP	S/S	O/R	Vac
CLEANER				9	8	1

Sl	Category	Scale	GP	S/S	O/R	Vac
Total (MV Driver+ Cleaner)				55	53	2

CHAPTER – III

3.0 EXISTING SYSTEM OF WORKING :

- 3.1 Motor Vehicle Drivers in Head Qrs. are operated from GM Pool, Operating Pool, Mechanical Pool, Stores Pool and Common Pool. The common pool serves for Engineering, Signal, Electrical, Personnel, Commercial and where it is required. Other than Railway Vehicles, AC & Non-AC Vehicles are hired for serving the transportation purpose of Rly Officers and others for managing their requirements.

Department wise Railway Vehicles and Drivers on operation

Pool	Railway Vehicle	For use of	Driver	Designation	GP
GM	CIAZ	GM	K.K.MANDAL	MV- Gr.III	1900/-
			BISHNU NAIK	MV- Gr.III	1900/-
	SX4	GM Additional	Biswanath Pal	MV-Gr.I	2800/-
	CIAZ	AGM	R.K.PAL	MV- GR-I	2800/-
	CIAZ	SDGM	BINOD NAYEK	MV GR-I	2800/-
	CIAZ	Secy to GM	M. ROUT	MCM	4200/-
	INNOVA	Gen Pool	Bsisth Roy	MV- Gr.I	2800/-
	SUMO	Gen Pool	Bijay Rajak	MV- Gr.I	2800/-
	--	--	Om Prakash Rajbhar	MV- Gr.II	2400/-
			Alauddin	Cleaner	1800/-
			R.Sing	Cleaner	1800/-
			Puroshottam	GA	1800/-
Total	7 Vehicle		9 Driver + 2 Cleaner + 1 GA	Sanction Strength 9 Driver + 2 Cleaner	

O P T G	CIAZ	PCOM	S.Prasad	MV-III	1900/-
	SX-4	VIP movement & C.Pool	P.Halder	MV-III	1900/-
	INNOVA	CFTM	S.S.Dhanuk	MV-I	2800/-
	AMBASSADOR	PCOM Plg Cell, Em. Control	S. Halder	MV-III	1900/-
	TATA SUMO	Dy.COM (Chg) & other officer	Mukund Roy	MV-III	1900/-
	QUALIS	Dy.COM (I&S) & other officer	P.K.Roy	MV-II	2400/-
Total	6 Vehicle		6 Driver +1 in Safety	Sanction Strength 8	
			Cleaner 3(sanc)/3(OR)		

Dept	Railway Vehicle	For use of	Driver	Designation	GP
Safety	Innova	PCSO	T.N.Pandey	MV-I (Lien in Optg)	2800/-
			Moin Khan	MV-I (Lien in Common Pool)	2800/-
Total	1 Vehicle		2 Driver under lien of diff dept. (T.N.Pandey is long sick)		

Pool	Vehicle Railway Owned	For use of	Nominated Driver	Designation	GP
S T O R E S	CIAZ	PCMM	Emamuddin Khan	MV-II	2400/-
	QUALIS	CMM/M	John Henry	MV-II	2400/-
	QUALIS	POOLED For JAG Officer	Sohan Singh	MV-III	1900/-
	TATA SUMO	CMM/G	Dil Mohammad	MCM	4200/-
	TATA SUMO	POOLED For JAG & Asst.Scale	Jashbir Singh	MV-II	2800/-
			S.K.Sengupta	MCM	4200/-
Total	5 Vehicle		6 Driver	Sanction Strength 6	

* Both the Tata Sumos are processed for condemnation.

Pool	Vehicle Railway Owned	For use of	Nominated Driver	Designation	GP
MECH	CIAZ	PCME	M.Bhuina	MV-I	2800/-
	INNOVA	POOLED	P.PrakashRao	MV-III	2400/-
	INNOVA	POOLED	Sarat Das	MV-I	2800/-
Total	3 Vehicle	3 Driver		Sanction Strength of Driver category 04 on Roll 3.	

Pool	Vehicle Railway Owned	For use of	Nominated Driver	Designation	GP
Acco unts	CIAZ	PFA	Gagan	MV-I	2800/-
	CIAZ	FA&CAO(WS)	Babuddin		
	QUALIS	Dy FA&CAO(G)	Manik Chakraborty		
	Ambassador	Sr EDPM	Achhelal Kharwar		
	SX-4	Common Pool	J.P. Garoriya		
	Qualis	Dy FA&CAO(F&B)	Tribhuban Thakur		
	CIAZ	FA&CAO(HQ)	Asadullah Khan		
	Innova	FA&CAO(G)	Prakash Behera		
	Cash Van	Cash Office	Abhimanyu Patra		
Total	6 Vehicle		6 Driver	Sanction Strength 3	

COMMON POOL (ELECT, ENGG, PERS, COMM, S&T & CPRO)

Pool	Vehicle Railway Owned	For use of	Nominated Driver	Designation	GP
E L E C T	CIAZ	PCEE	S.K.Pillai (lien in KGP)	MV-I	2800/-
	TATA SUMO	CELE	R.N. Prasad	MV-I	2800/-
	QUALIS	Pooled	S.Sanmugam V.Majumdar	MV-II MV-III	2400/- 1900/-
Total	3 Vehicle		4 Driver		
E N G G	CIAZ	PCE	S.Routh P.N.Singh	MCM MV-II	4200/- 2400/-
Total	1 Vehicle		2 Driver		
P E R S O N N E L	CIAZ	PCPO	Arvind Kr.Singh	MV-II	2400/-
	SUMO	POOLED	Murli	MV-III	1900/-
Total	2 Vehicles.		3 Driver		
C O M M	CIAZ	PCCM	Wasim Uddin	MV-III	1900/-
	AMBASSADOR	Pool			
Total	2 Vehicles		1 Driver		
S&T	CIAZ	PCSTE	S.R.Yadav	MCM	4200/-
	SUMO	CSE	Ranjit Halder	MV-II	2400/-
	SUMO	Dy CSTE(HQ) & Pooled			
	Both the SUMOs processed for Condemn.		Rajbhar	Cleaner	1800/-
Total	3 Vehicle		2 Driver + 1 Cleaner	2 SUMO processed for condemnation	
Grand Total	11 Vehicle		12 Driver +3 (Working in Vig & PCSO) 2 Cleaner	Sanction 16 Driver 3 Cleaner	

OTHER RLY VEHICLE

Unit	Vehicle Railway Owned	For use of	Nominated Driver	Designation	GP
S&T Con	No vehicle		A.B.Singh	MV-II	2800/-
			Works under CAO (Con)		
Total	0 Vehicle	0 Driver			
CAO Con	CIAZ	CAO (Con)	Md. Ishrar	MV-II	2400/-
	INNOVA	Pool	Imtiaz	MV-III	1900/-
	**		N. R.Majhi (Long Absent)	MV-III	1900/-
	**		A.B.Singh	MV-I	2800/-
Total	2 Vehicle	3 Driver+1 (lien in S&T Con)	Sanc: 03, Actual:3	Cleaner:1/1	
Vig	SUMO	Pool	R.P. Yadav	MV-I (lien Sr.DEN/GRC)	2800/-
	SUMO	Pool	S.K.Kanuajia	MV-I (Lien-Pers)	2800/-
	SUMO	Pool	Subhasis Das	MV-III (Optg/KGP)	1900/-
	**	**	Ashok Shaw (LR/RG)	(Adhoc MV-III (Lien Engg)	1900/-
Tot	3 Vehicle		4 Driver	All under Lien	
Sr. DEN/ GRC	Qualis	ADEN/Pool	Dinanath Singh	MV-II	2400/-
			M.Rahman	MCM	4200/-
			Anand Kr Bar	MV-I	2800/-
	Tot: 1vehicle 4 Driver (1 Driver working in Vig.) Pinpointing for GRC unit: Nil				

Summery of Pool/Unit wise Position of Rly Vehicle and Driver position

Pool/Unit	Railway Vehicle		Total Driver			Cleaner		
	Existing	Under condemnation	San c	Act	Vac	Sanc	Act	Vac
GM	7		9	9	0	2	2+1	0
Common Pool	11	1(Pers) + 2 (S&T)	16	12+3	1	3	2	1
Operating	6		8	7	1	3	3	0
Safety	1		**	2*(lien in Optg & C/Pool)	**			
Stores	5	2	6	6	0			
Mech	3		4	3	1			
Total	33	5	43	40	3	8	7	1
Accts	6		3	6	-3			
Total	6		3	6	-3			
S&T Con	0			1 work in CAO con				
CAO Con	2			4* (1 long absent)				
Vigilance	3			4*			1* (Adhoc Driver)	
				(All have lien in different unit)				
Sr.DEN GRC	1			4 (1 work in Vigilance)				
Total	6			12*				
G.Total	45			54		8	7	

Number of Rly vehicles as on date 33+6+6=45

Processed for condemnation =5

Number of vehicle will on service after condemnation 45-5=40

Number of on roll Driver working in HQ at present 46+8=54

Number of cleaners On Roll = 7 (1 from CP working as adhoc MV-III in Vigilance)

3.2

Department wise Position of Hired-Vehicles

Sr.No	DEPT.	Vehicle	For use of
1.	GM	TATA SUMO	POOLED and performed protocol duty for Divisional officers and other
		Swift Desire	
		Artiga	
		Desire	
	Total	4 Vehicle	
2.	OPTG	AC car	CPTM
		AC car	CTPM
		Non-AC car	Dy. COM/Spl and FOIS office
	Total	3 Vehicle	
3.	SAFETY	Desire	Dy.CSO/Mech
		Bolero	Dy CSO/Traffic
		Desire	Dy CSO/Engg
		Desire	Dy CSO/Elect
	Total	4 Vehicle	
4.	MECH	AC Car	CMPE
		do	CWE
		do	CRSE(Chg)
		do	CRSE (Frt)
		do	CME(Plg)
		do	CWM (HLZ)
	Total	6 Vehicle	
5.	ENGG	AC-Car	CPD(SD)
		AC-Car	CTE
		AC-Car	CE(TM)
		AC-Car	CE(TP)
		AC-Car	CE(G)
		AC-Car	CE(W)
		AC-Car	CPDE
		AC-Car	CE(RSW)
		AC-Car	CE(BR)
		AC-Car	CBE
		4 Non-AC	POOL
	Total	14 Vehicle	

6.	PERS	AC Car	CPO(A)
		AC CAR	CPO(IR)
		Tata Sumo	Chairman RRC
	Total : 3 vehicle		
7	COMM	AC/CAR	CCM/FM
		AC CAR	CCM/PM
		AC CAR	CCM/PS&CTG
		NON-AC	POOL
	Total : 4 Vehicle		
8	S&T	AC Car	CSE II
		AC Car	CCE
	Total : 2 Vehicle		
9	S&T Con	AC Car	CSTE (Con)
	Total : 1 Vehicle		
10	Stores	AC CAR	CMM-I
		AC CAR	CMM-G
	Total : 2 Vehicle		
11	Vigilance	AC Car	CVO (G)
		Non AC	Pool Car
	Total Vehicle: 2		
12	Public Relation	XYLO	CPRO
	Total Vehicle : 1		
13	Accounts(T)	AC Car	FA &CAO(T)
		Non-AC Car	Dy FA&CAO(T)
		Total : 2 Car	

Total 48 Cars are operated in HQ on hired service

- 3.3 Official cars were allowed to high ranked officials since long, for conducting tours in official capacity.
- 3.4 MV Drivers may performing following tasks :
- (a) Pickup officers at designated location or when hailed and transport them to their desired destinations.
 - (b) Check desired destinations and determined the most appropriate route
 - (c) Keep accurate records of drivers shift, income & expanse.
 - (d) Arrange regular repairs, general maintenance, and cleaning of its vehicle.
- 3.5 With the increasing manpower costs, fuel price, maintenance charges & establishment cost for management, it has become imperative on the part of the administration to outsource the non-core activities to those agencies specialized in such activities that can perform efficiently and at a lower cost.
- 3.6 In cases of breakdown, these agencies have the infrastructure and means to provide alternate arrangements at short notice.
- 3.7 In view of Railway Board's policy Vide Letter No E(G)/2007/AL 4-6 dtd 08-8-2007 & E(G)2009/AL 4-22 dtd 12.10.2009 [RBE No 184/2009] It has stated that except for the vehicles of GM and AGM with one standby vehicle for Zonal Headquarters all the vehicles shall be taken on hire.
- 3.8 The Government vehicles that were available prior to the issue of this order shall be under use and on being condemned, an alternate vehicle shall be taken on hire basis as per the exigency & requirement.
- 3.9 There are 05 Vehicles (S&T-2, Stores:2 & Personnel:01) are processed for condemnation.
- 3.10 Prior to 28.02.2019, the Motor vehicle drivers in the Hd.Qrs were rostered for duty from 8 to 18 hours – 6 days a week. Working beyond this period, the MV driver shall be eligible for OT. The roster changed to EI Classification from 28.02.2019 for Drivers and timings are from 09.00 to 14.00 & 14.45 to 19.45 with lunch break from 14.00 hrs to 14.45hrs and Sunday rest.
- 3.11 There is one MVI posted to manage vehicles under GM Pool. The rest vehicles of different pool / Dept are managed by PS/EA or nominated staff individually.
- 3.12 In view of Bd's extant policy guidelines on the matter of staff car entitlements, there shall no longer be any further requirement of staff car vehicles and motor vehicle drivers in the near future.

CHAPTER – IV

4.0 CRITICAL ANALYSIS :

4.1 The motor vehicles & motor vehicle drivers in Hd.Qr. office/ Kolkata are operated from GM Pool, Operating Pool, Mechanical Pool, Stores Pool, Common Pool and Accounts Dept. in addition to that Rly vehicles are operated under CAO(Con), Vigilance Deptt.. S&T (Con) and Sr.DEN/GRC. Private Vehicles are also hired by the departments for official use and 48 vehicles are operated as on date in HQ.

There are 33 Rly Vehicles are in function in 5 Pool and its having 40 Drivers against 43 Sanctioned strength in these pools at present. Considering Accounts Deptt, Construction and Vigilance wing its having 45 vehicles in all against 54 Drivers all together. In addition to the above, 6 Vehicles are functioning in allied department CAO(Con), Vigilance & Sr.DEN/GRC's office for which 10 Drivers are working who have lien in different pool/wings. In addition to the above other 6 Vehicles are functioning in allied departments i.e., CAO(Con), Vigilance & Sr.DEN/GRC's office for which 10 Drivers are working who all have lien in different wings.

In most of the department number of cars and number of drivers are almost same however in Commercial Department only 01 Driver is available against 02 vehicles. Meanwhile in Engineering department under Sr.DEN/GRC 04 Drivers on roll (Lien in KGP) in which 01 is working under Vigilance department rest 3 drivers are working against a single (01) vehicle. There are also 7 Cleaners are On Roll against 8 Sanctioned strength.

Railway Board vide their letter No E(G)2007 AL4/6 Pt. dt. 08.08.2007 (Para-2) illustrated that in Zonal Level, only GM & AGM and 01 standby vehicle are allowed as staff car. All other vehicles will be taken on hire. As such, there shall not be requirement of any additional MV drivers in the near future.

4.2 The routine working of MV drivers as per the present EI roster of 10 Hrs duty with Sunday rest.

4.3 In the 5 pools at present 33 Vehicles are in function among which 5 are processed for condemnation therefore in near future 28 vehicles will remain and that for 40 Drivers will remain on roll

4.4 A redistribution of existing Drivers is required to be settled as there is some mismatch existing at present viz in Commercial Department only a single driver is on roll against two vehicles whereas there are 03 for a single vehicle under Sr.DEN/GRC.

4.5 Comparison of Rly vehicles vis-a-vis number of On Roll drivers. :

Pool/Unit	Railway Vehicle		Total Driver			Remarks
	Existing As on date	Will remain after condem nation	Sanc	Actual	Excess/ Less in On Roll Driver considering number of vehicles	
GM	7	7	9	9	2	
Common Pool	11	8	16	12+3 (lien in vig)	4	
Operating	6	6	8	7	1	1 driver long sick
Safety	1	1	**	2*(lien in Optg & C/Pool)		
Stores	5	3	6	6	3	
Mech	3	3	4	3	0	
Total	33	28	43	40	10	
Accts	6	6	3	6	0	
Total	6	6	3	6	0	
TOTAL	39	34	46	46	10	
S&T Con	0	0		1 work in CAO con	0	
CAO Con	2	2		4* (1 long absent)	1(lien in S&T con)	1 Driver under CAO/con is long absent
Vigilance	3	3		4* lien in different unit	1	1 (Adhoc Driver)
Sr.DEN GRC	1	1		4 (lien in KGP)	2	1 work in Vigilance
Total	6	6		12*		
G.Total	45	40		54		

CHAPTER – V

5.0 RECOMMENDATIONS :

Recommendation – I : Observing Board's guideline, this Railway has also adopted the policy of hiring vehicles for Government use. At present 48 vehicles are hired by different department in the HQ office for its use. In this situation, there is hardly any possibility of additional requirement of MV drivers in near future .

Presently, the numbers of on roll MV Drivers and number of Rly. vehicles in most of the departments are equal. According to the implemented roaster (EI) for the Drivers of the HQ there is scheduled rest day fixed on Sunday. Based on the roaster, requirement of Drivers in the 5 pools for driving 28 Vehicles is $28 + \text{LR } (12.5\% : 4) = 32 (28+4)$. in addition to that "02" Drivers from Common Pool is working in Vigilance Department therefore total requirement of Drivers is $32+2 = 34$. As such the revised sanctioned strength for all the five pools including safety may be reduced to 34 from the existing sanctioned strength of 43. Hence, it is recommended to surrender the existing 03 vacant posts of this category outright and the rest 06 may be surrendered after suitable redeployment.

After revising strength of the category to 34, 04 Drivers among 32 (excluding 2 working in vigilance) may be short out and nominated as purely LR staff and they will be used to perform duty in absence of regular drivers of any pool. These LR Drivers could be managed by MVI / GM Pool.

Recommendation – II : In the allied wings there is no vehicle in S&T (Con) yet 01 Driver is on roll who is presently utilized in CAO(Con). The said driver may be posted at CAO (Con). There are 6 vehicle in all in the allied wings viz. CAO(Con), Vigilance & Sr DEN/GRC. Based on existing roaster and considering 12.5% LR 7 (6+1) Drivers is sufficient however being the units are functioning separately a total of **09 drivers** are sufficient to serve the purpose against present **12 On-Roll Drivers**. (viz. CAO (Con) : 3, Vigilance: 4 & Sr.DEN:2=9).

CHAPTER-VI

6.0 FINANCIAL EVALUATION:

In reference to the recommendations made for surrender of 09 Drivers Posts, the total detailed financial savings per annum is as below:

SURRENDER/REDEPLOYMENT OF 09 Posts								
Srl No.	Desgn	Scale of pay	No. of posts	GP	Mean Pay	DA @ 17 %	Monthly cost per staff	Total Cost Per Month
1	Level-2	-Do-	9	1900	$19900+26000/2=22,950$	3902	26852	24,1,668
TOTAL			9					24,1,668

The total savings due to surrenders = **Rs.241668 x12 = Rs. 29,00,016/-** per annum.

say Rupees 29 lakhs per annum (approx)

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