

EASTERN RAILWAY

WORKSTUDY REPORT ON REVIEW OF STAFF STRENGTH VIS-À-VIS WORK LOAD OF POINTSMAN UNDER OPERATING DEPARTMENT OVER SDAH DIVISION CONSEQUENT UPON THE CHANGE SCENARIO OF WORKING.

(Study No.WSER-04/20-21)

(Submitted on 25.09.2020)

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The study team is very much thankful to Sr. DOM/Sealdah for allowing the study team in conducting the subject work study successfully. The study team will also be thankful to TI/HQ/Sealdah, Sectional TIs and Station Managers for their appropriate opinion and co-operation for conducting the subject work study.

METHODOLOGY

The following methodology has been adopted in carrying out the study:

- i) Collection of data in regard to workload of the Pointsman.
- ii) Discussion with concerned Station Managers, sectional TIs and TI/HQ/Sealdah.
- iii) Studied the existing workload and deployment of staff.

TERMS OF REFERENCE

The subject workstudy has been undertaken by the GM's Efficiency Cell of Eastern Railway under the following terms of reference:-

- i) Evaluate the quantum of work.
- ii) Examine the existing deployment of Pointsman against workload.
- iii) Scrutinize the involvement of Pointsman after modernization of interlocking systems to EI/PI/RRI.

SUMMARY OF RECOMMENDATION

Sl. No.	Recommendation	Para Ref.
1.	It is recommended by the study team that the revised sanctioned strength of Pointsman under operating department will be 2021 as against the existing sanctioned strength of 2071. Hence, $(2071 - 2021) = 50$ posts of pointsman should be rendered as surplus and surrendered from the existing sanctioned strength.	2.10.3

EXECUTIVE SUMMARY

Study Name & No.	Work Study on Review of staff strength vis-a-vis workload of Pointsman under operating Department over SDAH division consequent upon the changed scenario of working. (Work study No. WSER-04/20-21)
Year of conducting the study:	2020 - 21
Terms of reference:	<ul style="list-style-type: none"> i) Evaluate the quantum of work. ii) Examine the existing deployment of Pointsman against workload. iii) Scrutinize the involvement of Pointsman after modernization of interlocking systems to EI/PI/RRI.
Methodology:	<ul style="list-style-type: none"> i) Collection of data in regard to workload of the Pointsman. ii) Discussion with concerned Station Managers, sectional TIs and TI/HQ/Sealdah. iii) Studied the existing workload and deployment of staff.
Sanctioned Strength:	2071
Existing Men on Roll:	1608
Vacant post:	463
Proposed Surrender:	50

Justification
The assessment is made based on the analysis of existing workload of Pointsman 'A' & 'B' at various stations and yards over Sealdah Division.

CHAPTER-I

1.0 INTRODUCTION:

- 1.1 IR is the single largest system of public transportation in India and also largest networks in the world. It provides long distance and suburban services covering through high density urban areas as well as vast rural and forest areas. The sheer quantities of passenger operations put tremendous pressure on the existing infrastructure and calls for an effective system for maintenance of cleanliness and sanitation at stations and in trains. The requisite standards framed by the Government of India are required to be implemented for catering to the high passenger traffic density. This considerably impacts the environment on account of waste generation.
- 1.2 Operating Department in Railways is responsible for managing the smooth running of trains. From crew booking, running of trains, managing of Station premises are controlled by Operating Department.
- 1.3 Among them, the main objective of Operating Department is to operate smooth and safe running of trains. This is done through arrangement of signals, points and other appliances, operated from a panel or lever frame, so inter-connected by Mechanical locking or Electrical locking or both that their operation must take place in proper sequence to ensure safety. This process is known as *Interlocking* and is operated from Cabins situated at both ends of stations and various locations of points.
- 1.4 In Interlocking, points, signals and other units are usually, operated by means of levers and panels. Interlocking between these levers is accomplished either by mechanical or by electrical or electro-mechanical or electronic means. In the former method, some mechanical contrivance variously designed, controls the relation between one lever and the other. At less important stations the point, signal and other levers are interlocked by means of keys which are used to lock or release the levers, either in the normal or in the reverse position, as required. At other stations the levers are interlocked by means of tappets inside a box of the lever frame, which is normally kept covered and sealed.
- 1.5 With the advancement of technology, the system of Interlocking has changed drastically. Earlier Mechanical Interlocking was invoked in the system, but with time, phase-wise, Railway has adopted Panel Interlocking (PI) and Route Relay Interlocking (RRI) in large scale. With the introduction of new Interlocking systems of PI & RRI, the involvement of manpower reduced considerably and the operation of interlocking became smooth, safe and fast.
- 1.6 Types of Interlocking in Indian Railways:

i) Mechanical Interlocking:

The era of interlocking started with mechanical frames. In mechanical signaling, since the functions are operated by levers, the relationship that should exist between the functions can be transferred to exist between the levers. To ensure that the signal can be taken 'OFF' only after the point is correctly set, we can arrange the interlocking between the signal lever and point lever to be such that the signal lever can be reversed only after the point lever is in the correct position, viz. 'Normal' or 'Reverse', as the case

may be. As the size of yards & train movements increased, size of lever frames also increased. These lever frames not only increased in size occupying more space but also required intensive maintenance.

ii) Electrical Interlocking:

Electrical equipment of some kinds may be used even in the mechanical interlocking systems described above (e.g., electrical relays that operate slotting). However, the basic operation there remains mechanical in nature. In electrical interlocking, the fundamental mechanisms use electric control extensively. Electrical interlocking often goes hand in hand with power signaling, although there are or were installations with electrical interlocking provided for semaphore signals.

iii) Panel Interlocking:

With the advent of Electro-mechanical relays, lever frames gave way to relay interlocking based installations. This development resulted in relatively faster operation, failsafe operation and reduced size of buildings required for housing of interlocking installations. With further increase in traffic and expansion of railway network, panel Interlocking installations were commissioned.

iv) Route Relay Interlocking:

Route Relay interlocking is same as Panel Interlocking with Electro Mechanical Relays doing the Interlocking except that it can be employed for big yards. the interlocking is done between one route and another route. Another Important feature in terms of operating point of view is that the SM has to only press two buttons, Signal button & Route Button (entry-exit system). He doesn't have to individually operate the points to the required position.

v) Solid State Interlocking (SSI):

Computer based interlocking uses thousands of Electro-mechanical relays requiring complex wiring and Inter-connections. The wiring diagrams for such installations run into hundreds of sheets. Individual relays, wiring and interconnections along with thousands of shouldered joints are required to be physically examined and certified. This exercise requires traffic blocks of long durations and large manpower to manage the traffic during blocks.

- 1.7 There are two category of Pointsman i.e. Pointsman 'A' and Pointsman 'B'. The Pointsman 'A' is comprising the category of (Shuntman & Pointsman) and similarly Pointsman 'B' denotes the category of (Shuntman, Pointsman, Gateman & Porter) The subject work study has been undertaken to review the strength of Pointsman 'A' under the Operating department after modernization of Interlocking system from Lever mechanism to EI/PI/RRI system keeping in view the financial achievement. Presently 1608 nos of Pointsman 'A' & Pointsman 'B' against the sanctioned strength of 2071 are working under different stations/units over SDAH division and 463 posts are lying vacant in different stations/units.

CHAPTER-II

2.0 EXISTING SCENARIO & CRITICAL ANALYSIS:

In the past days, the Mechanical Interlocking system was in vogue in Indian Railways which has already been discussed in the previous chapter. These Mechanical Interlocking systems were operated from End Cabins situated at both ends of the station. The overall In charge of the Cabin is Cabin Master who works with mutual co-ordination with Station Master. The other staff who works in Cabin under direct supervision of Cabin Master is Cabinman, Leverman and Pointsman.

- 2.1 All the Stations and Cabins of Sealdah division are under the overall control of Sr.DOM/SDAH and under direct control of concerned DOM & AOM. Each Cabin is functioning directly under Station Master.

- 2.2 The concept of Electrical Interlocking (EI), Panel Interlocking (PI) and Route Relay Interlocking (RRI) has already been introduced in different stations in Indian Railways since long back to extend smooth, better, safe and hazardless train movement. The said operational method based on modernized technology obviously control the movement the trains more effectively in comparison to previous system of working.

- 2.3 With the modernization of interlocking systems from Mechanical interlocking systems i.e. lever operated to EI, PI and RRI the operation of point setting has been moved from End Cabins to Station Managers Panel.

In Mechanical lever systems, the point setting was being done by pulling of levers at cabins. But now, in EI, PI and RRI system the setting of points is done through motors controlled by switches present at SM Panel or Cabins. The on-duty Station Master at Station or Cabin master at Cabin operates the switches for point setting.

- 2.4 Earlier, pointsman was mainly deployed for setting of lever operated points situated outside the cabin. After setting, they secure the Point with clamp. But now a day, when almost all the points at main lines have been converted to motor operated points, they are deployed for various works as instructed by Station Manager.

However, the most important workload pointsman cater at present, is to attend point failure cases. There are various reasons for failure of motor operated points. Mainly, it occurs due to some unwanted objects get stuck between the points making the points not able to get attached. In this case, the pointsman clears the unwanted object between the points so that the points get properly attached.

Other main reason for point failure is motor failure. In this case the pointsman sets the point by cranking the screw clamp.

- 2.5 It is very important for the mainline to be uninterrupted for continuous movements of trains. Even though, majority of the points on mainline are converted to EI/PI and RRI for effective and smooth movements of trains, there is always a possibility of failure of these system. So, at vital point locations it is essential to deploy pointsman or other category staff that can fix up the point failure faults at the earliest and restore the movement of trains.

- 2.6 However, in many yards, siding lines and good sheds at Sealdah division, the lever mechanism of interlocking is still in some remote place but going to be interlocked very soon. At these places, the pointsman is utilized for their

designated job i.e setting of point through pulling lever and securing the point with clamp arrangement.

- 2.7 Overall, the duty list of pointsman 'A' & 'B' i.e. (Pointsman, Shuntman, porter & gateman) they have to perform as per Operating Manual is listed as under:

2.7.1 **Working of Pointsman**

- a) To attend duty in time in prescribed uniform.
- b) To remove any obstruction lying in the yard fouling any running line, points and crossover.
- c) To perform shunting as per instructions given by Station Master on duty and under the supervision of the guard of the train, secure wagon/ vehicle in yard,
- d) To deliver warning notices / caution orders and other memos including T-369 (3b) etc. to Driver / Guard and obtain their signatures.
- e) To clean H.S. lamps/ S. P. Dubbers and other lamps used at the station.
- f) To watch signals take "OFF" for the reception and dispatch of the trains are showing correct aspects and to ensure that all signals are returned to normal after passage of every train.
- g) To attend Station in case of accident or emergency.
- h) To close / open Level crossing when Gateman is off duty or no gateman is available and that everything is kept at its appointed place.
- i) To keep the station premises clean and to wash it at usual intervals.
- j) To do any other Railway work allotted by Station Master on duty.
- k) To watch trains from off side to detect defective sick / damage or unsafe wagon/ vehicles on the running through trains .To ring up station bell as per prescribed bell code for UP/DN trains for line clear / train entering section, arrival/ departure of a train. In other cases he shall ring station bell as directed by Station Master on duty. He should call out station name for stopping passenger train at night time.

2.7.2 **Working of Shuntman**

- a) He is responsible for conducting safe and timely shunting in the yard and will work under the supervision and orders of shunt master on duty.
- b) He shall set the points properly in non interlocked yard and manned them for all shunting movements and shall not interfere with the Points while the vehicles/wagons are standing/or passing over them.
- c) He shall not leave his duty unless properly relieved of authorized by his supervisor.
- d) He shall be responsible to see that fouling marks are kept clear completion of shunting.
- e) He will be responsible or timely detaching and attaching of engines of incoming and outgoing trains.
- f) He will be responsible for piloting of trains on OP/T-373 and OP/T 371, in case of failures of signals or receptions of trains on blocked line in the yard.

2.7.3 Working of Gateman

- a) Prompt closing and opening of Level crossings.
- b) Protecting the lines in the event of any obstruction at the Level crossings.
- c) Keeping all the essential equipments at the LC in good working condition.
- d) Keeping the Flange ways clean.
- e) Attending all the trains from the gate lodge side and reporting to SM in case of anything unusual and unsafe condition noticed in the passing train in addition to taking other steps to prevent any accident.
- f) Reporting to SM on duty for early rectification in case of any failure of Level crossing, interlocking, telecommunication and warning system.

2.7.4 Working of Porter

- a) He is responsible for conducting safe and timely shunting in the yard and will work under the supervision and orders of shunt master on duty.
- b) He shall set the points properly in non interlocked yard and manned them for all shunting movements and shall not interfere with the Points while the vehicles/wagons are standing/or passing over them.
- c) He shall not leave his duty unless properly relieved of authorized by his supervisor.
- d) He shall be responsible to see that fouling marks are kept clear during Completion of shunting.
- e) He will be responsible or timely detaching and attaching of engines of Incoming and outgoing trains.
- f) He will be responsible for piloting of trains on OP/T-373 in case of failures of signals or receptions of trains on blocked line in the yard.

2.8 The Sanctioned strength and Men On-Roll position of Pointsman 'A' & Pointsman 'B' under Operating Department over Sealdah Division has been tabulated as under.

Category of Staff	Level	Grade Pay	Sanctioned Strength	Men-On-Roll	Vacancy
Pointsman 'A', Shuntman-I	2	Rs. 1900/-	686	308	378
Cabinman-II/Leverman-II	2	Rs. 1900/-	09	06	03
Pointsman 'B'	1	Rs. 1800/-	1376	1294	82
Total			2071	1608	463

- 2.9 The existing Sanctioned strength and Men On-roll position of Pointsman 'A' and 'B' working directly under the supervision of different TI over Sealdah Division has been given by concern CYM, SS & TI which is tabulated as under.

S. No.	UNITWISE.	NO. OF STATIONS	Station Code	Sanctioned Strength	Men-On-Roll	Vacancy
1.	TI(M)/BT-II	14	BMG,DTK,BIRA,GUMA, ASKR, HB, MSL, GBG, TKNR, CDP,BNJ, PTPL, GN, TI/BT-II,	2071	116	460
2.	TI(M)/KNJ	13	KNJ, STB, FLU, DHU, MGM, BTY, DEB, PLY, HBE, BPD, SVH, PCX		94	
3.	TI(M)/KYI	21	IP, SNR, KNR, NH, NH-YARD, HLR, KPA,KYI, MPUR, SMX, CDH, PDX, MAJ, PTF, JGDL, PXR,GGP, KYS, KLYG, KLYM,NH Link Cabin		233	
4.	TI(M)/BT-I	16	DDC, BBT, MMG, BT, SXC, LBTL,HRO,CQR, BSHT,MPN,HNB,DGNR, BRPK, NBE, HHR, BSLA		118	
5.	TI(M)/RHA	09	GEDE,BPN, MIJ,BGL, AG,KLNP, BIJ, THP,BDZ		67	
6.	TI(M)/BPC	11	LGL, KRP, BQG, JJG, MBB, CSZ,BPC, SGV, BEB, REJ, BFT		137	
7.	CYM/CP	01	CHITPUR		73	
8.	TI(M)/SPR-II	25	DH, BSD,D, MGT, HT, BRP, DPDP, GCN,DBT,JNM, MPRD, LKPR, NCP,KWDP,NMKA, DKDP, DMU, SNU, NTA, GURN, KYP, MAK,BARU, SSRD, SJPR		110	
9	TI (M)/SPR-I	26	BGB, NAI, AKRA,BRJ, MJT, NACC, MSB, BLN, PQS, SPR, CHT, GOF, TLX,CG,BGD YARD, DHK, JDP,BGJT, GIA,SBGR, SSP,TLG, LKF, BDYP,KLKR,PLF		128	
10	TI(M)/BP	17	BP, TGH, SEP, BLH, KGK, BARN, BBR, BBDB, PPGT, DDJ, BNXR, AGP, KDH, BLYG, DAKE, EDG, BZB		128	
11	SS/KOAA	03	KOAA STATION, KOAAYARD,KOAAGATE		56	
12	CYM/NH	01	CYM/NH		59	
13	SM/SDAH	01	SS/SDAH		169	
14	CYM/CAG	01	CYM/CAG		120	
	TOTAL			2071	1608	463

2.10 Earlier, Points and Crossing had been operated from cabins by the help of lever mechanism. Now a day's all the points at main line and yard have been converted to motor operated points instead of previous system i.e. mechanical lever operated from end cabins. The deployment of pointsman at main line to detect the points failure faults at the earliest and restore the smooth movement of trains. It is also seen that the points occurs due to some unwanted objects get stuck between the points so that the points are not properly attached resulting signal failure as well as disruption of movement of traffic. In such incidence, the pointsman clears the unwanted objects between points so that the points get properly attached. The function of Pointsman is inescapable in Operating department over Sealdah division.

2.10.1 In view of above, the study team is of the opinion that the existing deployment of Pointsman 'A' & 'B' is, therefore, recommended to continue. However, the workload of pointsman varies from station to station depending upon the no. of traffic gate & points, yard function i.e. shunting operation. Due to this reason, the additional requirement of pointsman as assessed by the study team based on the data given by different TI, SS & CYM is shown as under.

2.10.2 It is observed during study that the pointsman is deployed at 3 different types of duty rosters. So, as per the duty Roster at different stations, the Rest Giver (RG) is provided accordingly at the time of assessment.

Percentage of Rest Giver (RG) provided for different types of Roster is as under:

Shifts	Shift timings	Rest Giver (RG) provided
3-Shifts (8-hr Continuous roster)	1) Morning shift – (06:00 hrs to 14:00 hrs) 2) Evening shift – (14:00 hrs to 22:00 hrs) 3) Night shift – (22:00 hrs to 06:00 hrs)	16.5 %
3-Shifts (Continuous roster)	1) Morning shift – (07:00 hrs to 11:00 hrs)* 2) Day shift – (11:00 hrs to 21:00 hrs) 3) Night shift – (21:00 hrs to 07:00 hrs)* <i>* Pointsman of Morning shift (07:00 hrs to 11:00 hrs) attend Night shift (21:00 hrs to 07:00 hrs)</i>	16.5 %
2-Shifts (12-hr E.I roster)	1) Day shift – (06:00 hrs to 18:00 hrs) 2) Night shift – (18:00 hrs to 06:00 hrs)	40 %

S. No.	UNDER THE HEAD OF TI/SS/CY M	Station	Existing		Duty roster	BARE	RG 12 Hrs roster @ 40% & 8 Hrs roster @ 16.5%	LR @ 12.5%	Requirement only shortf all of RG / LR & from 12Hrs 8Hrs	Total	Revised sanctioned strength
			Sanction strength	Total Man on roll							
1	TI(M)/KNJ	KNJ	2071	94	8HRS	3	1	1	—	5	94+14 = 108
2		STB			8HRS	3	1	1	—	5	
3		PLY			12HRS	2	1	1	—	4	
4	TI(M)/KYI	HLR		233	8 HRS	—	—	—	2	2	233+17 = 250
5		KYI			8 HRS	—	—	—	2	2	
6		MPUR			12 HRS	2	1	1	4	4	
7		SMX			12 HRS	—	—	—	2	2	
8		CDH			12 HRS	—	—	—	2	2	
9		PDX			12HRS	—	—	—	1	1	
10		MAJ			12 HRS	—	—	—	2	2	
11		KLYG			12 HRS	—	—	—	1	1	
12		KLYM			12 HRS	—	—	—	1	1	
13	TI(M)/BT-I	MMG		118	12 HRS	—	—	—	1	1	118+7 = 125
14		BT			8 HRS	—	—	—	1	1	
15		SXC			12HRS	—	—	—	2	2	
16		HRO			12 HRS	—	—	—	1	1	
17		CQR			12 HRS	—	—	—	2	2	
18	TI(M)/BT-II	BMG		116	8HRS & 12HRS	—	—	—	2	2	116 +22=138
19		DTK			8HRS & 12HRS	—	—	—	2	2	
20		BIRA			12 HRS	—	—	—	1	1	
21		HB			8HRS & 12HRS	—	—	—	3	3	
22		MSL			12 HRS	—	—	—	3	3	
23		GBG			8HRS & 12HRS	2	1	1	-	4	
24		CDP			8HRS & 12HRS	—	—	—	4	4	
25		GN			12 HRS	—	—	—	3	3	
26	TI(M)/RHA	GEDE		67	12 HRS	2	1	1	4	4	67+19 = 86
27		KLNP			8 HRS	3	1	1	5	5	
28		BIJ			& 8 HRS	3	1	1	5	5	
29		BDZ			8 HRS	3	1	1	5	5	

30	TI(M)/BPC	MBB	137	8HRS & 12HRS	—	—	—	2	2	137+12= 149
31		CSZ		8HRS & 12HRS	—	—	—	2	2	
32		SGV		8HRS & 12HRS	—	—	—	3	3	
33		BEB		8HRS & 12HRS	3	1	1	—	5	
34	CYM/CP	E/Goom ty	73	8HRS	4	1	1	-	6	73+26 = 99
35		L/yard		8HRS	3	1	1	-	5	
36		N/cabin		8HRS	3	1	1	-	5	
37		24(T) gate		8HRS	3	1	1	-	5	
38		CED gate		8HRS	3	1	1	-	5	
39	TI(M)/SPR -II	DH	110	8HRS	3	1	1	-	5	110+44 = 154
40		BSD		8HRS	3	1	1	-	5	
41		MGT		8HRS	3	1	1	-	5	
42		HT		12 HRS	2	1	1	-	4	
43		DPDP		8 & 12 HRS	2	1	1	-	4	
44		GCN		8 & 12 HRS	2	1	1	-	4	
45		JNM		12HRS	2	1	1	-	4	
46		MPRD		12HRS	2	1	1	-	4	
47		NCP		8 HRS	3	1	1	-	5	
48		KWDP		12HRS	2	1	1	-	4	
48	TI(M)/SPR -I	NAI	128	12 HRS	2	1	1	-	4	128+17 = 145
50		BRJ		8 & 12 HRS	2	1	1	-	4	
51		CHT		12HRS	2	1	1	-	4	
52		GOF		8 & 12 HRS	3	1	1	-	5	
53	TI(M)/BP	BP	128	8 HRS	12	2	2	-	16	128 + 61= 189
54		TGH		8 HRS	15	3	3	-	21	
55		SEP		8 HRS	6	1	1	-	8	
56		BLH		8 HRS	3	1	1	-	5	
57		KGK		8 HRS	-	-	-	2	2	
58		BARN		8 HRS	-	-	-	1	1	
59		BBR		12 HRS	--	--	--	1	1	
60		BBDB		12 HRS	2	1	1	-	4	
61		PPGT		12 HRS	-	-	-	3	3	

62	SS/KOAA	KOAA STN		56	8 HRS	-	-	-	1	1	56 +10 =66
63		KOAA YARD			8 HRS	6	1	1	-	8	
64		KOAA GATE			8 HRS	-	-	-	1	1	
65	CYM/NH	8 nos of Goomty & DN yard		59	8 HRS	27	5	4	—	36	59+73 = 132
66		4Pilots/s hift & 2 Line Jamader			8 HRS	18	3	3	—	24	
67		Indoor/c aution/ D/Port.			8 HRS	9	2	2	—	13	
68	SM/SDAH	Single unit		169	8 HRS	169	28	25	—	222	222
69	CYM/CAG	Single unit		120	8 HRS	120	20	18		158	158
	TOTAL		2071	1608							2021

2.10.3 Consequent upon the analysis made in the para 2.10.2, the proposed on roll strength i.e. revised sanctioned strength of Pointsman under operating department over SDAH division will be 2021 Posts as against the existing sanctioned strength of 2071 thus, rendering surrender of 50 i.e. (2071-2021) posts of Pointsman.

As unit wise assessment, in this regard, is tabulated below:

Category	Existing Sanctioned Strength	Existing MOR	Proposed MOR i.e. Revised S/S	Recommended Surplus
TI(M)/KNJ	2071	94	108	50
TI(M)/KYI		233	250	
TI(M)/BT-I		118	125	
TI(M)/BT-II		116	138	
TI(M)/RHA		67	86	
TI(M)/BPC		137	149	
CYM/CP		73	99	
TI(M)/SPR-II		110	154	
TI(M)/SPR-I		128	145	
TI(M)/BP		128	189	
SS/KOAA		56	66	
CYM/NH		59	132	
SM/SDAH		169	222	
CYM/CAG		120	158	
TOTAL	2071	1608	2021	50

The above table reveals that the proposed on roll strength i.e. revised sanctioned strength of Pointsman under operating department over SDAH division will be 2021 Posts as against the existing sanctioned strength of 2071 posts which would result in surrender of 50 i.e. (2071-2021) posts of Pointsman.

RECOMMENDATION

It is recommended by the study team that the revised sanctioned strength of Pointsman under operating department will be 2021 as against the existing sanctioned strength of 2071. Hence, $(2071 - 2021) = 50$ posts of pointsman should be rendered as surplus and surrendered from the existing sanctioned strength.

CHAPTER-III

3.0 FINANCIAL APPRAISAL:

- 3.1 According to recommendation made in Para 2.10.3, the financial savings achieved on account of surrender of 50 posts of Pointsman under operating department over SDAH division is calculated based on lower scale as under:

Category	No. of posts	Scale of Pay	Mean pay	DA @ 17%	Monthly	Yearly
		Figures in Rs.				
Pointsman	50	18000-56900	37450	6367	2190850	26290200

Thus, consequent upon implementation of recommendations the annual savings would be Rs.2,62,90,200/-