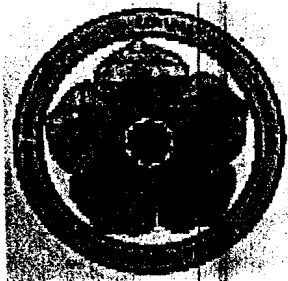


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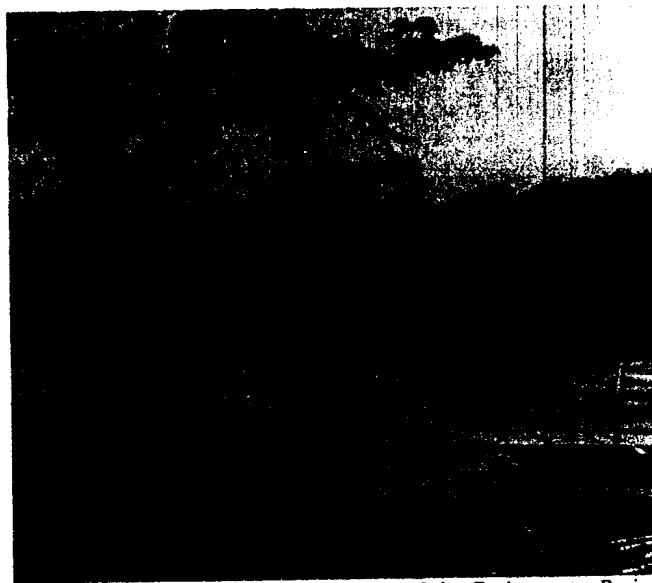


Report of
THE COMMITTEE ON

Requirement of Work-Charged Staff

in

Central Water Commission



FF site, Brahmaputra Basin

River Management Wing
Central Water Commission

Sewa Bhawan, New Delhi
December 2004

Foreword

A Committee was constituted vide CWC Office Order No. 6/23/2004-RMCD/4606-32 dated 11th August 2004 to review the recommendations of the earlier Committee reports and to assess the appropriate requirement of work charged staff in the CWC field offices. The Committee examined in detail the tasks being carried out by Central Water Commission in its field organizations and the quantum of work involved in each of these tasks. Accordingly norms for requirements of Work-charged staff were arrived at. The Committee also examined various categories of Work-charged staff given in the earlier Committee reports and rationalized them further keeping in view the promotional avenues. Recommendations have also been made to modify the Recruitment Rules taking into account the revised categories of Work-charged staff, its feeder grades and changes in pay scale etc.

The Committee was able to complete its task within the time frame due to the tireless efforts of the members of the Committee, the special invitees and secretarial assistance provided by the staff of River Management Coordination Directorate.

Shri JP Varshney, Director RMCD and Member Secretary of the Committee has been instrumental in organizing the meetings efficiently, collecting information and carrying out studies which greatly helped the Committee in timely completion of the Report.

New Delhi

Dated: December 2004



(VK Jyothi)

Chief Engineer, KGBO, Hyderabad
and Chairman of the Committee

The above assessment does not include the requirement of CWC Headquarter, for example PCP Directorate, Technical Documentation Directorate, Training Directorate and R&I Section. To operate the vehicles in the field, a total of 300 Motor Vehicle Drivers are required. At present, eleven posts of Staff Car Drivers in regular establishment are working with the few field Chief Engineers. Deducting the strength of Staff Car Drivers, 289 Drivers are required under Work Charged establishment whereas only 226 posts are sanctioned at present. The details of organization-wise vehicles presently available and the total requirement of CWC field offices are given in Annex-VII.

Thus 63 new posts of M.V Drivers are required for the field formations of CWC.

In case, it is not possible to create new posts, MV drivers may be engaged on contract basis in the field offices of CWC. Motor vehicles may also be hired on contract basis whenever exigencies of work so warrants.

3.7 Amalgamation of various categories of W/C posts

It is recommended to reduce the existing 34 categories of W/C posts to 23 categories including one dying category/cadre as per details given in table below. It is also proposed to have a centralized Cadre Controlling Authority for the certain category of posts as indicated in column 4 of table given below:

Proposed of Work Charge posts vis-à-vis the existing categories

S.No.	Existing category	Proposed category	Proposed Cadre Controlling Authority
1.	Khalasi, Laskar, Boatman	Khalasi	Concerned Superintending Engineers
2.	Work Sarkar Gr.III, Sr. Boatman	Work Sarkar Gr.III	-do-
3.	Work Sarkar Gr.II, Observer Gr.II, Gauge Assistant, Assistant Silt Analyst, Lab Assistant,	Work Sarkar Gr.II	-do-
4.	Work Sarkar Gr.I, Observer Gr.I, Pattern Maker	Work Sarkar Gr.I	-do-
5.	Motor Vehicle Driver	Motor Vehicle Driver (Ordinary Grade)	Superintending Engineer, Planning Circle, Faridabad.
6.	Motor Vehicle Driver	Motor Vehicle Driver Gr.II (30% of total strength)	-do-
7.	Motor Vehicle Driver	Motor Vehicle Driver Gr.I (35% of total strength)	-do-

S.No.	Existing category	Proposed category	Proposed Cadre Controlling Authority
8	Motor Vehicle Driver	Motor Vehicle Driver Special Gr. (5% of total strength)	-do-
9	OB Engine Driver	OB Engine Driver Gr.II	-do-
10	O.B. Engine Driver, ML Sarang	O.B.Engine Driver Gr. I	-do-
11	Helper/Drill Helper	Helper	-do-
12	Machine Operator Gr.III, Greaser	Machine Operator Gr.III	-do-
13	Machine Operator Gr.II	Machine Operator Gr.II	-do-
14	Mechanic Gr.II, Generator Operator, Assistant Generator Operator, Pipe fitter, Compressor Operator, Motor Launch Fitter	Mechanic Gr.II	-do-
15	Mechanic Gr.I, Generator Mechanic	Mechanic Gr.I	-do-
16	Electrician Gr.II	Electrician Gr.II	-do-
17	Electrician Gr.I	Electrician Gr.I	-do-
18	Carpenter Gr.II	Carpenter Gr.II	-do-
19	Carpenter Gr.I	Carpenter Gr.I	-do-
20	Drill Operator Gr.II	Drill Operator Gr.II	-do-
21	Drill Operator Gr.I	Drill Operator Gr.I	-do-
22	Assistant Foreman	Assistant Foreman	-do-
23	Foreman	Foreman (dying cadre)	-do-

3.8 Requirement of W/C staff in Central Water Commission

Based upon the above norms and actual site conditions, a detailed review of the requirement of W/C staff was made and it has been assessed that a total of 4909 regular W/C staff of different categories are required throughout the year besides 2389 seasonal W/C Khalasis during monsoon period. A Circle-wise requirement under various categories is enclosed at Annex VIII. The requirement is marginally more, by around 0.9 % than the approved strength. At present, approved strength of regular W/C staff and seasonal Khalasis in Central Water Commission is 4863 and 2365 respectively. This requirement has further been discussed with the field Chief Engineers of CWC. The break up of W/C staff is as follows:

Existing category	Proposed category	Total Reqd	Sanctioned Strength	Difference	% over sanctioned
Khalasi, Laskar, Boatman	Khalasi	3326	3489	-163	-4.67%