**Government of India (Bharat Sarkar)**
**Ministry of Railways (Rail Mantralaya)**
**(Railway Board)**

**No.2015/ED(T&MPP)/Mission Director** **New Delhi, Dated: 29.6.2015**

**The General Managers,**
**All Indian Railways**

**Sub:- Initiatives – Railway Budget (2015-16)**

Attention of Zonal Railways is invited to announcements made in the Budget speech 2015-16 by Hon'ble MR in respect of Human Resource Management (HRM). One of the items in the Budget speech was designating Mission Directors in the Ministry and replicating the same in all Zonal Railways to deliver quantifiable and visible improvements as also ensuring that Mission Directors coordinate, monitor and deliver in time compliances relating to Budget initiatives.

On behalf of Member (Staff), with reference to HRM issues ED/T&MPP, Railway Board has been nominated as Mission Director in the Ministry, for coordination and implementation of Budget items pertaining to Board (MS). On similar lines, Board (MS) has decided that CPOs (PHODs/CHODs as the case may be) on each Railway/PU would be nominated as Mission Directors for coordination, monitoring and feedback on Budget initiatives.

The Mission Directors are required to go through each item of the Budget Speech pertaining to HRM and deliver quantifiable and visible improvements. Some of the areas as in the Budget speech are listed below for perusal of the Mission Director in the Zonal Railways/PUs :-

a) Conduct system audit – review of processes and procedures, as a measure of improvement in management processes and systems.
b) Explore – possible solutions - address corruption - as a measure of transparency and governance initiatives.
c) As part of focused Human Resource strategy - employee productivity would be enhanced in line with global standards
d) Training – Yoga to staff including RPF
e) Upgrade 4 Holiday Homes (Goa, Tirupati, Manali, Puri)
f) System of online application has been introduced for 2 categories – proposed to extend this further to improve future recruitments through RRB/RRC..
g) Start special training module on soft skills to frontline staff
h) Make available Indian Railway infrastructure for skill development

रेल मंत्रालय Ministry of Railways रेलवे बोर्ड / Railway Board अनुलग्नक सहित जारी Issued with Enclosure हस्ताक्षर Signature..... जारी की तिथि Date of Issue.....

O/C

In respect of Budget announcements, instructions for introduction of special training modules on soft skills for all frontline staff and instructions on mandatory Yoga training for all officers/staff of Indian Railways including RPF personnel have already been issued.

The Mission Directors on Zonal Railways are required to directly communicate with ED/T&MPP in Railway Board through monthly progress report for Budget items as above.

It is requested that Mission Directors with regard to HRM issues may be suitably informed, directing them to monitor and keep Board apprised of initiatives/progress of implementation through monthly feedback.

**(R.R. Prasad)**
**Executive Director /Trg. & MPP**
**Tele NO:23381326 (P&T)**

**Copy to :- CPOs Zonal Railways /PUs to provide details of fax No, Lanline No., e mail ID along with alternative e mail ID for information and record.**