S. N. AGRAWAL

सदस्य कार्मिक, रेलवे बोर्ड
एवं
पदेन सचिव, भारत सरकार
रेल मंत्रालय
रेल भवन, नई दिल्ली-110 001
MEMBER STAFF, RAILWAY BOARD
&
EX-OFFICIO SECRETARY,
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAIL BHAVAN, NEW DELHI-110001

D.O.No.E(MPP)2019/3/5

March 20th, 2019

My Dear GMs,

Sub: Project "Saksham-II"- Training of all Railway employees.

You are well aware that **'Project Saksham'** which was launched on 30.10.2017 has been successfully completed. Approximately 13 lakh railway employees had been given 5-day on job training from January, 2018 to 30th September, 2018.

2. Training is an essential component of Human Resource Development in any organization and continuous learning and education/training has been the philosophy of Indian Railway. It is endeavor of Railways to have a workforce with right skill, knowledge and the mindset to deliver to the new standards of excellence that we hold from them all.

3. Keeping in view the above it has been decided that a five day training programme in line of "Project Saksham" will be started w.e.f 01.04.2019 to 31.12.2019 (for 9-months). **This Project shall be called "Project Saksham-II, 2019".**

4. You may please ensure that training need is identified and formulation of planned training calender is quickly done for each category of employees (grouped into their work areas) based on the needs of your zone.

5. Similar to earlier Project Saksham, South Central Railway should develop **a web portal located in the public domain** for monitoring of **'Project Saksham-II 2019'** on behalf of Indian Railways for online access for all Zonal Railways and Production Units.

6. I request you to give your attention in this regard and inspire the officers in your Railway also to do so as it was earlier done. An action taken report may be sent latest by 27.03.2019.

Yours sincerely,

20/3/19

(S.N.Agrawal)

General Managers,
(All Indian Railways/PUs)

विनोद कुमार यादव
VINOD KUMAR YADAV

सत्यमेव जयते

अध्यक्ष, रेलवे बोर्ड
एवं
पदेन प्रमुख सचिव, भारत सरकार
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CHAIRMAN, RAILWAY BOARD
&
EX-OFFICIO PRINCIPAL SECRETARY
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS

D.O.No.E(MPP)2019/3/5

15 MAY 2019

My dear General Manager,

Sub: Training Reforms -Project "Saksham-II"

With growing rail network, new trains, different high quality services designed by the railways and the promise of the government to deliver superior and safe rail services and growing expectation of our passengers and commuters for better amenities and services, it is important that the railway employees rise to the occasion to deliver on the promise. Employees can deliver only when they have the right mindset, skills and knowledge of the new standards of excellence that railway expect from them all.

Training has been a continuous process and learning has been the philosophy of Indian Railway. It plays an integral part in capacity augmentation and competency building. For a labour intensive organization such as ours, it is imperative to create the right training infrastructure and environment that foster a culture of learning as our employees navigate the rapidly changing maze of technologies, products, services and policies.

"Project Saksham-II 2019" has been launched whereby a concentrated capsule of training is provided to employees in a short period of time to boost their productivity and efficiency. The employees of each zone will be put through a week's training in skills and knowledge relevant to their work area over next one year. This will be a five day on the job training at workplace or as classroom training in Railway Training Center depending on the nature of training. Reporting Managers need to be actively involved in the entire training process to ensure that the benefits of training get reflected on the job performance. Training needs are to be identified and a planned training calendar need be formulated for each category of employees based on specific needs of the zone.

Contd...2/-

Rail Bhawan, New Delhi-110 001.
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South Central Railway has again been entrusted with the job of designing web portal for monitoring "**Project Saksham-II**" on behalf of Indian Railways and has developed the web-based portal. This application will be on public domain for online access of all Zonal Railways/PUs. Few metrics also need to be devised to monitor the impact of **'Project Saksham-II'.**

'Project Saksham-II' must be completed within stipulated 9 months that is by 31st December 2019. You may personally monitor and ensure the completion within target dates .

With best wishes,

Yours sincerely

V.K. Yadav

(Vinod Kumar Yadav)

General Managers
All Indian Railways