

अश्वनी लोहानी
ASHWANI LOHANI



अध्यक्ष, रेलवे बोर्ड
एवं
पदेन प्रमुख सचिव, भारत सरकार
रेल मंत्रालय

CHAIRMAN, RAILWAY BOARD

&
EX-OFFICIO PRINCIPAL SECRETARY
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS

No. E(MPP)/2017/3/25

New Delhi, dated 30.10.2017

Dear General Manager,

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 imperative that the railway employees rise to the occasion to deliver on the promise. Employees can and do deliver only when they have the right skills, knowledge and the mindset to deliver to the new standards of excellence that we hold from them all.

While continuous learning and education/training has been an integral philosophy and approach of the Railways, there is a need to do a concentrated capsule of training for all employees in a short period of time to boost their productivity and efficiency. So it has been decided that all employees in each zone will be put through a week's training in skills and knowledge relevant to their work area over next one year.

You may please ensure that such priority training need is quickly identified for each category of employees (employees can be grouped into their work areas) based on the needs of your zone. Identification of training needs and formulation of planned training calendar should be completed by December 31st, 2017, ensuring that each employee is imparted training. **This Project shall be called Project Saksham.**

This training shall be a five-day on the job training or as classroom training in Railway Training Centre depending on the nature of training. However, the reporting managers of all employees receiving training need to be actively involved in the Pre-training and post training process to ensure that the benefits of training get reflected on the job performance and there is improvement within a short time after the training is imparted. The focus of all such training has to be to 'make a difference' to the job performance of all departments and employees and thus Indian Railways.

The training, as per the calendar, must be completed within 9 months. You may personally monitor the completion of the plans and their progress. The zone must also devise a few metrics to monitor the impact of Project Saksham.

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I would like to be regularly briefed on this project which will not only upskill each of our employee but go a long way in improving the performance of the Indian Railways.

With best wishes,

Yours sincerely,


(Ashwani Lohani)

General Managers,
All Indian Railways