



PBC No: 201/ 2022
RBE No:130/2022

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय
Office of the Principal Chief Personnel Officer
मुख्य कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 524 / P / Yardsticks

दिनांक/Dated:17.10.2022

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,
Principal MDZI/TPJ, SRCETC/TBM, ZETTC/AVD,
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub : Revision of Manpower Yardsticks for EMUs/MEMUs.

A copy of Railway Board's letter No. E(MPP)2022/1/24 dated 17.10.2022 on the above subject is enclosed for information guidance and necessary action.

Copy of Railway Board's letters dated 30.09.2019 and 16.03.2006 referred therein is enclosed for ready reference.

Encl. 08 pages

eSign

Signed by: M Senthil Kumar
Reason: Issuance
Location: Park Town, Chennai
Date: 19-Oct-2022 (05:12 PM)

(M.Senthil Kumar)
Deputy Chief Personnel Officer/ Co-ordn
For Principal Chief Personnel Officer

Copy to: The General Secretary/SRMU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 130/2022

No. E(MPP)2022/1/24

Dated, 17/10/2022

The General Managers,
All Indian Railways, including Production Units and Others

Sub: Revision of Manpower Yardsticks for EMUs/MEMUs.

Ref: (i) This office letter of even no. dtd. 30/09/2019.
(ii) Board's letter no. 2001/Elect(G)/138/3 dated 16.03.2006

The revised yardsticks for some of the activities of Mechanical department were issued vide letter under reference (i) above and the manpower yardstick of EMU/MEMU were issued vide letter mentioned under reference (ii) above.

2. In continuation to above, the yardsticks for EMU/MEMU have been revised as under:

Manpower Yardstick of EMU/MEMU

| Type of stock | Revised yardstick |
|-----------------------|--|
| Conventional EMU/MEMU | 3.0 staff per equated EMU unit (1MC+2TC) |
| | 3.0 staff per equated MEMU unit (1MC+ 3TC) |
| 3-Phase EMU/MEMU | 2.0 staff per equated EMU unit (1MC+2TC) |
| | 2.0 staff per equated MEMU unit (1MC+ 3TC) |

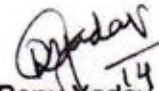
3. Henceforth, the requirement of Manpower for the said activities should be calculated based on the revised yardsticks. The Manpower strength for the existing assets should be reviewed, based on the revised yardsticks and excess posts be surrendered immediately.

4. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to Electrical (G) Directorate.

5. This supersedes all earlier instructions on the yardsticks for above activities, issued in past.

6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

7. Please acknowledge receipt.


Renu Yadav
Director (MPP)
Railway Board
14/10/22

Copy forwarded for information to:

1. PFAs, All Indian Railways and Production Units, DG/RDSO, DG/NAIR & CTIs.
2. The Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi.


For Member Finance /Railway Board
14/10/22

**Government of India
Ministry of Railways
Railway Board**

No. 2001/Elect(G)/138/3

New Delhi, dt. 16.3.06

The General Managers
All Indian Railways.

Sub: Manpower planning-norms.

Norms of the staff in various maintenance activities has been engaging the attention of the Board for quite sometime now. It has been decided that the following norms, should be adopted for the maintenance of electrical assets:

1.1 ELECTRIC LOCOS:

- I) Locos with Hitachi Traction Motors (freight) : 5.5 staff per loco
- II) All other locos including coaching locos with Hitachi traction motors : 6.5 staff per loco
- III) AC-DC locos and DC locos : 7.0 staff per loco

1.2 TRACTION DISTRIBUTION:

- I) AC OHE excluding suburban divisions : 0.45 staff per TKM
- II) AC OHE for suburban divisions i.e. Sealdah Howrah, Delhi & Chennai etc. : 0.7 staff per TKM
- III) DC OHE (CR & WR) : 1.74 staff per TKM

There may, however, be minor variations from division to division depending on the special circumstances such as the maintenance of 220/132/110/66 KV transmission lines and grid sub stations being done by the Railways, preponderance of the corrosive atmosphere, coastal areas etc. for which additional requirement over and above what is mentioned above may be duly considered. This may be considered by the General Manager in consultation with Finance depending upon the merits of the case.

1.3 EMUs/MEMUs (MAINTENANCE SHEDS/DÉPOTS):

- I) Per equated unit of EMU (1MC +2TCs) : 7.0 staff per unit
- II) Per equated unit of MEMU (1MC + 3 TCs) : 7.0 staff per unit


The above is only for the day-to-day maintenance of the EMUs/MEMUs stock. Additional staff, as justified, may be provided wherever POH of the stock is also being carried out in the maintenance sheds.

31-11-06

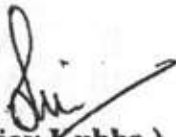
1.4 GENERAL POWER SUPPLY:- 0.20 staff/1000 units per month

Minor variations, however, may be necessary in case of some divisions depending upon the extent of geographical area covered and the reliability of power supply.

2. You are, therefore, requested to review the strength of staff in each activity area and intimate your action plan for effective rightsizing of the organization.
3. This letter supersedes earlier letters of even no. dt. 5.11.2002, 13.11.2002 on the subject & Finance (Estt.) letter no. F(E)I/2005/Misc./7 dt. 10.5.2005.
4. All the figures mentioned are inclusive of Leave reserve (LR) & Rest givers (RG)
5. This issues with the concurrence of Finance Dte. of Ministry of Railways


 (Sanjay Kubba)
 Jt. Director Elect. Engg(G)
 Railway Board.

- Copy to: 1. CEE/All Indian Railways.
 2. CPOs/All Indian railways.
 3. The FA & CAOs , All Indian Railways.
 4. Executive Director (Finance) RDSO Lucknow


 (Sanjay Kubba)
 Jt. Director Elect. Engg(G)
 Railway Board.

No. 2001/Elect(G)/138/3

New Delhi, dt. 16.3.06.

Copy to: Dy Controller & Auditor General of India (Railways)
 Room No 224 Rail Bhavan New Delhi (with 40 copies)


 For Financial Commissioner/Railways.

Annexure to Board's letter no. E(MPP)2019/1/12 dated. 30/09/2019

1. Yardstick for TRD activity of Electrical Department for Non-Suburban Area is fixed as 0.22/Track Kilometer, with the following activities to be additionally outsourced.

| Activity | Remarks |
|-------------------------|---|
| OHE non-power block | These activities to be outsourced. Only minimum Supervisory agency and related work to be in house. |
| OHE other works | |
| PSI Maintenance | All PSI activities to be outsourced. Only minimum supervisory and supporting staff required to monitor. |
| PSI Operation & Manning | |
| Centralized Activities | Activities excluding TPC manning, drawing and technical staff including clerical staff and Helpers at home. |

2. The revised staff Yardsticks for Electric Loco Maintenance (TRS) in loco sheds for different types of locomotives are decided as under,

| Type of Locomotives | Revised Yardstick |
|---|-------------------|
| Conventional Loco(freight) with DC drive with Hitachi TM(WAG5) and NAG7 | 3 staff / loco |
| Other conventional locos with DC drive including coaching locos | 3.5 staff / loco |
| 3-phase locomotive (WAG9, WAP7) | 2.5 staff / loco. |

with activities for outsourcing noted heretunder :

Already a number of activities are mandated to be outsourced and are being outsourced in various loco sheds. In addition the following activities to be additionally outsourced:

Conventional Locomotives – DC TM overhauling; overhauling of contractors by OEMs; Overhauling of auxiliary motor.

Three Phase Locomotives – Compressor overhauling; TM overhauling; Overhauling of Auxiliary motors

Further, activities to be outsourced can be identified by respective loco sheds and followed accordingly with the approval of respective PCEE on local need basis and local conditions.

3. Crew Review – Freight Services

After review of various methods followed by different Zonal Railways, it was decided to uniformly adopt on all Zonal Railways, the following method for requirement of freight crew:

- the method of progressive crew hours based on peak six monthly review, i.e. 12 fortnights for the preceding year, should be followed for calculating the bare crew requirement ; and
- the additional requirement Leave Reserve, Rest Giver etc shall be governed by extant rules.

[Handwritten signature]
30/09/19

4. **Coach Maintenance – Electrical : Maintenance & escorting staff for AC coaches as well as maintenance staff for TL coaches.**

Revised yardstick for Coaching stock (Electrical) for maintenance for AC coaches, TL coaches; power cars, escorting staff & train-passing staff in the Coaching depot is as under :

| Activity | Revised yardsticks |
|--|---|
| (a) TL COACHES: | |
| (a) Primary maintenance: SG TL/LHB TL coaches | 0.24 staff per coach holding for primary maintenance (ICF). |
| (b) Secondary maintenance: SG TL/LHB TL coaches | 0.15 staff per coach handled for secondary maintenance. |
| (c) Train passing for TL/AC coaches | 0.05 staff per coach holding |
| (d) Sick line attention | 0.05 per coach holding. |
| (II) AC COACHES: | |
| (a) Primary maintenance : | |
| ICF & LHB SGAC coach with RMPU | 1.10 staff/coach holding for primary maintenance |
| ICF & LHB EOG AC coach with RMPU | 0.8 staff/coach holding for primary maintenance. |
| (b) Secondary maintenance: | |
| ICF & LHB SGAC coach with RMPU | 0.46 staff/coach holding for Secondary maintenance |
| ICF & LHB EOG AC coach with RMPU | 0.36 staff/coach holding for Secondary maintenance |
| (c) Sick line attention | 0.20 staff per coach |

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5. Coach Maintenance – Mechanical

| | | |
|---|----------------------|---|
| Primary Maintenance | ICF/LHB STOCK | 0.85/Coach (ICF&LHB) with Interior amenity attention to be outsourced |
| Terminal attention under RPC-4 | ICF/LHB STOCK | 0.3 Man/Coach |
| PF return trains nominated for Rolling In Examination + Clean Train Station etc. | ICF/LHB STOCK | 0.2 Man/Coach |
| Sick Line | | 0.12 Man /Coach |
| Inspection Carriages | Per IC holding | 1.76 Man/IC holding |
| Staff training (Requirement of trainer) | | As per training norms |
| <ul style="list-style-type: none"> • ART & Accident relief, • Mill Wright, • Welfare measure, • Ancillary staff | | <ul style="list-style-type: none"> • Existing norms for ART & Accident relief • Balance activities to be on need basis. |
| Linen Management | Per AC coach holding | 0.18/AC Coach holding* * Zonal Railways to consider outsourcing this activity. |

Note:

1. Leave reserve & rest givers may be provided as applicable in addition to above yardstick.
2. The norm does not cover Ministerial staff and Divisional Control staff.

Activities to be outsourced:

1. All coach cleaning and watering activities including en-route watering (Already identified for outsourcing).
2. Coach amenity attention including carpentry, welding, trimming, plumbing/pipe fitting and provision of items like window glass, mirror, bottle holder, snack table, taps and faucet etc.
3. Attention to fire extinguishers (Already outsourced).
4. Linen washing and distribution (Already outsourced on most of the depots).
5. New amenity/security activities like PA/PIS, CCTV & infotainment etc.


 22/9/17
 JD/MP