Sub: Objective evaluation of SSEs/P.Way by Zonal Railways.

SSE/P-Way is the backbone of track maintenance on Indian Railways. The performance and outcome of SSEs/P-Way should be monitored based on objective criteria to identify the best performing SSE/P-Way and SSEs/P-Way which require further monitoring for improvement. Vital features such as track safety, riding quality on track, equipment failures etc. shall be reviewed at regular interval of every quarter to judge the performance.

This system will be very effective in motivating P.Way staff to maintain track in best and safe condition and achieve improvement.

It has been desired by Board (ME) that action be taken by all Zonal Railways to evaluate Best SSE/P.Way (Incharge). An objective criteria to evaluate SSEs/P.Way (Incharge) is enclosed for guidance of Zonal Railways. Zonal Railways may modify the criteria to suit local conditions. The initial review shall be done at level of Sr. DEN/Co who shall furnish the details of review to PCE every quarter. The SSEs/P-Way with highest and lowest score shall be identified. Appropriate action by way of counselling etc shall be taken to motivate those SSE(P.Way) who score low marks in the evaluation so that their performance improves.

Selected Best SSE/P.Way from each Division shall invariably be nominated for attending the following IPWE National Technical Seminar when held.

All Zonal Railways shall take necessary action accordingly and submit a report on the action taken at the earliest. The result of review of first quarter of 2016-17 (April-June, 2016) shall be advised to Railway Board by 15.09.2016.

This has the approval of Board(ME).

Encl: As above.

(Satish Kumar Pandey)
Exec. Director/Civil Engg.(Plg)
Railway Board