

## Personnel

The number of regular employees as on 31.3.2011 stood at 13,28,199.

The table below shows, the strength of railway employees under various groups, together with total expenditure on them, for some selected years:

Year	@ Number of staff as on 31 <sup>st</sup> March (in thousands)			Expenditure @ on staff (₹ in crore)	
	Groups A&B	Group C	Group D	Total	
1950-51	2.3	223.5	687.8	913.6	113.8
1960-61	4.4	463.1	689.5	1,157.0	205.2
1970-71	8.1	583.2	782.9	1,374.2	459.9
1980-81	11.2	721.1	839.9	1,572.2	1,316.7
1990-91	14.3	891.4	746.1	1,651.8	5,166.3
2000-01	14.8	900.3	630.2	1,545.3	18,841.4
2007-08	16.1	907.4	470.9	1,394.4	25,892.3
2008-09	16.4	913.3	456.3	1,386.0	39,940.9
2009-10*	16.7	926.5	418.9	1,362.1	51,719.4
<b>2010-11</b>	<b>16.8</b>	<b>1,076.9</b>	<b>234.5</b>	<b>1,328.2</b>	<b>53,706.9</b>

\* revised

@ Includes number of Railway Protection Special Force (RPSF) personnel and expenditure on them from 1980-81 onwards. These were not included in earlier years.

Management personnel (Groups A&B) constitute up 1.3% of the total strength, while Group C and D account for 81.1% and 17.6% respectively. Of the employees in Group C and D, 3.85 lakhs (29.3%) are workshop employees and artisans and 9.27 lakhs (70.66%) from other categories including running staff. Railway Protection Force/RPSF personnel totaled 61,949.

In the non-gazetted cadres, the ratio of Group C to D changed from 25:75 in 1950-51 to 82:18 in 2010-11, indicating a shift towards induction of skilled manpower.

## Representation of Scheduled Castes (SCs) and Scheduled Tribes (STs):

Representation of scheduled caste and scheduled tribe employees on IR (including MTP Railways) for the year 2010-11 as compared to the previous year is given below:

	Number of SC Employees		Number of ST Employees	
	As on 31-3-2010	As on <b>31-3-2011</b>	As on 31-3-2010	As on <b>31-3-2011</b>
Group A	1,255 (14.50%)	<b>1,170</b> <b>(13.22%)</b>	647 (7.47%)	<b>636</b> <b>(7.18%)</b>
Group B	1,264 (15.43)	<b>1,141</b> <b>(14.08%)</b>	509 (6.21%)	<b>506</b> <b>(6.25%)</b>
Group C	1,39,744 (15.02%)	<b>1,59,165</b> <b>(14.75%)</b>	61,151 (6.57%)	<b>70,887</b> <b>(6.57%)</b>
Group D (excl. Safaiwalas)	62,553 (16.49%)	<b>39,366</b> <b>(19.48%)</b>	26,648 (7.03%)	<b>16,855</b> <b>(8.34%)</b>
Group D (Safaiwalas)	21,920 (54.60%)	<b>16,690</b> <b>(49.43%)</b>	2,233 (5.56%)	<b>1,563</b> <b>(4.64%)</b>
Total (excl. Safaiwalas)	2,04,816 (15.44%)	<b>2,00,842</b> <b>(15.47%)</b>	88,955 (6.71%)	<b>88,884</b> <b>(6.85%)</b>
Grand Total	2,26,736 (16.59%)	<b>2,17,532</b> <b>(16.33%)</b>	91,188 (6.67%)	<b>90,447</b> <b>(6.79%)</b>

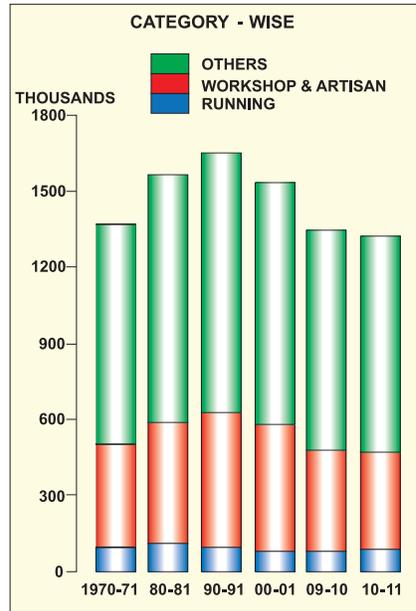
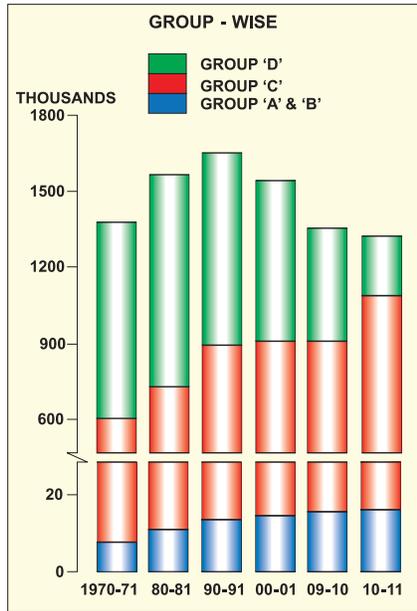
Note: Figures in brackets indicate percentage to the total staff in the respective groups.

Fully dedicated reservation cells exist at the Ministry/Railway/ Zones/ Divisions/Workshops/Production Units, for dealing with the problems of Scheduled Castes, Scheduled Tribes and Other Backward Classes exclusively for ensuring speedy redressal of the grievances and appropriate implementation of policies.

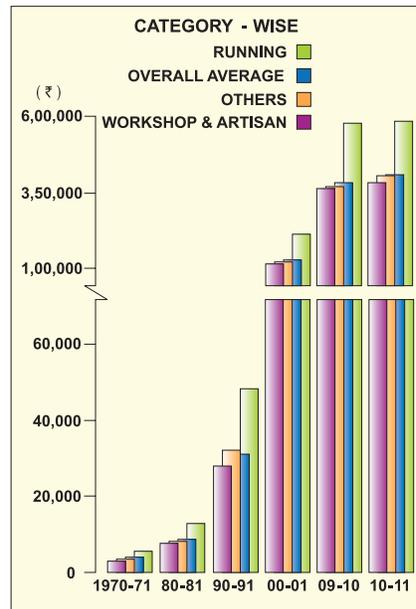
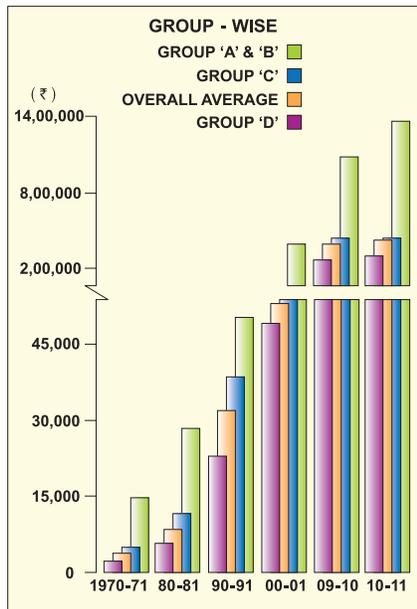
### Wage Bill:

Wage bill including pension etc. during 2010-11 was ₹ 53,706.95 crore registering an increase of ₹ 1,987.53 crore over the previous year. The average wage per employee was up by 6.53% from ₹ 3,82,472 per annum in 2009-10 to ₹ 4,07,448 per annum in 2010-11. The ratio of staff cost on open line (excluding payment towards pension and gratuity) to ordinary working expenses (excluding appropriation to DRF and Pension Fund) was 54.74%.

## NUMBER OF PERSONNEL



## AVERAGE ANNUAL WAGE PER EMPLOYEE



The average annual wage (excluding fringe benefits) per employee paid under various categories in 2010-11 is given below:

<b>Category</b>	<b>Groups A&amp;B</b> (₹)	<b>Group C</b> (₹)	<b>Group D</b> (₹)	<b>Total</b> (₹)
Workshop and artisan	-	3,88,398	3,16,402	3,77,707
Running *	-	5,83,079	-	5,83,079
Others	-	4,09,461	2,83,066	4,01,363
<b>Total</b>	<b>13,66,285</b>	<b>4,18,326</b>	<b>2,91,042</b>	<b>4,07,448</b>

\*Emoluments include running allowance.

### **Productivity Linked Bonus:**

In 2010-11 all non-gazetted railway employees (excluding RPF/RPSF personnel) were sanctioned Productivity Linked Bonus (PLB) for 78 days. This benefited an estimated 12.61 lakh employees. Group 'C' and 'D' RPF/RPSF personnel were sanctioned ad hoc bonus equivalent to 30 days' emoluments for the year 2010-11.

### **Human Resource Development (HRD) and Manpower Planning:**

Human resource development strategies on IR have been re-oriented towards enhancing the competitiveness of the Railways organisations in the context of internal and external changes in the environment. In addition to in-house training, railwaymen are being provided specialized training in other institutions in India and abroad. Railway employees are also encouraged to enhance their knowledge and skills by acquiring higher educational qualifications in the specified areas relevant to their work by granting incentives to them. Efforts are being made to improve the basic infrastructure for training to provide structured training programme in improved learning environment. Manpower planning system has been redesigned to regulate manpower intake with reference to emerging business needs and financial viability of the system.

Following seven Centralised Training Institutes (CTI) cater to the training needs of railway officers:

- Railway Staff College, Vadodara.
- Indian Railways Institute of Civil Engineering, Pune.
- Indian Railways Institute of Signal Engineering and Telecommunications, Secunderabad.
- Indian Railways Institute of Mechanical & Electrical Engineering, Jamalpur.
- Indian Railways Institute of Electrical Engineering, Nasik.
- Indian Railways Institute of Transport Management, Lucknow.
- Jagjivan Ram Railway Protection Force Academy, Lucknow.

The Centralized Training Institutes apart from probationary training, cater to various specialised training needs of IR officers. Railway Staff College provides inputs in General Management, Strategic Management and function-related areas for serving railway officers. Other CTIs conduct specialised technical training courses in respective functional areas. Training programmes on Information Technology are also being conducted by the CTIs to provide solutions for information management and decision support requirements. Need based special courses conducted by CTIs and facilities offered by them for trainees from abroad and non-railway organizations in India have been well appreciated. The training programmes emphasize on professional approach to learning with a purpose. In addition to in-house faculty, faculties with diverse experience in business, industry and government are utilized to meet the changing needs arising out of technological development and socio-economic transformation.

Training requirements of non-gazetted staff are taken care of by over 300 training centres located over IR. Training has been made mandatory at different stages for staff belonging to the safety and technical categories. Certain categories of staff overdue for

refresher training are taken off from sensitive duty, till completion of the training. Efforts are constantly made to improve living conditions in the hostels, provide better mess facilities, strengthen facility for recreational and cultural activities and make good the deficiencies in respect of training aids including improvement of the Model Rooms.

As a policy, Board has been encouraging the setting up of multidisciplinary training centres where cross-functional competencies could be imparted to railway employees from different functional areas.

During 2010-11, a total of 7,547 Gazetted Officers and 2,98,421 Non-Gazetted Staff underwent different types of training programmes.

### **Railway Recruitment Boards:**

During 2010-11, RRBs supplied panels of 5,913 candidates for appointment to Group 'C' posts.

### **Staff welfare:**

IR's welfare schemes cover a wide spectrum of activities in the areas of education, medical care, housing, sports, recreation and catering.

Staff Benefit Fund is an important channel for providing additional facilities to railway employees and their families in the spheres of education, recreation, medicare, sports, scouting and cultural activities. Dispensaries under the indigenous systems of medicine, viz. Ayurvedic and Homeopathic, are run with the help of this Fund.

Approximately 42% staff have been provided with railway quarters. 2,033 staff quarters were electrified during 2010-11.

253 canteens served subsidized meals and refreshments to employees during the year at their work-places.

Co-operative societies of various types are engaged as a part of welfare programme for employees. Besides, a large number

of Thrift and Credit Societies, 166 registered Railwaymen's Consumer Co-operative Societies, 14 Railwaymen's Co-operative Housing Societies and 31 Labour Co-operative Societies were functional on IR during 2010-11.

IR attaches due importance to recreation for its employees and provides excellent facilities through Institutes/Clubs for sports, libraries, etc. and Holiday Homes to enable the employees and their families to enjoy holidays at nominal expenses.

### **Railway Health Services:**

IR health care system with a chain of 125 hospitals, 586 health units, managed by 2,506 doctors and about 54,000 paramedical staff along with visiting specialist, forms an integral part of 'total health care solution' made available for its 65 lakh beneficiaries – both serving and retired. Apart from attending to the patients, activities like monitoring the quality of food & water maintaining colony sanitation etc. are undertaken. Doctors in Zonal hospitals are also engaged in teaching and imparting training to post graduate students for specialist and super specialist courses.

Many innovative steps have been taken by IR Medical Services to augment the health services for better patient care, like starting a super specialty cardiac centre at BR Singh Hospital, Eastern Railway, Kolkata and OPD and Physiotherapy wing in upcoming Metro Hospital at Kolkata, sanctioning of 20 road mobile medical vans manned by doctors/paramedical staff with emergency equipments to attend to ailing railway employees/families in far flung areas, extending pilot project for providing medical team in Duronto trains for another year, including legally dependent divorced daughter of railway employees for availing health care services, providing dormitories for attendants of patients in divisional hospitals, etc.

A Memorandum-of-Understanding has been signed between Ministry of Railways and Ministry of Health & Family Welfare to develop health care infrastructure on vacant Railway land for opening of OPDs & Diagnostic Centres, etc. for Railway passengers and their families.

<b>Resources available:</b>	<b>2010-11</b>
No. of hospitals	125
No. of total indoor beds	13,963
No. of health units/polyclinics	587
No. of lock up dispensaries	92
No. of private hospitals recognized for medical treatment	150
<b>Performance during 2010-11:</b>	
Total OPD cases attended	2,57,30,614
Total indoor cases admitted	4,90,297
No. of major surgeries performed,	49,044
Bed occupancy ratio (BOR)	62.92
Average length of stay (ALS)(in days)	6.61
Percentage of mandays lost on account of sickness	0.72
Percentage of mandays lost on account of sick/Private Medical Certificate/Hurt on Duty	1.60
No. of new candidates examined for fitness	31,807
No. of employees who underwent periodical medical examination.	1,40,354
No. of medical boards constituted	2,934
No. of food samples collected under Prevention of Food Adulteration (PFA) Act	6,335
No. of water samples examined:	
For residual chlorine	8,49,351
For bacteriological test	65,905
No. of sick passengers attended to by Railway doctors	32,095

### **Pension Adalats:**

Long-standing disputes or delays in the settlement of dues of superannuated railway employees are decided on the spot in Pension Adalats organized at Zonal and Divisional Headquarters level. 5,303 cases were decided in the Pension Adalats held during the year.

### **Railway Minister's Welfare and Relief Fund:**

The Fund provides financial assistance and relief to railway employees and their families at times of distress. Voluntary contributions from the employees and Railway Women's Welfare Organizations constitute the primary source of the Fund. In 2010-11, a sum of approximately ₹ 67.8 lakhs was received as contributions from railway employees to this Fund.

### **Railway Schools:**

IR runs and manages one Degree College and 221 Railway Schools which include nearly 100 Senior/Secondary/High Schools. These schools provide quality education at subsidized cost to about 44,792 children of railway employees and about 39,346 non-railway wards. Around 3,097 teachers and about 825 non-teaching staff are employed in these railway schools. IR also supports 77 Kendriya Vidyalayas for the benefit of wards of railway employees.

### **Promoting Hindi:**

Under the provisions of the Official Languages Act, 1963 and the Official Language Rules, 1976, progressive use of Hindi has been a continuing endeavour on IR. As on March 31, 2011, the total number of notified Railway offices is 3,534. In these offices, employees who are proficient in Hindi have been directed to transact cent percent work in Hindi on subjects specified under Official Language Rules.

### **Training in Hindi including Typewriting and Stenography:**

In addition to the Training Centres set up by the Ministry of Home Affairs, IR also makes arrangements to provide in-service training in Hindi language, Hindi typing and Hindi stenography. The number of employees trained during 2010-11 as against 2009-10, were as follows:

<b>Activity</b>	<b>As on March 31, 2010</b>	<b>As on March 31, 2011</b>
Working knowledge	8,33,196	<b>7,78,505</b>
Typewriting	5,917	<b>5,817</b>
Stenography	3,116	<b>3,062</b>

### **Other Activities:**

The existing policy of acquiring bilingual electronic equipments including computers is being followed. At the end of the year 2010-11, 34,716 bilingual personal computers were

available in various offices of IR. In order to promote usage of Hindi in Railways offices, various Manuals, Station-Working Rules etc. are being published bilingually. At present, all Codes/Manuals of Railway Board are bilingual. Out of 6,517 Station Working Rules on the Zonal Railways, 6,152 are in Hindi and out of the total of 28,654 local, statutory and standard forms on the Zonal Railways and Production Units, 28,559 forms have been made bilingual and the rest are under translation. Presently, more than 17 lakh books in Hindi are available in 1,001 libraries on IR.

### **Official Language Implementation Committees:**

To review the progress of the use of Hindi, 997 Official Language Implementation Committees are functioning on the Railways and Production Units including those at stations and other railway offices. Besides, at the Railway Board level, Railway Board Official Language Implementation committee has been constituted which conducted three meetings in 2010-11.

### **Incentive Schemes for the use of Hindi:**

Various incentive schemes have been implemented to encourage railway personnel to work in Hindi. Prominent among them are the individual Rajbhasha Cash Awards, Group Award Scheme, Prem Chand and Maithili Sharan Gupt Awards besides other awards for elocution/noting/drafting in Hindi. In order to encourage railway personnel to write technical books in Hindi on railway functioning, they are awarded under Lal Bahadur Shastri Original Technical Books Writing Scheme every year.

In the year 2010-11 too, Ministry of Railways received the First prize under Indira Gandhi Rajbhasha Award Scheme from the Honourable President of India for the outstanding usage of Hindi in official work.

### **Outstanding Achievements in Sports:**

Starting only with hockey, athletics and table tennis in 1928, the Railway Sports Promotion Board (RSPB) have 29 sports disciplines now, including some popular indigenous games. IR's sports-persons have won acclaim both at International and National levels.

At International level like Asian Wrestling Championship and USIC (Union Sportive Internationale des Cheminots), etc. Railway Sportspersons exhibited exemplary skill and won Gold, Silver and Bronze Medals in various disciplines like Wrestling, Table Tennis, Shooting and Golf. In the Commonwealth Games 2010 held at New Delhi, IR sportspersons have made commendable achievements by winning 13 Gold, 3 Silver and 9 Bronze Medals in various disciplines out of 101 Medals won by the Indian contingent. In the Asian Games 2010, held at Guangzhou (China), out of 65 Medals won by the Indian contingent, 15 (7 Gold, 1 Silver and 7 Bronze) were won by the IR sportspersons.

At the national level, during 2010-11, IR teams participated in 53 National Championships and were winners in 25 disciplines and stood runners-up in 8. National titles in Men's section were for Athletics, Basketball, Boxing, Cycling (Road & Track), Diving, Gymnastics, Powerlifting, Kho-Kho, Kabaddi, Water Polo and Wrestling (Free Style & Greco Roman). In Women's section, the titles won were for Athletics, Archery, Basketball, Cricket, Cross Country (8 kms), Diving, Gymnastics, Handball, Hockey, Kabaddi and Volleyball. Besides, seven IR sportsperson have received the National Sports Awards 2011.