

EASTERN RAILWAY
PERSONNEL DEPARTMENT
17, N.S.ROAD, KOLKATA-700001

No. E.11/0/Bench Marking/Pt.V

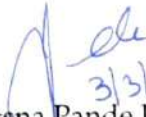
Kolkata, dated 03.03.2023.

All Concerned
(As per standard list)

Sub : Compendium of Revised Yardsticks.

Compendium of all the revised yardsticks for requirement of manpower for specific activities, as circulated by Railway Board from time to time, is attached for guidance and necessary action please.

DA : As above.


(Jyotsna Pande Kusumakar)
Chief Personnel Officer / Admn.
for Principal Chief Personnel Officer
Phone No. - 24102

Revision of yardsticks

Deptt.	Activity	Erstwhile yardsticks	Revised yardsticks
Electrical	Diesel Loco maintenance		
	ALCO	7.82	4.0-excluding AMC/overhauling MCBG, Microprocessor, Air dryer, APU, REMMLOT, Shed/Loco cleaning etc.
	HPP	3.7	3.0- excluding AMC/overhauling of TCC/LCC, CCB, HVAC, APU, REMMLOT, Shed/Loco cleaning etc.
	General Power supply	0.2 staff/1000 unit	0.15 staff/1000 unit
	TRD suburban AC OHE	0.7 staff/TKM	0.42 staff/TKM
Mechanical	Conventional EMU/MEMU	7.0	3.0 staff per equated EMU unit (1MC+2TC) 3.0 staff per equated MEMU unit (1MC+ 3TC)
	3-Phase EMU/MEMU	7.0	2.75 staff per equated EMU unit (1MC+2TC) 2.75 staff per equated MEMU unit (1MC+ 3TC)

Deptt.	Activity	Erstwhile yardsticks	Revised yardsticks
Accounts	Division Headquarter Traffic Accounts (as per activity)		62 Per 10,000 staff# of Divisions 81 Per 10,000 staff of Zonal Railways a). For administrative work, compilation of Earning Accounts and Budget, Billing of vouchers staff strength should be 50. b). (i) For internal check of balance sheets and other station returns. For 100 stations\$, no. of staff=100. (ii) Then for every four (04) stations no. of staff= 1 c). For station inspection, for every 10 station= 1 Sr.TIA.

Deptt.	Activity	Erstwhile yardsticks	Revised yardsticks
Civil	Artisan, Supervisor & Helpers- Works cadre	No yardsticks	9.5 employees per 100 ITKM
Signal			As per annexure
Stores	Transations will include ; Demands handled, Tender issued, POs issued, Material DRR (consignment handled-Quantity and Quality verification), Material receipt-issues transactions by Depot warehouse, Returned stores including scrap handled (DS 8 created).	No yardsticks	4.5 Staff per 1000 transactions
Telecom			As per annexure

Please Issue

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 95/2021

No. E(MPP)2019/1/16.

New Delhi, Dated. 30/12/2021

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

Sub: Revision of Yardsticks for Accounts department.

- Ref:** 1. SDGM/NWR JP letter no. G/HQ/W S / 463 / Ot / Policy
Yardsticks, dtd. 29/07/2021.
2. GM/SR letter no. G/275/Accounts Yardsticks/2021 dtd.
19/07/2021.
3. This office letter of even no. dated 06/05/2020 and 21/06/2021.

The issues raised by some Railways with regard to revised yardsticks of Accounts department issued vide Board's letters under reference (3) above have been examined in consultation with Accounts directorate of Railway Board. A consolidated instruction on yardsticks for Accounts, incorporating earlier changes, is now issued in continuation of Board's aforesaid letters.

Office	Parameters	Revised Yardsticks
Division*	Per 10,000 staff# of Divisions	62
Headquarters*	Per 10,000 staff of Zonal Railways	81
Traffic Accounts	As per activities	a). For administrative work, compilation of Earning Accounts and Budget, Billing of vouchers staff strength should be 50. b). (i) For internal check of balance sheets and other station returns. For 100 stations ^s , no. of staff=100. (ii) Then for every four (04) stations no. of staff= 1 c). For station inspection, for every 10 station= 1 Sr.TIA.



Note

i. * In case of less than 10,000 staff, the no. of staff will remain as 62 and 81 in Divisions and Headquarters respectively.

ii. \$ No. of stations have been taken from Indian Railways Annual Statistical statement.

iii. # Number of staff On-Roll

iv. **Staff strength in Headquarter include:** General Accounts (Zonal HQ.), Book & Budget (Zonal HQ.), Stores Accounts, Workshop Accounts (Zonal HQ.), Staff strength in Workshops, Staff strength in Construction offices, Staff strength of Cash & Pay office in Zonal Railways, Staff strength of EDP centers in Zonal Railways, Zonal Railway Staff strength in Statistical department & others.

v. **Division strength includes:** Staff strength of only Accounts department in Divisions.

2. As indicated in earlier letters, 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.

3. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to Accounts Directorate.

4. The yardsticks for all other activities, other than those specified herein, shall hold good as per the existing practice.

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

6. Please acknowledge receipt.



Ajay Jha
Joint Director E(MPP)
Railway Board

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.

b
36/12/21



For Member Finance /Railway Board

No. E(MPP)2019/1/16

New Delhi, Dated. 30 / 12 /2021

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5. All Members, Department Council & Secretary Staff side National Council 13-C, Ferozeshah Road, New Delhi (Copy may be downloaded from E(MPP) Training Circulars/Railnet/Internet).
6. The Secretary General, AIRPF Association, Room No.256-D, Rail Bhavan, New Delhi (Copy may be downloaded from E(MPP) Training Circulars/Railnet/Internet).
7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (Copy may be downloaded from E(MPP) Training Circulars/Railnet/Internet).



For Secretary/Railway Board

o/c

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

RBE No. 11 /2023
Dated, 11 / 01 /2023

No. E(MPP)2019/1/19 Pt 2

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

Sub: Revision of Yardsticks for Non-Gazetted staff of Electrical Department.

An action plan was formulated by Board for Manpower Management, wherein, it was decided that yardsticks of O&M activities of various departments be revised taking into account technology Upgradation, Outsourcing experience and Benchmarking standards set by different Railways.

2. Accordingly, the yardsticks for Diesel Loco Maintenance of Electrical department have been revised as under :

Type of loco	Revised yardsticks
ALCO	4.0 (excluding AMC/overhauling MCBG, Microprocessor, Air dryer, APU, REMMLOT, Shed/Loco cleaning etc.)
HPP	3.3 (excluding AMC/overhauling of TCC/LCC, CCB, HVAC, APU, REMMLOT, Shed/Loco cleaning etc.)

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/redistributed immediately.

4. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to Electrical directorate Railway Board.

5. Each Zone will be provided the sanctioned strength based on the above yardsticks. Within the Zone, manpower can be redistributed as per Board's letter dated 19.04.2022 (RBE No. 54/2022).

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

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

8. Please acknowledge receipt.


(A. K. Das)
Joint Director/E(MPP)

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)**

RBE No. **81/2022**

No. E(MPP)2019/1/12

Dated, **11.07.2022**

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

Sub: Revision of Yardsticks of Electrical Department.

Ref: 1. This office letter of even no. dtd. 30/09/2019.
2. Railway Board letter no. 2001/Elect(G)/138/3 dtd. 16/03/2006.

The revised yardsticks for some of the activities of Electrical department were issued vide letter dated 30.09.2019 mentioned above.

2. In continuation to above letter, the yardsticks for General Power Supply of Electrical Department, as approved by Board, are revised as under:

Manpower Yardstick of General Power supply of Electrical Deptt.

0.15 Staff/1000 units of average power consumption per month.

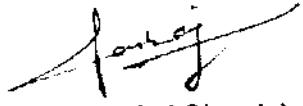
3. Henceforth, the requirement of Manpower for the said activities should be calculated based on the revised yardsticks. The Manpower strength for the existing assets should be reviewed, based on the revised yardsticks and excess posts be surrendered.

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

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

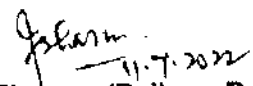
6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

7. Please acknowledge receipt.


(Pankaj Chawla)
Joint Director/E(MPP)
Railway Board

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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.
3. SDGMs, All Indian Railways

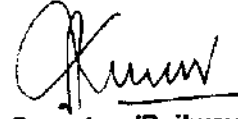

11.7.2022
For Member Finance /Railway Board

No. E(MPP)2019/1/12

Dated, 11.07.2022

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For Secretary/Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 145/2022

No. E(MPP)2022/1/28

Dated, 07/11/2022

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

Sub: Revision of Yardsticks of Electrical Department.

Ref: 1. Railway Board ltr no. E(MPP)2019/1/12 dtd. 30/09/2019 &
11/07/2022.
2. Railway Board ltr no. E(MPP)2022/1/24 dtd. 17/10/2022.

The revised yardsticks for some of the activities of Electrical department were issued vide letters under reference above.

2. In continuation to above, the yardsticks, including Outsourcing activities, for TRD Suburban for Electrical department have been revised as under:

“ In case of AC OHE infrastructure : 0.42 staff/TKM ”.

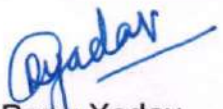
3. Henceforth, the requirement of Manpower for the said activities should be calculated based on the revised yardsticks. The Manpower strength for the existing assets should be reviewed, based on the revised yardsticks and excess posts, if any, may be surrendered or redistributed , wherever feasible, as provided for vide Board's letter dated 19.04.2022 (RBE NO. 54/2022).

4. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to EEM 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

No. E(MPP)2022/1/28

Dated, 07/11/2022

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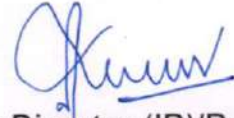
1. PFAs, All Indian Railways and Production Units, DG/RDSO, DG/NAIR & CTIs.
2. The Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi.



For Member Finance /Railway Board

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5. All Members, Department Council & Secretary Staff side National Council 13-C, Ferozeshah Road, New Delhi (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).
6. The Secretary General, AIRPF Association, Room No.256-D, Rail Bhavan, New Delhi (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).
7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).



For Principal Executive Director (IR)/Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

No. E(MPP)2019/1/12.

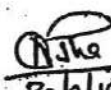
New Delhi, Dated. 30/09/2019

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

Sub: Revision of Yardsticks.

An action plan was formulated by Board for Manpower Management, wherein, it was decided that yardsticks of O&M activities of various departments be revised taking into account technology Upgradation, Outsourcing experience and Benchmarking standards set by different Railways.

2. Accordingly, the yardsticks of certain activities have been revised and enclosed as an Annexure.
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.
4. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to respective Directorates.
5. This issues with the concurrence of Finance Directorate of the Ministry of Railways.
6. This supersedes all earlier instructions on the Yardsticks of the respective activities, specified in the annexure enclosed.
7. Please acknowledge receipt.

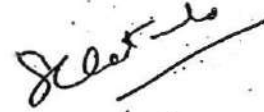

30/9/19
Ajay Jha
Joint Director E(MPP)
Railway Board

No. E(MPP)2019/1/12.

Dated. 30/09/2019

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2. The Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi. (with 40 spares).



For Finance 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
30/9/19
JD/MPP

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

P. Jha
31/9/19
T.D/MPP

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
• ART & Accident relief, • Mill Wright, • Welfare measure, • Ancillary staff		• 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.

Signature
30/9/19
JD/MPP

**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)

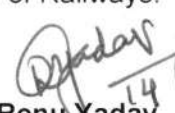
3. Henceforth, the requirement of Manpower for the said activities should be calculated based on the revised yardsticks. The Manpower strength for the existing assets should be reviewed, based on the revised yardsticks and excess posts be surrendered immediately.

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.

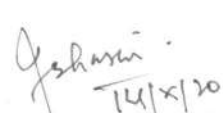
6. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

7. Please acknowledge receipt.


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

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2. The Dy. Comptroller & Auditor General of India (Railways), Room No.224, Rail Bhawan, New Delhi.

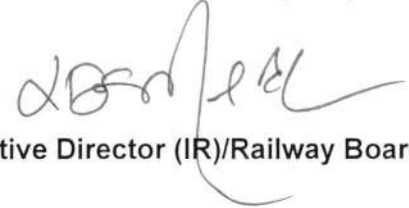

14/10/22
For Member Finance /Railway Board

No. E(MPP)2022/1/24

Dated, 17/10/2022

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4. The Secretary General, IRPOF, R.No.268, Rail Bhavan, New Delhi for information (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).
5. All Members, Department Council & Secretary Staff side National Council 13-C, Ferozeshah Road, New Delhi (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).
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7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (Copy may be downloaded from E(MPP) MPP Circulars/Railnet/Internet).



For Principal Executive Director (IR)/Railway Board

भारतसरकार/GOVERNMENT OF INDIA
रेलमंत्रालय/MINISTRY OF RAILWAYS
रेलवेबोर्ड (RAILWAY BOARD)

RBE No. 170/22

No. E(MPP)2021/1/16

Dated: 28.12.2022

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

Sub: Norms/yardstick for Non-Gazetted Group C Signalling staff.

Railway Board has approved the norms/yardstick for non-gazetted group 'C' signaling staff for implementation on the Railways. This yardstick is applicable on all routes, type of signaling, suburban/Non-suburban and station/Block section as detailed in Annexure-A & B.

- 1.0 **Basic maintenance requirement:-** Staff has been provided for each station depending upon number of routes of the station and on which route station is located. Staff will be responsible for maintenance and keeping all signaling gears in good fettle as per frequency given in Appendix-I of Signalling Engineering Manual (SEM), 2021. Detail of staff which has to be provided on each station depending upon route is given as Annexure-A & B.
- 2.0 **Implementation of Yardstick:**
- The yardsticks for Signal Department have been revised and enclosed as Annexure-A & B. The new norms shall be applicable as per maximum strength not exceeding 45,146 as on 01/01/2023 for Signal department.
 - The requirement of manpower for the department should be based on revised yardsticks. However, while filling up the vacancies, net manpower requirement will be taken as '0.79X', where the revised yardsticks will be 'X'. The balance manpower will be met by outsourcing of non-critical activities as mentioned in Annexure-B.
 - The manpower strength for the existing assets should be reviewed, based on the revised yardsticks keeping the yardsticks as X. and excess posts beyond that, may be surrendered or redistributed, wherever feasible, as provided for vide Board's letter dated 19.04.2022 (RBE NO. 54/2022).
3. Each Zone will be provided the sanctioned strength based on the above yardsticks. Within the Zone, manpower can be redistributed as per Board's letter dated 19.04.2022 (RBE NO. 54/2022).
4. This supersedes all earlier instructions on the yardsticks for above activities, issued in past.
5. This issues with the concurrence of Finance Directorate of the Ministry of Railways.
6. Please acknowledge receipt.


Renu Yadav
Director (MPP)
Railway Board

Annexure-A

1.0 A & B Route and C Route with number of trains between 80 to 120 on each line

Routes< 100 (per Station)	100< Effective routes< 200(Per Station)	200< Effective routes<400(Per Station)	For every additional up to 200 effective routes
1 set + 1/3 JE/SSE	(1 JE/SSE+ 1Helper +1 Set) round the clock in 8 hour shift	(1 JE/SSE+ 1 Helper +1 Set) round the clock in 8 hour shift + 1 JE/SSE + 1KH +1 Set in General shift for Outdoor	Additional 1 JE/SSE+ 1 Helper +1 Set

1.1 C Route with number of trains above 120 on each line

Routes< 100 (per Station)	100< Effective routes< 200(Per Station)	200< Effective routes<400(Per Station)	For every additional up to 200 effective routes
1 set round the clock in 8 Hour Shift + 1/3 JE/SSE round the clock in 8 Hour Shift	(1 JE/SSE+ 1 Helper+ 1 Set) round the clock in 8 hour shift	(1 JE/SSE+ 1 Helper +1 Set) round the clock in 8 hour shift + 1 JE/SSE+ 1KH +1 Set in General shift for Outdoor	Additional 1 JE/SSE+ 1KH +1 Set

1.2 D Special, D & E-Spl and C Route with number of trains between 40 to 80 on each line:

Routes< 100 (per Station)	100< Effective routes< 200(Per Station)	200< Effective routes<400(Per Station)	For every additional up to 200 effective routes
1/2 set + 1/4 JE/SSE	(1 JE/SSE+ 1 Helper+ 1 Set) round the clock in 8 hour shift	(1 JE/SSE+ 1 Helper+ 1 Set) round the clock in 8 hour shift	Additional 1 JE/SSE+ 1 Helper +1 Set

1.3 E and C Route with number of trains up to 40 on each line:

Routes< 100 (per Station)	100< Effective routes< 200(Per Station)	200< Effective routes<400(Per Station)	For every additional up to 200 effective routes
1/2 set + 1/5 JE/SSE	(1 JE/SSE+ 1 Helper+ 1 Set)	(1 JE/SSE+ 1 Helper+ 1 Set) round the clock in 8 hour	Additional 1 JE/SSE+ 1 Helper

	round the clock in 8 hour shift	shift	+1 Set
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h11.4

1.4 Night Failure Gang for Stations not provided with round the clock in 8 Hour Shift staff:

A & B Route and C Route with no of trains between 80 to 120 on each line	C Route above 120 trains on each line	D Special, D & E-Spl and C Route with no of trains between 40 to 80 on each line	E and C Route with no of trains up to 40 on each line
1 set for 3 Stations not provided with round the clock in 8 hour shift staff		1 set for 5 Stations not provided with round the clock in 8 hour shift staff	1 set for 5 Stations not provided with round the clock in 8 hour shift staff

(Note:-One set mentioned in Annexure-A consist of 2 Signal Technician and 01 Helper)

- 1.5 At major yards which have extensive shunting operations more than 100 in 24 hrs cause extra burden as any incidence involving shunting leads to serious disruption to train operations. Hence additional multiplication factor to calculate effective no of routes at station above 100 shunting movements will be as under:

Shunting movement <100 in 24 hrs,	Shunting movement >100 and < 500 in 24 hrs,	Shunting movement >500 and < 1000 in 24 hrs,	Shunting movement >1000 in 24 hrs,
SMF -1	SMF- 1.25	SMF- 1.5	SMF- 1.75
Effective route= No. of routes x SMF(Shunting Multiplying factor	Effective route= No. of routes x SMF(Shunting Multiplying factor	Effective route= No. of routes x SMF(Shunting Multiplying factor	Effective route= No. of routes x SMF(Shunting Multiplying factor
SMF- Shunting multiplying factor			

- 1.6 In order to assess the workload of Maintenance of Automatic signaling sections and outside limit interlocked LC gates/intermediate Block signal, the following staff provision should be made:

- Automatic signaling 20-25 Track km to be treated as equivalent to one Station below 100 routes.
- 6 Level crossing Gates/IBH to be treated as equivalent to one Station below 100 routes

- 1.7 SSE Incharge : SSE incharges for different routes will be as under:

A & B Route and	C Route above 120	D Special, D & E-Spl	E and C Route
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C Route with no of trains between 80 to 120 on each line	trains on each line	and C Route with no of trains between 40 to 80 on each line	with no of trains up to 40 on each line
Max. 6 stations	Max. 6 stations	Max. 8 stations	Max. 12 stations

2.0 In addition to basic maintenance requirement the following additional staff will be provided:

2.1 **Train protection Systems-Infrastructure components:** Track magnet, LIUs, Balises etc: One set of Train protection System Repair gang for 400 Route Km and two for more than 400 Rkm will be provided under Sr DSTE. One Train protection system gang will consist of 1 SSE/incharge, 2 JE/SSE, 6 Signal Technicians and 8 Helpers.

2.2 **Heavy Repair gang:**

One heavy repair gang will be provided with each SSE Incharge. One heavy repair gang will consist of 1 JE/SSE, 2 Signal Technicians, 1 Blacksmith and 6 Helpers.

3.0 **Number of infrastructural works:** There are various projects in progress for which open line maintenance staff is required to be deployed e.g. shifting of utilities for DFCCIL, RVNL works. Additional staff is required to be kept under Sr DSTE which can be moved wherever such activities are in progress. For this a team of 2 SSE/JEs, 07 Technicians and 09 Helpers is required to be kept in each division.

4.0 **Track Machines:-** Separate S&T staff is required for Track Machine and related Engineering works so that routine schedule maintenance is not hampered. 02 JE, 08 Tech and 08 Helpers per division are to be provided under Sr DSTE. At present 962 Engineering Machines are working over Indian Railways. As no. of machines increases, proportionately staff will increase.

5.0 **SSE/incharge for Stores:** One SSE incharge for Signal Store for 400 Route km and 2 for More than 400 Route km should be provided under Sr DSTE. One SSE/Store team will consist of 1 Sig Technician, 1 Store clerk and 8 Helpers.

6.0 **Signal Fault control Organization:**

To have effective mechanism for controlling, monitoring and guiding Signal Maintenance as well as monitoring of Health of Signalling gears & failure analysis through Data logger, signal control office in all Division and at Zonal Headquarter, the staff should be provided as under:

At HQ- 1 SSE + 1 Helper round the clock in 8 hour shift

At Division- 1 SSE + 1 JE + 1 Helper round the clock in 8 hour shift

7.0 **Technical Assistance to Divisional & HQ officers:**

To assist Divisional officer & HQ officer in matters pertaining Signal Plans, design & drawing, policy safety instructions, CRS observation and store indents etc the following staff is to be provided

At HQ- 2 SSE/Technical + 1 SSE/Planning + 1 SSE/Stores

At Division- 1 SSE/Technical, 1 SSE/Stores for Divisions upto 400 Route KM and for Divisions > 400 Route km, 2 SSE/Technical +1 SSE/Stores.

Annexure-B

Outsourcing of Signalling works in Non-safety critical areas

There are many adhoc activities which do not constitute day to day maintenance activities but none the less are vital for functioning of Signaling system. These works should be out sourced in non-safety critical areas. The list of work is given below. However, if any other work which is of non-safety critical nature and not included in given list may be included in the list by Zonal Railways with the approval of PCSTEs.

- a. Signalling activities in connection with Engineering works such as renewal of track, points & crossings and other track machine works including removal / refitting of axle counters, ground connection of point machines etc.
- b. Track circuit works like bonding, provision of TLJB, track leads etc.
- c. Cleaning of glued joints.
- d. Jointing of cables for temporary or permanent restoration of cables.
- e. Trenching, laying and Termination of Signalling cables.
- f. Foundations and erection of signals, location boxes and other concreting works for repairs and protection of cables and related gears.
- g. Repair & replacement of booms of LC gates, belts of gates motors, switches etc.
- h. AMC/ARC of equipments wherever required and justified.
- i. Repairs and replacements of fire alarms and fire extinguishers sensors or consumables
- j. Painting and lettering of signaling gears including epoxy and temperature and humidity controlled painting.
- k. Oiling and greasing of points, machines, LC gates gears etc.
- l. Loading, unloading, handling and transportation of material
- m. Works of Artisan staff such as Carpenter, blacksmith, fitter and masonry repair works Etc.
- n. Data analyst for manning of test room and generation of report of DLMC.TCAS etc for other diagnostic and troubleshooting activities.
- o. For security of stores of SSE/Sig, CCTV and Private Guards can be deployed

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 128 /2022

No. E(MPP)2021/1/1

Dated, 13 / 10 /2022

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

Sub: Revision of Yardsticks of Telecom Department.

An action plan was formulated by Board for Manpower Management, wherein, it was decided that yardsticks of O&M activities of various departments be revised taking into account technology Upgradation, Outsourcing experience and Benchmarking standards set by different Railways.

2. Accordingly, the yardsticks for Telecom department have been revised and enclosed as an annexure.
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 Telecom directorate Railway Board.
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.


13/10/22
Renu Yadav
Director (MPP)
Railway Board

DA: As above

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.



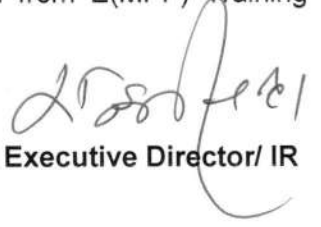
For Member Finance /Railway Board

No. E(MPP)2021/1/1

Dated, / 10/2022

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7. General Secretary, All India SC & ST Railway Employees Association, 171/B-3, Basant Lane Railway Colony, New Delhi (Copy may be downloaded from E(MPP) Training Circulars/Railnet/Internet).


For Principal Executive Director/ IR

Telecom Yardsticks**1. Staff for Stations:**

Category	A1 with >12 Platform	A1 with <12 Platform	A&B	C	D & E	F
SSE/JE	1*	1	1/12 ^{\$}	1/6 ^{\$}	1/24 ^{\$}	
Technician	2*	1*	1/4 ^{\$}	1/3 ^{\$}	1/6 ^{\$}	1/6 ^{\$}
Helper	2*	1*	1/4 ^{\$}	1/4 ^{\$}	1/12 ^{\$}	
SSE Incharge	For every 6 sectional SSE/JE there shall be 1 SSE in-charge along with 01 JE/SSE, 02 Technician & 02 Helper					

2. Additional Station Staff on account of PRS/UTS:

Category	10 to 20 Nodes	>20 Nodes
SSE/JE	-	1
Technician	1	1
Helper	-	1

3. Staff for OFC (every 600 Rkms):

Category	Without AMC	With AMC
SSE/JE	3	2
Technician	3	2
Helper	5	2

Note: Technicians & JE should be trained & used for cable jointing & splicing.

4. Staff for Quad Cable (every 600 Rkms):

Category	Without AMC	With AMC
SSE/JE	3	2
Technician	3	2
Helper	5	2

Note: Technicians & JE should be trained & used for cable jointing & splicing.

5. Staff for Exchanges:

Category	Upto 1024 Ports	1024 - 4096 Ports	>4096 Ports
SSE/JE	-	1	2
Technician	2	2	8
Helper	0	2	8
SSE Incharge	For every 4 sectional SSE/JE there shall be 1 SSE in-charge along with 01 JE/SSE, 02 Technician & 02 Helper		

6. Staff for Railnet:

Category	< 750 Nodes	750 to 1500 Nodes	1500 to 2500 Nodes	>2500 Nodes
SSE/JE	1 [#]	1 [#]	1 [#]	2 [#]
Technician	2 [#]	3 [#]	4 [#]	6 [#]
Helper	-	-	-	-

7. MTRC:

Category	BSC/MSC/EPC	BTS/eNodeB
SSE/JE	1*	1/10 [†]
Technician	2*	1/10 [†]
Helper	1*	1/10 [†]

8. Staff for Rajdhani/Shatabdi Express:

Category	Static Maintenance	Supervision	Running Staff
SSE/JE	-	1	-
Technician	2	2	1
Helper	1	2	-

9. Major NOC/Control Office:

Category	Major NOC
SSE/JE	2*
Technician	2*
Helper	1

10. CCTV Monitoring Setup:

Category	Command Control Centre
SSE/JE	1*
Technician	1*
Helper	1*

11. V-SAT Hub Staff:

Category	V-SAT Hub
SSE/JE	2*
Technician	2*
Helper	1*

12. Stores in Divisions:

Category	Per store in Division
SSE/JE	1
Technician	2
Helper	5
Clerk	1

Only two central stores in each division.

13. Staff at Zonal Headquarter:

Category	Telecom control HQ	TA for Planning, estimation, bill payment, CUG, Stores, WPC & PTCC activities, liaison RCIL and other service providers etc.	Telecom Activities - conference hall, Indication light, video conferencing etc.
SSE/JE	1*	4	1
Technician	1*	1	6
Helper	-	-	-

14. Staff at Divisional Headquarter:

Category	TA for Planning, estimation, bill payment, CUG, Stores, WPC & PTCC activities, liaison RCIL and other service providers etc.	Telecom Activities - conference hall, Indication light, video conferencing etc.	Telecom related activities related to provision of PAE & display system etc. during VIP functions.
SSE/JE	3	1	1
Technician	3	5	3
Helper	-	-	-

* 03 shift of 8 hours each to be managed with 4 persons.

02 shifts of 8 hours each to be managed with 2 persons.

\$ x/y - x person for every y stations

† One person per 10 BTS/eNodeB

Note 1. The above Yardsticks have been formulated by considering the Annual Maintenance contract (CAMC)/ Annual Repair Contract (ARC) for following assets:

1. Passengers Information System including Train Indication, Coach Guidance System & PC Based announcement System.
2. Datacom Equipments including Routers, Switches, LAN Extender & Server.
3. Video Surveillance System (VSS)/ Integrated Surveillance System (ISS).
4. Telephone Exchanges.
5. MTRC System including BSC/MSC/EPC & BTS/eNodeB.

Note 2. Loading, unloading of PCP Sets wherever being done departmentally, should be outsourced.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

RBE No. 143 /2022

No. E(MPP)2022/1/29

Dated, 04/11 /2022

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

Sub: Revision of Yardsticks of Civil Engg. Department.

An action plan was formulated by Board for Manpower Management, wherein, it was decided that yardsticks of O&M activities of various departments be revised taking into account technology upgradation, outsourcing experience and Benchmarking standards set by different Railways.

2. Accordingly, the yardsticks for Civil department for Artisans, Supervisor and Helpers, under SSE/Works Cadre, have been revised as under:

" 9.5 employees per 100 ITKM.

Including outsourcing of Zonal Contracts for route maintenance like white washing, repair of quarters and daily complaint handling work of big colonies.

Sr.DEN/C shall be allowed to decide the distribution of different categories of Artisans and distribution between Artisans, Supervisors & Helpers keeping in view the local conditions . Whenever the complaint handling i.e., day to day maintenance colony is outsourced, the ITKM for such outsourced colony shall be taken as NIL for the purpose of calculation of requirement of strength of Artisans & Helpers for Works side".

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, if any, may be surrendered .

4. All the clarifications/queries/references, if any, regarding revised yardsticks are to be made to Civil Engg. 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

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

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For Principal Executive Director (IR)/Railway Board

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD**

RBE No. 172 /2022

No. E(MPP)2019/1/20(Stores)

Dated, 30 / 12 /2022

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

Sub: Yardsticks of Stores Department.

An action plan was formulated by Board for Manpower Management, wherein, it was decided that yardsticks of O&M activities of various departments be revised taking into account Technological upgradations, Outsourcing experience and Benchmarking standards set by different Railways. This includes employees all levels from assistants to supervisory.

2. Accordingly, the yardsticks for Stores department have been formulated as under :

i). **4.5 Staff per 1000 transactions**, across Indian Railways. 'Transactions' will include; Demands handled, Tender issued, POs issued, Material DRR (consignment handled-Quantity and Quality verification), Material receipt-issues transactions by Depot warehouse, Returned stores including scrap handled (DS 8 created).

ii) Considering the wide variations among zones, esp. PUs, the inter zonal distribution shall be done by the Store Directorate periodically.

iii). The distribution of manpower within a zone will be done by the PCMM with the approval of competent authority, subject to overall zonal limit.

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

4. All the clarifications/queries/references, if any, regarding yardsticks are to be made to Stores directorate Railway Board.

5. Each Zone will be provided the sanctioned strength based on the above yardsticks. Within the Zone, manpower can be redistributed as per Board's letter dated 19.04.2022 (RBE No. 54/2022).

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

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


Ashok Kumar Das
Joint Director E (MPP)
Railway Board

Copy forwarded for information to:

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For Member Finance /Railway Board

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For Principal Executive Director (IR)/Railway Board

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(MPP)/2021/1/13

Dated: 19.04.2022

The General Managers
All Zonal Railways/PUs
The DG/RDSO/NAIR/CTIs

Sub: Redistribution of Non-Gazetted posts.

Ref: Board's letter no. E(MPP)2021/1/13 dtd. 25/03/2021 and 14/01/2022.

Vide Board's letter of even number dated 25.03.2021, GMs were advised to explore the possibilities of redistribution of posts at their end taking into account existing vacancies on the Railways, in terms of SOP 2018. This interim arrangement for redistribution of posts was made for a period of one year till 24/03/2022. Subsequently, vide Board's letter of even number dated 14.01.2022, this interim arrangement was extended for one more year beyond 24.03.2022.

2. In this regard, references have been received from a few Railways requesting for reconsidering the above instructions and removing restriction of time limit and also permitting redistribution across the grades.

3. The matter has accordingly been examined in Board's office and it has been decided that Railway may explore the possibilities of redistribution of posts at their end taking into account existing vacancies on the Railways, in terms of SOP 2018, superseding the instructions issued vide reference above.

4. However, it is clarified that redistribution across the grades **has not been agreed** and redistribution of non-gazetted posts will be within the grade.

5. Further, such redistribution of posts may be exclusive of the posts that are required to be surrendered as per Railway Board's reference and MOU for surrender of posts and also reduction on account of Work Study reports, as stipulated in MOUs signed between Railways and Board.

6. This disposes of the issues raised in GM/WR D.O.letter No. WR-HQOESTT(HHRD)/49/2020 dt. 21/01/2022 & Finance/Creation/101 dt. 17/11/2021, GM/CR D.O. letter no. HPB/666/E/C/Creation of posts dtd. 25/01/2022, and PCPO/ECOR letter no. ECoR/Pers/07/NG40/H/CHC /CTI/18/651 dtd. 10/12/2021.

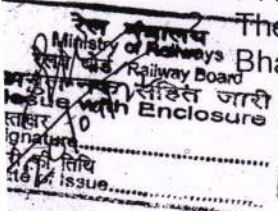
7. This is issued with the approval of Board (CRB & MF).

Please acknowledge receipt.

Renu Yadav
18/4/22
(Renu Yadav)
Director/MPP

Copy forwarded for information to:

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



O/C

For Member Finance /Railways
18.4.2022

No. E(MPP)/2021/1/13

Dated: 19.04.2022

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**For Secretary/Railway Board**

o/c