

SOUTH CENTRAL RAILWAY



Z.Cons/ES/2023

SDGM's (Plg) Office
General Branch
Secunderabad

Date: 27.02.2024

All PHODs

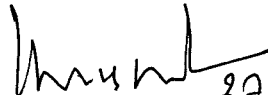
Sub: Award of Zonal Efficiency Shields for the calendar year 2023.

- i. With reference to the above subject , Zonal Efficiency Shields **for the calendar year 2023** are to be presented during the Railway Week Celebrations tentatively in the Month of May 2024.The list of shields to be awarded is as per Annexure-I.

In this connection, it is requested to assess the performance of the Divisions/Field Units **for the Calendar year 2023** and the evaluated statements as per the Annexure-I may kindly be sent to the under signed in editable file for discretionary marks and approval of GM by 31st March' 2024. Latest/Revised Criteria for assessment of respective shields as approved by GM with reference to Lr. No. Z. Cons/ES/2022 dated 26.04.2022 shall only be considered for evaluation.

- ii. Further Information required for assessment of weighted marks for each Division as per Annexure-II & III need to be provided by concerned PHODs for calculation of GM's Overall Efficiency Shield for Best Division.
- iii. **Innovations Shield:** Innovations made in all spheres over the Divisions/Workshops during the calendar year i.e., January to December 2023 may please be sent to this office with necessary supporting documents for appraisal and allocation of marks by SDGM. It is requested that DRMs may please send a maximum of two innovations for Division and CWMs may please send one innovation per Unit only. Soft copies of innovations may please be sent to email id sdgmplanningcell.scr@gmail.com. The innovations should be based on new ideas and tried in practice at least in few centers.

- Encl: 1. Annexure I , II & III.
2. Lr. No. Z. Cons/ES/2022 Dated 26.04.2022.


(K.V.S.S.S.Rama Raju)
Asst.Work Study Officer
for Sr.Dy.General Manager

Copy to: **DRM/SC, HYB, BZA, GTL, GNT & NED**-for kind information and necessary action please.

Copy to: **CWM/LGDS, RYPS, TPYS, S&T WS/MFT & Dy.CE/EWS/LGD** -for kind information and necessary action please.

Copy to: **DGM/G** for kind information.

Annexure-I

LIST OF AWARDS FOR EFFICIENCY SHIELDS FOR THE CALENDER YEAR-2023		
S.No	Departmental Shield	PHOD
1	Finance (Accounts)	PFA
2	GM's Shield for Cleanliness (Station)	PCCM/PCME
3	Commercial	PCCM
4	Survey & Construction	CAO/C
5	Electrical General services	PCEE
6	Traction Distribution	
7	Operations and Running Room	
8	Best Diesel/Electric Loco Shed.	
9	Best Utilization of Track Machines	PCE
10	Best Track Shield	
11	Best Division for Elimination of Level crossings	
12	Civil Engineering	
13	Works	
14	Bridges	PCME
15	Best Maintained DEMU/MEMU/EMU Shed	
16	Environment & Housekeeping Shield	
17	Mechanical	
18	Best maintained Long Distance Train	PCMD
19	Mechanical - Workshops	
20	Medical	
21	Best Loading Effort shield	PCOM
22	Operating	
23	Best School	PCPO
24	Grievance Redressal Machinery	
25	HRD (Personnel)	
26	Security	PCSC
27	Hindi (Rajbhasha)	MRA
28	Safety	PCSO
29	Best Maintained ART	
30	Best Maintained MRV	
31	Scrap Disposal	PCMM
32	Stores Depot	PCMM
33	Signal & Telecom	PCSTE
34	Rail Madad shield for Best Division	Secy (PG)
35	Innovations	SDGM
36	GM's Efficiency Shield (for overall Best Performance)	

Annexure-II

SOUTH CENTRAL RAILWAY		
Assessment of weighted marks for each Division in awarding General Manager's Efficiency Shield for over all best performance for the year		
S.No	Field of Efficiency	Weighted Marks
1	Originating Loading(MT)	
	a)Vis-à-vis best of Last years	50
	b) Vis-à-vis best of Target	100
2	Originating Freight Earnings (in Cr)	
	a)Vis-à-vis best of Last years	50
	b) Vis-à-vis best of Target	100
3	Wagon Turn Round	75
4	Loco Utilization –EKM(Elect &Dsl)	75
5	Market initiative for traffic/improvement in rail coefficient CCM-25 &COM-25	50
6	Passenger Earnings	50
7	All other Earnings	50
8	Ticket Checking Earnings	50
9	Clearance of Outstandings	20
10	Fuel Economy and Reduction in Specific Energy consumption -25 marks each	50 (25+25)
11	Percentage of staff surrender Vis-à-vis target	100
12	Punctuality	100
13	Safety	150
14	Civil Engineering	150
15	Utilization of Traffic blocks	50
16	Mechanical	150
17	Signal & Telecommunication	150
18	Over All Financial performance	
	a)Savings in Working Expenses(50 marks)	50
	b)PEI (50 Marks)	50
	c) Finance(50 marks)	50
19	Electrical	150
20	Security	50
21	Hindi	30
22	Innovations	100
23	En&HM	50
	Sub Total	2100
	Rounded off Total	
24	GM's Discretionary Marks	200
	Total Marks	2300

Annexure-III

Division wise indices for calendar year 2023(January to December)

Division	Staff Strength	Route Km	Loading (MT)	Earnings(Cr)
	By Personnel Department	By Engineering Department	By Operating Department	By Accounts Department
SC				
BZA				
GTL				
GNT				
HYB				
NED				



दक्षिण मध्य रेलवे
SOUTH CENTRAL RAILWAY

महाप्रबंधक का कार्यालय/General Manager's Office,
रेल निलयम/Rail Nilayam, तीसरी मंजिल/3rd Floor,
सिकंदराबाद/Secunderabad - 500 025.

सं. No. Z.Cons/ES/2022.

दिनांक/Date: 26.04.2022.

All PHODs

Sub: Review of criteria for GM's Efficiency Shields at Zonal level- reg,

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With reference to above subject, it is observed that some departments have been changing the criteria on their own for evaluation of performance, which includes parameters & their weightage and discretionary marks of PHOD and GM.

In view of major overhaul in various parameters circulated in draft MoU for 2022-23 by Railway Board, GM desires that

- i. It is advised to put up the draft criteria and its weightage of each GM level Shields by respective PHODs for GM's approval. Before finalizing the draft criteria, Divisions/Workshops views may be taken for various parameters by respective PHODs.
- ii. Every shield shall have discretionary marks for PHOD and GM. In case of Scrap Shield, AGM will have discretionary marks instead of GM.
- iii. Proposed discretionary marks at PHOD and GM level need to be kept in following band with respect to total marks for the shield.

PHOD :	7.5% (Min) to 10% (Max)
GM :	7.5% (Min) to 10% (Max)

However, the discretionary marks of GM shall not be less than those of PHOD's. HOD level discretionary marks, if any, it should be limited to 5%. In total, all discretionary marks cumulative percentage shall be limited to 20% of total marks.

- iv. Once approved, any further modifications in criteria for shields shall require fresh approval of GM.

N SREENIVAS Digitally signed by N
REDDY SREENIVAS REDDY
Date: 2022.04.26
11:55:59 +05'30'
DGM/Co-ord. & Secretary to GM

Copy to:
All DRMs - for kind information