

ACHIEVEMENT OF PERSONNEL DIRECTORATE FOR THE YEAR 2018-19

HR HIGHLIGHTS

- **PROMOTION:**

No. DPCs held – 58 No. of staff/officers benefitted - 80

- **MACP:**

No. of DPCs held - 28 No. of staff/officers benefitted - 74

Screening of MACP cases maturing upto 30.09.2019 have been completed.

- **COMPASSIONATE APPOINTMENT**

06 cases of compassionate appointment finalized. On date only one new request is pending which is less than 03 months old. Compassionate Adalat was held on 12.11.2018. No grievance received.

- **SETTLEMENT CASES :**

Settlement dues of retiring staff/officers are being paid regularly on the last working day of month along with a 'Gold Plated Medal' as prescribed by Railway Board. In this year a total No. of 66 staff/officers (including VR) have retired. All cases have been settled in time.

Pension Adalat was held on 19.09.2018 and again on 17.12.2018. Only 04 grievances were received and that also were settled in time.

- **SERVICE REVIEW :**

Periodical Service review is being done regularly. A total no. of 194 cases have been finalized since 2014.

- **D&AR CASES :**

In this year a total no. of 56 (14 major and 42 minor) disciplinary cases disposed.

- **COURT CASES :**

33 Court cases have been decided in the year out of which, 31 have been decided in favour of railway Administration with a winning percentage of 93.

- **SERVICE RECORD PAKHWARA :**

Held from 24.09.2018 to 05.10.2018. Willing staff have been shown their Service Records during this Pakhwara.

- **SENIORITY LIST :** All due Seniority Lists (207) have been issued.

- **DIRECT RECRUITMENT :** Online Indents placed : Group 'C' 287 vacancies and Group 'D' 167 vacancies.

WELFARE ACTIVITIES

- A two days Women **Empowerment** Seminar "ABHIVYAKTI" for women employees of RDSO was organized in RDSO auditorium from 30.08.2018 to 31.08.2018. The **Seminar** was inaugurated by DG/RDSO and addressed by certain **eminent speakers**-Ms Kalpana Dubey, ED/fin, RDSO, Ms Shivani **Saran**, Exe. Producer, Bollywood and Shri Harish Sadani, Founder and **Executive** Chief of an NGO called "Man Against Violence and Abuse" (**MAVA**).
- **Renovation work** of Recreation Club is in final stage. Steps have also been initiated to **make** it well equipped.
- **Renovation work** of staff Canteen has also been started.
- **Drawing & Painting** competition was organized by the directorate on 2nd **October**-Celebrating 150th year of Mahatma Gandhi.
- **Music** competition for staff & their wards was held by SBF committee on 18.11.2018.
- A quiz competition for Non-gaz. staff and their wards of RDSO was organized by SBF on 21.12.2018.
- A two days programme "GOONJ" for women's employees on the eve of 'World Women's Days' was organized by SBF in RDSO auditorium from 07.03.2019 to 08.03.2019.

INITIATIVES FOR IMPROVING WORK CULTURE & ENVIRONMENT AT WORK PLACE

- Personnel Directorate has been awarded the Running Shield of Best Maintained Office in Railway Week this year.
- 100% Digitization of service record.
- Training 'Saksham' for the Gr. C and D employees of RDSO was conducted from 19.02.2018 to 27.04.2018.
- Intensive drive was launched to clean the offices in 'Swachchhata Hi Sewa' Pakhwara.
- About 2000 old files/Pay Bill proceedings have been weeded out in this financial year.
- 65 old PCs have been replaced with new PCs in this financial year. 05 new UPS have been purchased and further purchasing 71 new UPS is under process.
- 74 old almirahs have been repaired and painted.
- Procedure for sanction of tour and air travel to JAG/SG & above officers has been simplified. On-line programme has been developed for this purpose.