

Management Audit of RDSO

In compliance to Railway Board's directives issued vide letter No.2014/ER/7 (13)/7 dated 24.02.2015 for conducting management audit of RDSO, management audit was performed by Shri H.S.PannuRetd.DG/RDSO. Final audit report has been accepted by DG and submitted to Railway Board in Jan'2016

(A) Scope of Audit

- (i) Examine and analyse the Staffing Pattern & Organization Structure, interalia covering the following:
 - (a) Policy regarding deputation of Officers and staff from Zonal Railways/Production Units including issues related to number of tenures, length of each tenure, total period spent in RDSO, selection criteria for deputation to RDSO etc.
 - (b) Manpower review and rationalization of staff strength in all Directorate of RDSO.
 - (c) The points (a) and (b) above should be examined separately for posts pertaining to R&D activities and non R&D activities.
 - (d) Posting of RDSO cadre staff and officers to Zonal Railways/PUs after they attain Gazetted status/Group A status.

- (ii) Examine the Performance & Output of Organization, interalia covering the following:
 - (a) Performance and Output of RDSO since the year 2000-01, in respect of (i) Research, (ii) Designing work, (iii) Standardization, (iv) Adoption of new technologies on IR, and (v) Consultancies to Railways.
 - (b) Performance and Output of RDSO in respect of non R&D activities like (i) Vendor development & Approvals, and (ii) other Administrative activities etc.

- (iii) Examine the Management Processes in RDSO, interalia covering the following:
 - (a) The Administrative procedures, Decision making processes in RDSO, procedures for selection of R&D projects etc.
 - (b) Autonomy & delegation of powers available to RDSO at various levels, to meet its laid down objectives.
 - (c) Budget Allocations made to RDSO over the years and their utilization for R&D and non R&D activities.
 - (d) Adoption/proliferation of IT for Research & Development and other activities for increasing efficiency, transparency and improvement in productivity.

(B) Deliverables of Audit

- (i) *Analysis & Report on the Staffing Pattern & Organization Structure along with suggestions for improvement.*
- (ii) *Analysis & Report on the Performance and Output of RDSO in respect of parameters of Research, Designing, Standardization and adoption of new technologies, separately.*
- (iii) *Analysis & Report on the non-R&D activities like Vendor Development, approval of sources, other Administrative activities etc.*
- (iv) *Report on any adverse effect of the non R&D activities on the R&D activities along with suggestions for improvement.*
- (v) *Assessment Report with suggestions for changes required in Administrative Procedures/Organizational processes, delegation of authority & enhancement of Autonomy etc. to meet the organizational objectives effectively.*
- (vi) *Analysis and Report on the Budget Allocations for R&D work and process re-engineering along with suggestions so as to keep pace with the changing technology.*
- (vii) *Assessment Report along with suggestion, for continuous up-gradation of skills/training of offices and staff, to keep pace with rapidly changing technology.*