

Sunday, September 30, 2018

*My dear serving members of the IRSME fraternity*

We heralded India's Industrial Revolution and provided trains for 165 years. I feel humbled as the head of the Rolling Stock Organization/Design/Production/Maintenance/Development/Training/C&M/Disaster-Management and Environment & Housekeeping of the Great Indian Railways. Railway is all about Cars (Coaches & Wagons) a.k.a Rolling Stock and with Environment & Housekeeping as well as Disaster-Management; our department is the mainstay of Customer amenities on trains. I would like to assure you of my untiring wholehearted commitment to make you proud and satisfied in easily fulfilling all our commitments and challenges and be accessible to you when needed. With this I'll try my best to encourage, enable and empower you to fulfill your targets & deadlines without exception and believing "Yes, We Can".

As a second generation Railway-man, 40 years in service (in 8 zonal railways as well as Board & PU across India) and exposure to International Best Practice; I'm fortunate to be familiar with the challenges and circumstances in Railway units across the entire country. Cadre Management including looking after your Professional/Personal interests as well as that of our lakhs of staff members will be close to my heart. Through your heart only I must engage your mind. As in my long years in many places this has been a satisfying endeavour for me and my men. Please feel free and do not hesitate to reach me by meeting/phone/message/mail and my personal staff portal. Your heart and mind are both vital for us to *Make Things Happen*.

*Perform, Reform, Conform and Transform* is necessary with accelerated shift to EN/IEEE/JIS/UIC/ISO/IRIS/5S standards, Industry 4.0 MES including Robotics, ERP, Big Data, Analytics in Computers/Cloud etc.; in terms of your enlightened leadership and shared implementation. Please familiarise & prepare yourselves and create necessary awareness/training. Immediate concerns include *inter alia* Dashboard items, cadre/alignment, quality, FATO, cleanliness, maintenance-time, refurbishment, bio-Toilets, disposable napkins to passengers, plastic disposal, shortfall in POH/ROH/Manufacture, toilet smell, coach watering, ACWP, pest control, jerks, automation for predictive maintenance, slow progress of works etc. Please ensure downloads on your own desktops/mobiles from FOIS/FMM, ICMS/CMM, MMIS, IRPSM etc. and use of spreadsheets/databases for interactive MIS/ERP. Failures should NOT happen and if they do they MUST not recur. Baselines/Strategies on Computers/Cloud must start taking shape in Oct '18, translating into action/results by Nov '18 and discernible Impact by Dec '18. In this manner we should have a grand IRSME program with National impact in Feb '19. I earnestly solicit your proactive and enlightened approach for our *Mission I'mPossible*.

*Heartiest best wishes from me and my wife to you and your family.*

*Yours affectionately and sincerely*

*Rajesh Agrawal*