

## **THE OFFICE OF THE DIRECTOR GENERAL**

The office of the Director General carries out Overall administration, Planning and Quality Control, modernization of departmental works through Information Technology Cell and Capacity Enhancement (ICE) measures along with road safety works through (ICERS) Institutional Capacity Enhancement and Road Safety Cell for effective and efficient management of the works.

### **Functions:**

- Overall Planning and Budgeting of Highways Department.
- Establishment and Personnel Administration matters in Highways Department.
- Coordination of Road Accident Data Management System (RADMS)
- Managing the e-pathai related IT solutions.
- Any other work entrusted by the Government.
- Functioning with 3 Joint Directors and one Chief Officer (IT) in the Divisional Engineer cadre.
- Supported by ICERS cell with one Superintending Engineer and one Divisional Engineer.

### **Administration:**

The office of the Director General is overall responsible for the establishment and personnel administration matters of all the staff of Highways Department.

### **Planning:**

The overall Planning, Budgeting of various projects Highways Department are being implemented. The various proposals for improving the quality of roads and road network are being sent to the Government for approval and implementation.

The overall progress of the works and expenditure incurred by the department are being monitored regularly and steps are taken to complete the projects within the stipulated time frame. All initiatives required to enhance the efficiency of department are formulated and subsequently sent to Government for concurrence. All the announcements made on the floor of Assembly are being closely monitored and due importance is given for early completion for such works at the earliest for the benefit of public.

### **Quality Control:**

An exclusive Quality control has been setup to monitor the quality of works executed throughout the State. The Quality Control reports received from the quality control Divisional Engineers are being scrutinized and if any discrepancies found in the report the concerned

filled officer are instructed to rectify the works at the earliest and monitored whether the works are carried out.

## **HUMAN RESOURCES DEVELOPMENT**

### **Staff Strength**

Total strength of this department is 6863. Of this, 1587 are Engineers, 801 are Technical Staff and 4475 are Administrative and Ministerial staff.

## **INFORMATION TECHNOLOGY CELL**

In the e-PATHAI application, RMMS (Road Maintenance Management System) has been developed to effectively prioritize the road works using a computerized system. The RMMS database consisted of road condition data for State Highways and Major District Roads and now the system has been customized to upload the Other District Road (ODR) and Sugar cane road (SCR) data also.

The current system architecture of RMMS was developed in the year 2008. RMMS has been interfaced with other applications namely GIS and P&FMS. Further, the RMMS application has been facilitated to upload condition data surveyed using Advanced Data Collection Equipment (ADCE). As the data in P&FMS and RMMS tends to grow in future, enhancement to the RMMS architecture is needed for the effective use of RMMS. Hence, it is proposed to upgrade the existing RMMS in terms of appearance, data processing speed, query builder, report preparation, user friendliness and enhancing the capacity of database in line with the current trends of technology prevailing in the field of Road Management with further enhancement in terms of Bridge Management System in tune with Indian Bridge Management System (IBMS) which is an initiative of MoRT&H.

Another application in e-PATHAI namely, GIS is currently used for viewing spatial attributes of existing roads which are being maintained through RMMS. It is proposed to upgrade the existing Geographical Information System (GIS) application with mobile applications and other current advance technologies.

The Integrated Project, Human Resource & Finance Management System (P&FMS) is an e-PATHAI application, which aims at statewide computerization to automate the existing manual procedures and process followed for Project Management, Financial Management and Employee Record System for improved information, communication, project monitoring and office management. Currently the application has about 1786 estimates of Plan works pertaining to Construction and Maintenance wing. The system is proposed to be revamped to suit the requirements of other wings of Highways Department.

The above upgrading works are proposed to be accomplished with the assistance of World Bank fund through ICERS Cell.

## **Institutional Capacity Enhancement and Road Safety CELL (ICERS Cell)**

### **Institutional Capacity Enhancement**

Institutional capacity Enhancement & Road Safety Cell carryout the procurement, inter & intra department coordination for the effective implementation of ICE & RS components approved under TNRSP-II.

To meet the targets set for the enhancement of Institutional capacity, 17 sub tasks identified. Some of the key tasks are

- Conditional Road user satisfaction survey for obtaining the feedback from Road users/ stockholders to assess the performance of the projects.
- Process Re-Engineering to accommodate e-governance procedures, standardize the existing manuals, codes & documents so as to facilitate better functioning.
- Amendment of TN Highways Act 2001, to meet it a standalone act to simplify the land acquisition procedures, safe guard the road assets.
- Review and up gradation of existing e-pattern systems such as RMMS, P&FMS, GIS, etc. to suit the present needs including procurement of required hardware and software. This would also facilitate in automation of certain manual procedures.
- Conducting training need analysis and prepare training calendar including suggestion for resource mobilization for the continuance of training program.
- Strengthening of Institution, establishment of e-library, smart class rooms, etc. are also envisaged.

The tasks are being carried out as per world Banks procurement guidelines and are in various stage of procurement. In order to effectively implement the tasks, working committees, core group comprising of experts in different fields are being constituted.

### **Road Safety component**

Recognizing the socio economic consequences of the road traffic accidents, the Government through multiple stakeholders is taking various measures to improve the road safety. The Highways Department has approved a comprehensive proposal for the improvement of Road safety under the World Bank assisted TNRSP.

The Road safety component includes strategic planning, Revision of Road Safety policy and formulation of long term investment proposal at the state level. It has been envisaged to improve the Road Safety through interventions from all the stakeholders such as Transport, Police, Health, Education and Engineering Department.

It is proposed to engage a Management committee to facilitate in conducting Road Safety Audit, iRAP survey, formulate the proposal for demonstration projects and to support State level initiatives such as policy, Programme & Investments planning comprising of all stake holders.

### **Road Safety Protocol**

Further, for identification and removal of black spots through engineering measures, a protocol has been formulated and this will be facilitated by the engineering committees. The field level committee comprising of the Divisional Engineer (C&M) and Divisional Engineer (Investigation) carry out joint inspection and suggest suitable Engineering measures. At circle level, the Superintending Engineer (C&M) concerned will review, prioritize and shortlist the proposal received from field committee considering the factors such as accident fatalities, grievous injuries and the possible threats due to Engineering defects. The recommendations of the SE (C&M) concerned will be appraised, shortlisted further by the State Level Committee comprising of Director General, Highways, Chief Engineer (C&M) and Director, HRS. Shortlisted proposal will be recommended for sanctioning to government under appropriate scheme.

### **Training:**

Training is essential to improve knowledge, skills and attitudes of the personnel in the department. There is a need to develop and sustain the core competency of the department on a continuous basis. The areas which require attention include project planning and surveys, design and investigation, project implementation, quality control, traffic management and transportation planning and road safety aspects.

### **Induction Training For Fresh Engineers:**

The newly recruited Engineers are given training both in technical aspects and administrative matters.

The technical training include fundamental concepts related to Highway and Bridge Engineering, design, project management and monitoring, construction practices and methodologies, quality control procedures, traffic and transportation, road safety etc., For better understanding of the functioning of the Department, newly recruited Engineers were given training on various aspects including

administrative procedures, accounting and financial procedures apart from the technical and management part.

**In-Service Training (Refresher Course):**

Periodic training on quality control aspects is being given to the Engineers of the Department by Quality Assurance and Research Wing.

Engineers are sponsored for refresher courses conducted by external institutions like IIT, Central Road Research Institute (CRRI), Indian Academy of Highway Engineers (formerly NITHE) and also the Engineers of this Department are sponsored to attend IRC Seminars.

**Training For Administrative Staff:**

30 days training on office administration to all the ministerial staff at Bhavanisagar Training Center, Erode District is given on a regular basis