



# Samashti

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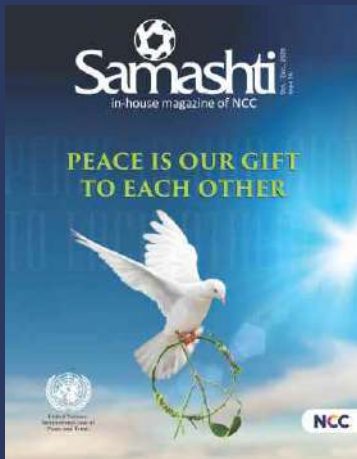
in-house magazine of NCC

**PEACE IS OUR GIFT  
TO EACH OTHER**



United Nations-  
International year of  
Peace and Trust.

**NCC**



## COVER STORY

The United Nations Assembly adopted the resolution “International Year of Peace and Trust, 2021” declaring 2021 as such. It underlined that the International Year constitutes a means of mobilizing international efforts to promote peace and trust among nations on the basis of political dialogue, mutual understanding and cooperation in order to build sustainable peace, solidarity and harmony. Truly peace is a gift we give to each other to make the world a better place to live.

## VISION

To be a world-class construction and infrastructure enterprise committed to quality, timely completion, customer satisfaction, continuous learning and enhancement of stakeholders’ value.

## MISSION

- To build a strong future ensuring increased returns to shareholders and enhanced support to associates.
- To adopt latest technologies in the field of engineering, construction, operation & maintenance of infrastructure projects.
- To encourage innovation, professional integrity, upgradation of knowledge and skills of employees and a safe working environment.
- To be a responsible corporate citizen committed to the social cause.

## VALUES

- Openness and trust
- Integrity and reliability
- Teamwork and collaboration
- Commitment
- Creativity

## QUALITY, ENVIRONMENTAL, HEALTH & SAFETY (QEHS) POLICY

NCC Limited strives to achieve enhanced customer satisfaction by delivering quality product and timely completion with safe working environment. We are committed to prevent Environmental Pollution and Ill-health & injury to our employees, contractors and visitors, associated with all our activities and services. We dedicate ourselves for continual improvement in all fields of our business and sustain QEHS through:

- Consistently delivering quality product by adhering to set specifications, contractual, regulatory and statutory requirements.
- Motivating and training the staff for continual improvement of QEHS standards.
- Updating and implementing the procedures complying with International standards in QEHS.
- Proactively identifying and addressing Risks and Opportunities related to business.
- Complying with applicable QEHS legal and other requirements.
- Dissemination of this QEHS policy through effective communication to personnel working for and on behalf of NCC and be made available to other interested parties as required.

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## FROM THE MANAGING DIRECTOR'S DESK



The construction sector suffered immensely in the first quarter of Fy-21 reporting a massive shrinkage in top line by about 50%. Now things are slowly but surely improving and the sector is likely to report execution levels of above 75% in third quarter.

Many compelling reasons support the need for increasing infrastructure spending in India. The construction sector contributes over 7% to India's GDP, which is a significant contribution.

*Dear Colleagues,*

At the outset, my best wishes to you and your family for a safe and healthy New Year 2021. Let us practice utmost care in all our hygiene practices, washing hands frequently, continue wearing the mask and maintaining social distancing.

The Indian economy, severely hit by the corona virus pandemic, is projected to contract by a massive 10.3 percent this year, according to the International Monetary Fund. However, India is likely to bounce back with an impressive 8.8 percent growth rate in 2021, thus regaining the position of the fastest growing emerging economy, surpassing China's projected growth rate of 8.2 percent, the IMF said in its latest 'World Economic Outlook' report.

The IMF in its report said that revisions to the forecast are particularly large for India, where Gross Domestic Product (GDP) contracted much more severely than expected in the second quarter. According to the Niti Aayog, India's economic growth will do better than a large part of the world in 2021-22.

The construction sector suffered immensely in the first quarter of Fy-21 reporting a massive shrinkage in top line by about 50%. Now things are slowly but surely improving and the sector is likely to report execution levels of above 75% in third quarter.

Many compelling reasons support the need for increasing infrastructure spending in India. The construction sector contributes over 7% to India's GDP, which is a significant contribution.

Increased public spending on new construction projects will not only mitigate unemployment that seems inevitable after a prolonged nationwide lockdown and ongoing pandemic, but it will also have a multiplier effect on the GDP's growth.

For the construction industry, this recession is a golden opportunity to accelerate its digital transformation, which has proven its worth globally in making the sector more efficient and profitable.

Coming to NCC's results, on consolidated basis, the company has reported a Total Income of ₹1743.59 crore (including other income) for the 2nd quarter of the current year as against ₹1998.25 crore in the corresponding quarter of the previous year. The Company has reported an EBIDTA of ₹232.42 crore and Net Profit attributable to shareholders of the company amounted to ₹64.60 crore as against ₹258.13 crore and ₹82.18 crore respectively in the corresponding quarter of the previous year. The company has reported an EPS of ₹1.06 as against ₹1.37 in the corresponding quarter of the previous year.

The operating results of this quarter and six months period ended 30th September, 2020 are not comparable with the corresponding periods of the previous year, since the operations continued to be impacted by measures to contain COVID-19 pandemic. The execution of projects has gathered momentum, though recovery has been gradual and partial.

In the second quarter of the current year, the company has secured orders aggregating to ₹2962.21 crore and the Order Book stood at ₹29361.66 crore as at 30th September, 2020.

Best Wishes

**AR RANGA RAJU**

(A Ranga Raju)



# Guiding Principles in Times of Change

Mr. N Sudhakara Moorthy  
SVP (HR)

Dear Colleagues,

## PRELUDE

Change and uncertainty have always been a part of life, what has been shocking over the last year has been both the quantum and suddenness of change due to the unprecedented COVID-19 global pandemic. We have experienced dramatic and disruptive changes in all spheres of life - personal, social and professional. For many people who are cruising along on placid waters, the wind was knocked out of their sails. Many businesses have drastically slowed down. People were found jobless. Working from Home became the norm in many sectors including the construction industry. What lies ahead is even more dynamic and uncertain.

I would like to use this opportunity to share with you the excerpts from Shri Azim Premji's [Founder Chairman of Wipro Limited] speech which is very apt and relevant even in today's context. I found it very inspiring and thought provoking and believe it to be a Valuable Guidance in Times of Change for each one of us. I hope you will find them useful. This speech was delivered by him as a convocation address some years back at IIM Ahmedabad.

## LESSON - 1

**“Be alert for the first signs of change.”**

Change descends on every one equally; it is just that some realize it faster. Some changes are sudden but many others are gradual. While sudden changes get attention because they are dramatic, it is the gradual changes that are ignored till it is too late. You must have all heard of story of the frog in boiling water. If the temperature of the water is suddenly increased, the frog realizes it and jumps out of the water. But if the temperature is very slowly increased, one degree at a time, the frog does not realize it till it boils to death. You must develop your own early warning system, which warns you of changes and calls your attention to it. In the case of change, being forewarned is being forearmed.

## LESSON - 2

**“Anticipate change even when things are going right.”**

Most people wait for something to go wrong before they think of change. It is like going to the doctor for a check up only when you are seriously sick or thinking of maintaining your vehicle only when it breaks down. The biggest enemy of future success is past success. When you succeed, you feel that you must be doing something right for it to happen. But when the

parameters for success change, doing the same things may or may not continue to lead to success. Guard against complacency all the time. Complacency makes you blind to the early signals from the environment that something is going wrong.

## LESSON - 3

**“Always look at the opportunities that change represents.”**

Managing change has a lot to go with our own attitude towards it. It is proverbial half-full or half empty glass approach. For every problem that change represents, there is an opportunity lurking in disguise somewhere. It is up to you to spot it before someone else does.

## LESSON - 4

**“Do not allow routines to become chains.”**

For many of us the routine we have got accustomed to obstructs change. Routines represent our own zones of comfort. There is a sense of predictability about them. They have structured our time and even our thought in a certain way. While routines are useful, do not let them enslave you. Deliberately break out of them from time to time.



## LESSON - 5

**“Realize that fear of the unknown is natural.”**

With change comes a feeling of insecurity. Many people believe that brave people are not afflicted by this malady. The truth is different. Every one feels the fear of unknown. Courage is not the absence of fear but the ability to manage fear without getting paralyzed. Feel the fear, but move on regardless.

## LESSON - 6

**“Keep renewing yourself.”**

This prepares you to anticipate change and be ready for it when it comes.

Constantly ask yourself what new skills and competencies will be needed. Begin working on them before it becomes necessary and you will have a natural advantage. The greatest benefit of your education lies not only in what you have learnt, but in working how to learn. Formal education is the beginning of the journey of learning. Yet I do meet youngsters who feel that they have already learnt all there is to learn. You have to constantly learn about people and how to interact effectively with them. In the world of tomorrow, only those individuals and organizations will succeed who have mastered the art of rapid and on-going learning.

## LESSON - 7

**“Surround yourself with people who are open to change.”**

If you are always in the company of cynics, you will soon find yourself becoming like them. A cynic knows all the reasons why something cannot be done. Instead, spend time with people who have a "can-do" approach. Choose your advisors and mentors correctly.

Pessimism is contagious, but then so is enthusiasm. In fact, reasonable optimism can be an amazing force multiplier.

## LESSON 8

**“Play to win..!!”**

I have said this many times in the past. Playing to win is not the same as cutting corners. When you play to win, you stretch yourself to your maximum and use all your potential. It also helps you to concentrate your energy on what you can influence instead of getting bogged down with the worry of what you cannot change. Do your best and leave the rest.

## LESSON - 9

**“Respect yourself. The world will reward you on your successes.”**

Success requires no explanation and failure permits none. But you need to respect yourself enough so that your self-confidence remains intact whether you succeed or fail. If you succeed 90 per cent of the time, you are doing fine. If you are succeeding all the time, you should ask yourself if you are taking enough risks. If you do not take enough risks, you may also be losing out on many opportunities. Think through but take the plunge. If some things do go wrong, learn from them. I came across this interesting story some time ago:

## STORY

“One day a farmer's donkey fell down into a well. The animal cried piteously for hours as the farmer tried to figure out what to do. Finally he decided the animal was old and the well needed to be covered up anyway. It just wasn't

worth it to retrieve the donkey. He invited all his neighbors to come over and help him. They all grabbed a shovel and begin to shovel dirt into the well. At first, the donkey realized what was happening and cried horribly. Then, to everyone's amazement he quieted down. A few shovel loads later, the farmer finally looked down the well and was astonished at what he saw. With every shovel of dirt that fell on his back, the donkey was doing some thing amazing. He would shake it off and take a step up. As the farmer's neighbors continued to shovel dirt on top of the animal, he would shake it off and take a step up. Pretty soon, everyone was amazed as the donkey stepped up over the edge of the well and totted off ! Life is going to shovel dirt on you, all kinds of dirt. The trick is to not to get bogged down by it. We can get out of the deepest wells by not stopping. And by never giving up! Shake it off and take a step up !”

## LESSON - 10

**“Never change: your core values.”**

In spite of all the change around you, decide upon what you will never change: your core values. Take your time to decide what they are but once you do, do not compromise on them for any reason. Integrity is one such value.

## LESSON - 11

**“We must remember that succeeding in a changing world is beyond just surviving.”**

It is our responsibility to create and contribute something to the world that has

given us so much. We must remember that many have contributed to our success, including our parents and

others from our society. All of us have a responsibility to utilize our potential for making our nation a better place for others, who may not be as well endowed as us, or as fortunate in having the opportunities that we have got. Let us do our bit, because doing one good deed can have multiple benefits not only for us but also for many others. Let me end my talk with a small story I came across some time back, which illustrates this very well.

## STORY

“This is a story of a poor Scottish farmer whose name was Fleming. One day, while trying to make a living for his family, he heard a cry for help coming from a nearby dog. He dropped his tools and ran to the dog. There, mired to his waist in black muck, was a terrified boy, screaming and

struggling to free himself. Farmer Fleming saved the boy from what could have been a slow and terrifying death.

The next day, a fancy carriage pulled up to the Scotsman's sparse surroundings. An elegantly dressed nobleman stepped out and introduced himself as the father of the boy Farmer Fleming had saved. "I want to repay you" said the nobleman. " Yes," the farmer replied proudly. "I'll make you a deal. Let me take your son and give him a good education. If he's anything like his father, he'll grow to a man you can be proud of you." And that he did. In time, Farmer Fleming's son graduated from St.Mary's Hospital Medical School in London, and went on to become known through-out the world as the noted Sir Alexander Fleming, the discoverer of Penicillin. Years afterward, the Nobleman's son was stricken with pneumonia. What saved him? Penicillin. This is not the end. The nobleman's son also made a great contribution to society. For the nobleman was none other than Lord Randolph Churchill. and his son's name was Winston Churchill. Let us use all our talent, competence and energy for creating peace and happiness for the nation.”

**“Change is the only thing that will never change. So better adapt to it.”**

**“Change is universal...**

**Change is permanent....**

**Be ever willing to change.....**

**For, change alone leads you to success and happiness!!!”**

**“If one desires a change, one must be that change before that change can take place”**



## Azim Premji Quote's

“ Success is achieved twice.  
Once in the mind and the  
second time in the real world

“ When the rate of change outside  
is more than what is inside,  
be sure that the end is near.

“ If people are not laughing at  
your goals, your goals are too small.

“ I strongly believe that those of us,  
who are privileged to have wealth,  
should contribute significantly  
to try and create a better world for the  
millions who are far less privileged

“ Your cannot get into  
business for the fashion of it.



**Mr. RS RAJU**  
Associate Director (F&A)

# GST AUDIT

GST Audit is the process of examination of records, returns and other documents maintained by the GST Registered person. GST Audit ensures correctness of outward supplies /turnover declared, taxes paid, input tax credit availed on inward supplies and other such compliances under GST Act.

In GST regime, the taxpayer is required to self-assess his tax liability, pay taxes and file the Returns. In order to ensure whether the taxpayer has correctly self -assessed his tax liability a robust audit mechanism is essential. Various measures are taken by the Government for proper implementation of GST and Audit is one amongst them.

## TYPES OF AUDIT

Types	Conducted By	When Conducted
Turnover based Audit	Chartered Accountant or Cost Accountant appointed by the taxpayer	If the Turnover exceeds Rs. 2 Crores the taxpayer has to get his accounts & records audited for the Financial Year
General Audit	Commissioner of CGST/SGST or any Officer authorized by him	On order of Commissioner by giving 15 days prior notice
Special Audit	A Chartered Accountant or Cost Accountant, nominated by Commissioner	On order of Deputy/ Assistant Commissioner with prior approval of Commissioner

## A. TURNOVER BASED AUDIT

Every taxable person whose turnover during a financial year exceeds the aggregate turnover of Rs. 2 Crore shall get his accounts audited by a Chartered Accountant or a Cost Accountant.

A proprietor, Partner or Board of Directors in case of a Company should appoint the GST Auditor at the beginning of the Financial Year. The following documents are to be filed electronically by 31st December of the next Financial Year:

1. Annual Return in Form GSTR-9
2. Certified Reconciliation Statement in the form GSTR-9C, reconciling the value of supplies declared in the return with the Audited Annual Financial Statement.

## Aggregate Turnover is calculated as follows:

Aggregate Turnover = Value of all taxable (inter-state and intra-state) supplies + Exempt supplies + Export supplies of all Goods and Services.

The Total Turnover calculation must be PAN-based, which means that once the turnover under the PAN is more than Rs. 2 crores all business entities registered under GST for that PAN will be liable for GST Audit for a Financial Year.

## Important Records to be maintained:

In general the following records or documents will be reviewed during the Audit:

- i. Sales Register, Turnover Reconciliation as per Books of Accounts / General Ledger tallying with GSTR-1 and GSTR-3B.
- ii. Exempted Supplies like O&M Supplies for which ITC is not to be availed.
- iii. Purchase Register / Expenditure Ledgers
- iv. Stock Register
- v. Trial Balance for the State and Consolidated Trial Balance for all States
- vi. Invoice wise details for input credit availed as per Books of Accounts
- vii. Reconciliation of ITC as per Account Code 6178 with GSTR-2A to be carried on monthly basis by Tax Team i.e., ITC mismatch report which is to be sent to Division F&A for follow with vendors and to ensure for filing of their GST Returns.
- viii. Output tax payable and paid
- ix. E-way bills generated during the period under Audit
- x. RA Bills, Tax Invoices, Input Credit Invoices, Credit Notes, Debit Notes etc.,
- xi. Purchase Orders, Work Orders and Agreements / Contracts
- xii. Tax Audit Report, Cost Audit Report and Internal Audit Reports
- xiii. Reversal of Input Credit if payment not made within 180 days to the vendors but the same can availed on payment to vendor
- xiv. Reversal of Ineligible Input Credit like repairs / insurance to vehicles having capacity of seats less than 13, items of personal consumption etc.



## Review of comments by GST Auditor:

The Auditor must report any tax liability pending for payment by the taxpayer, identified through the reconciliation process and observations made on GST audit. Taxpayers can settle taxes as recommended by the Auditor in Form DRC-03.

## Submission of GST Audit Report:

The finalized GSTR-9C can be certified by the Chartered Accountant who conducted the GST Audit. The following must be reported and certified by the GST Auditor:

- i. Whether or not all the requisite accounts or records are maintained
- ii. Whether or not the Financial Statements are prepared as per the Books of Accounts maintained at the principal place of business or additional place of business of the taxpayer.
- iii. Certify the accuracy of information in GSTR-9C
- iv. To list down the Audit observations or comments, if any

## Penalty for not submitting GST Audit Report:

There is no specific provision. Hence, it is subject to a general penalty of Rs. 25,000 for non-submission of the Audit Report within specified time.

## Rectification of the Monthly Return

If any taxable person, discovers any omission/incorrect details after furnishing Monthly Return, he can rectify the same subject to payment of interest. However, no rectification will be allowed after the due date for filing of the Return for the month of September or second quarter as the case may be, following the end of the financial year or the actual date of filing of the relevant Annual Return, whichever is earlier.

## B. AUDIT BY TAX AUTHORITIES

- The Commissioner of CGST/SGST or any officer authorized by him may conduct an Audit of a taxpayer.
- A notice will be sent to the auditee at least 15 days before.
- The Audit will be completed within 3 months from the date of commencement of the Audit.
- The Commissioner can extend the Audit period for a further six months with reasons recorded in writing.

The taxable person will be required to:

1. provide the necessary facility to verify the Books of Accounts/other documents as required



2. to give information and assistance for timely completion of the audit.

On conclusion of the Audit, the Officer will inform the taxable person within 30 days of:

- the findings,
- their reasons, and
- the taxable person's rights and obligations

If the Audit results in detection of unpaid/short paid tax or wrong refund or wrong input tax credit availed, then demand and recovery actions will be initiated.

## C. SPECIAL AUDIT

The Assistant Commissioner may initiate the Special Audit, considering the nature and complexity of the case and revenue involved. If he is of the opinion during any stage of scrutiny, inquiry or investigation that the value has not been correctly declared or the wrong credit has been availed then Special Audit can be initiated. A special audit can be conducted even if the taxpayer's books have already been audited before. The Assistant Commissioner, with the prior approval of the Commissioner, can order for Special Audit. The Special Audit will be carried out by a Chartered Accountant or a Cost Accountant nominated by the Commissioner. The Auditor will have to submit the report within 90 days. This may be further extended by the tax officer for 90 days on an application made by the taxable person or the Auditor. The expenses for the Audit including the Auditor's remuneration will be determined and paid by the Commissioner. The taxable person will be given an opportunity of being heard in findings of the Special Audit. If the Audit results in detection of unpaid/short paid tax or wrong refund or input tax credit wrongly availed then demand and recovery actions will be initiated.

In view of the above various types of GST Audit Systems, it is required to maintain the proper records and documents accurately at Project Site as well as at RO/HO in order to make GST compliance and to avoid action under penal provisions.



Date	Learning Programmes	▼ OCT
1	Leveraging Technology for Collaboration and Control in Roads & Highways Projects	
6	Indian Construction & Mining Equipment Industry Outlook	
10	Vedanta - Achieving Human Potential	
14	Rework hurts people and projects	
15	3D Virtual Infratech International Expo 2020	
17	Advances in Evaluation of Precast Building Technologies in Housing	
17	Turn Setbacks into Comebacks	
20	Atal Tunnel - A story of braving multi-dimensional complexities in Civil Engineering projects"	
22	Construction Disputes - Expediting Justice	
24	Ready mix concrete	
27	Financial Management and Cash Flow in Construction Projects	
28	Illness to Wellness - Digestive Health In COVID-19 Era	
30	Fiber Reinforced Polymers for Retrofitting of Structures	
31	3 Pillars of QA/QC of Ready Mixed Concrete	

Date	Learning Programmes	▼ NOV
5	Cost Optimisation in Construction	
7	Passive Fire Protection: Understanding Compliance to Code	
7	Ready-Mix Concrete vs. Site-Mix Concrete	
7	Railway Tunnels - Design and Operation - Basics and General	
8	Role of QS in Construction Industry & Contract Claims and Administration in Construction Project	
21	Pavement Management System	
26	How to Manage Construction Delay and Change Risks in India	
28	Accessibility standards for persons with disabilities (Harmonised Guidelines and National Building Code Part 3, Section 13 and Annexure B)	
28	Health Safety & Environment in Readymix Concrete	
28	Application of Artificial Intelligence to Prediction of Properties of Concrete	

Date	Learning Programmes	▼ DEC
3	Constructible BIM for AEC: The future is connected construction	
5	Application of NDT in Structure Evaluation	
7	Challenges in the construction of tall Bridges in the North East	
9	People's Behavior and Attitude Analytics	
10	Trends in Concrete Pavements	
12	Fundamentals of Concrete Roads for Sustainable Development	
10	Ethics in Road Design and Construction	
10	Impact of COVID-19 during Winter & Air Pollution	
15	Managing Change at Work - for those who are looking for Meaningful Changes and Outcomes	
15	The COVID-19 Crisis: A Perspective from India	
15	Webinar on e-Invoicing under GST	
15	Reimagining Finance - Transformation to the Next Normal	
21	Mentoring SMPs - Internal Audit	
23	Midlife Behaviors, Attitudes & Transformations	
26	Durability of Structural Concrete	
30	Emotional Wellness at Workplace	

*Welcome* 



**Mr. Kala Venkata Mrutyum Jaya Prasad** has joined NCC as General Manager (Tech.) in Buildings Division at Corp. Office. He obtained Masters in Structural Engineering from Osmania University. He was previously associated with Gayatri Projects Ltd and Madhucon Projects Ltd.



**Mr. Geddam Kishore Kumar** has joined NCC as Assistant General Manager (Contracts) in Buildings Division at Corp. Office. He obtained Diploma in Electrical & Electronics Engineering from State Board of Technical Education & Training, AP. Mr. Kishore was previously associated with Tata Projects Ltd and L&T Ltd.





Mr P Narasimhan, CGM (Accounts), SPAG-SHAR, Sriharikota, being felicitated by Mr. ASN Raju, Director



Ms N Durga Rani, JGM/Executive Assistant to MD, being felicitated by Mr. A Ranga Raju, MD



Mr CHSN Murthy, DGM (Accounts), RO Patna, being felicitated by Mr. ASN Raju, Director



Mr. A Ramesh, Sr. Manager (Stores), AIIMS-Bilaspur, being felicitated by Mr. GRK Reddy, VP (Tech.)



Mr. P Sai Krishna, Chief Manager (Accounts), Corp. Office, being felicitated by Mr. RS Raju, Associate Director (Finance)



Mr. D Satyanarayana, Sr. Asst. (Admin), being felicitated by Mr. BMK Raju, GM (Admin.)



Mr. SVN Bhanoji Rao, VP (Finance), Corp. Office, being felicitated by Mr. YD Murthy, Executive VP (Fin.)



Mr. Ch. Srinivasa Rao, Manager (EDP), AIIMS, Guwahati, being felicitated by Mr. Biswajit Sarma, DGM (Tech.).





**Mr. VJ Thomas**, Sr. Foreman, DLIS-3 (Pkg-4)



**Zakeer Hussen Hasan Sab Hosalli**, Foreman (G5), NMSCE Pkg III Section-1, Amravathi Dist., Maharashtra



**Mr. Madhan Sridhar**, Jr. Foreman (Electrical), CWS-Shankarpally



**Mr. B Srinivas**, Assistant (Admin), Corp. Office, being felicitated by **Mr. BMK Raju**, GM (Admin)



**Mr. P Paramesh**, Sr. Project Manager, GVMC-ADB-24X7 WSP, being felicitated by **Mr. M Jayashankar**, GM



**Mr. V Srinivasulu**, Project Mgr, TDWSO (Water), being felicitated by **Mr. R Purnachandra Rao**, Project Manager (W&E), Hyderabad



**Mr. Akram Laiq**, Project Manager, Mandalgarh 315 village



**Mr. V Srinivasulu**, Manager (Accounts), Corp. Office, being felicitated by **Mr. RS Raju**, Associate Director (F&A)



**Mr. GVSN Prakash**, Manager (A/cs), RDC Kurnool (W&E) project



**Mr. V Sri Hari**, Dy. Manager (EDP), Corp. Office, being felicitated by **Mr. Sudhakar James**, Sr. GM



**Mr. KV Vara Prasad**, Dy. Manager (Accounts), AIIMS, Guwahati, being felicitated by **Mr. MSANB Srinivas**, CGM (Tech.)





**Mr. Nisar Mohiddin**, Dy. Manager (EDP), RDS Kurnool (W&E) project



**Mr. K Mohd Rafi**, Sr. Engineer (Elect.), BESCOM-Jayanagar, Bangalore



**Mr. P Srinivasa Rao**, Asst. Manager (System Admin), Electrical Divn., Corp. Office



**Mr. UV Raju**, Asst. Manager (Materials), RO Patna



**Mr. U Jayachandra**, CGM (Materials), Electrical Divn., Corp. Office, being felicitated by **Mr. AVN Raju**, Director



**Mr. Rajasekhar Bellapu**, GM (Tech), Regional Incharge, RO Patna.



**Mr. K Ramasubramanian**, JGM (Tech), W&E-HO, being felicitated by **Mr. V Radhakrishna**, Director (Projects)



**Mr. Hemanta Kumar Tripathy**, Manager (Accounts), Samajwadi Awas Yojana, UPHB



**Mr. Sahadeb Biswal**, Sr. Engineer (QS), DMAA project, Ballari, being felicitated by **Mr. K Srinivasa**, Project Manager



**Mr. R Girish Kumar** (right), Sr. Engineer (Mech), TDWSP - Warangal Metro Segment Project



**Mr. Srihari Varma**, Dy. Manager (Accounts), being felicitated by **Mr. RS Raju**, Associate Director.





**Mr. Bikash Kumar Pradhan**, AE (Mech.), Shakti bhawan



**Mr. Sudhakar Mohapatra**, Asst. Engineer (Elect.), Shakti bhawan



**Mr. M Nagesh**, Asst. Engineer (Electrical), Corp. Office, being felicitated by **Mr. BVV Satyanarayana**, VP



**Mr. Siddharth Agarwal**, AM (Accounts), Mandalgarh-315 Villages



**Mr. Y Chandra Sekhar**, Asst. Manager (Finance), Corp. Office, being felicitated by **Mr. YD Murthy**, Executive VP (Finance)



**Mr. Binod Kumar Baral**, Asst. Manager (Admin), IIT Ropar 1C



**Mr. Pramod Kumar Singh**, Foreman (G5) NMSCE Pkg III Section-1, Amravathi Dist., MH



**Mr. Ashok Reddy**, Jr. Foreman UPHB, Bhagirathi, Lucknow



**Mr. Dinabandhu Rana**, Jr. Foreman, NMSCE PKG III Section-1, Amravathi, MH, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



**Mr. Ganesh Chandra Apato**, Jr. Foreman (Elect) AIIMS, Guwahati, being felicitated by **Mr. Biswajit Sarma**, DGM (Tech.)



**Mr. N Bhaskar Dora**, Operator, Batching Plant, AWS Durgapur



**Mr. J Naresh Kumar**, Driver, Corp. Office





We are happy to inform you that NCC Ltd. has launched “PROJECT UNNATI”, a “Digitization and Operational Excellence” Initiative on the 4th of February 2021. This initiative is in partnership with M/s Accenture. The inauguration took place at the Training Hall in NCC House, Hyderabad, and was attended by senior colleagues from NCC and invitees from Accenture in person and virtually.

The programme started ceremonially, by lighting of the lamp by **Sri AAV Rangaraju**, Managing Director, **Sri AVN Raju**, Whole-time Director, **Dr. AS Durga Prasad**, Independent Director, **Sri Sanjay Dawar** and **Sri Raghu Gullapalli**, Managing Directors’ of Accenture while **Ms. Sashikala** rendered a devotional song invoking the blessings of Lord Ganesha. Thereafter, the Managing Director inaugurated the **Project UNNATI - Digitization and Operational Excellence** initiative of the company.

- **Dr. AS Durga Prasad**, set the tone for the event with his insightful remarks about the importance of Commitment, Conviction and Ownership in the execution of an ambitious initiative such as Project Unnati. He likened the partnership between NCC and Accenture to a marriage.
- **Sri AVN Raju**, underscored the need for a change of mindset coupled with a lot of enthusiasm in the people as the key elements for the success of an initiative like Project Unnati. He compared the digital tools to binoculars which evolve clarity in what we see, helping us to get better insights. He added that Practice and Continuous Development as essential ingredients.
- **Sri Arindam Das**, VP, Digitization and IT, provided a comprehensive overview of Project Unnati and stressed the



need for both NCC and Accenture to work as 'One Team'. He mentioned that the key is to bring in changes for a purpose and not just for the sake of change.

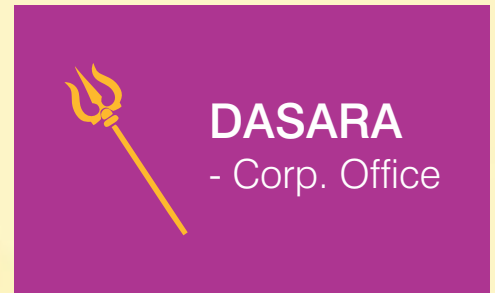
- **Sri Sanjay Dawar** called the partnership a strategic one and said that support from the top leadership and alignment of incentives to the achievement of project objectives as the imperatives for the success of the project. He highlighted Accenture's approach of 'I do, We Do, You Do' over time.
- **Sri Raghu Gullapalli** added that Accenture would strive for 'Simplicity, Useful Insights and Scalability' in everything it does in this project enabling the growth of NCC.
- **Sri RS Raju**, Associate Director, elucidated attendees by delving into the meaning of "Unnati," as meaning Progress, Advance and Elevation which he then tied to the objectives of the project - increased in Revenue and Savings and the implementation of improved processes. These will take the organization to the Next orbit of Growth. He appealed the project team to maintain the same level of enthusiasm from the beginning till the end of the project.

- **Sri Yashesh Kampani**, Managing Director at Accenture, participated in the event virtually from Singapore. He said that both NCC and Accenture are starting the year from a position of strength to leverage the opportunities. He said Unnati is a fairly Unique and Bold project and shared his conviction that Project Unnati is worthy of becoming a Global Case Study.

- **Sri N B Raju**, EVP - Materials, offered total support from his team for the initiative, while emphasizing the importance of Procurement as one of the primary focus areas of Project Unnati.

- **Sri Raghu Alluri**, Director-Operations, welcomed Accenture to the NCC family and expressed his desire for a long-lasting association between the two organizations.

The event was concluded by a vote of thanks from **Sri N Sudhakara Moorthy**, SVP HR. He thanked the Directors for seeding and conceiving the idea of Project Unnati, the Project Committee for making Project Unnati initiative a reality, and the Accenture Team for Partnering with NCC. He thanked all the invitees and colleagues for participating and making the event a success. He ended by saying that today is an eventful day. The journey to realize our vision of Project Unnati begins Now!!



The Accounts Team at Corp. Office, felicitating **Mr. Krishna Rao** on his elevation as CFO





**Durgamata Pooja - CWS Site, Hyderabad**



**1000 Nos. PPE kits** were donated to Assam Medical College, Dibrugarh for front line workers. **Mr. Manoj Kumar Chowdary**, Sr. PM, Tinsukia medical college site, Assam, seen handing over the PPE kits. This was received by **Principal & Addl. Superintendents** of Assam Medical College, Dibrugarh



**Mr. Sumit Roy**, HR, Corp. Office, received NPTEL Online Certification

**Mr. RS Raju**, Associate Director (F&A), received the **"Telangana CFO Leadership Award"** The Telangana CFO Leadership Awards are intensely researched process undertaken by the research cell which consists of Post Graduates in History & Management with over 5 years research experience post their studies. It is the iconic job of the research cell to produce a shortlist of Organizations who are doing extraordinary work and track the record of their achievements. The shortlist is then reviewed by a Jury comprising of senior professionals from across the globe



ISO 9001 : 2015



ISO 14001 : 2015



ISO 45001 : 2018

**NCC has received the following IMS Certificates from TUV.** These certificates are valid from 31<sup>st</sup> Oct 2020 to 30<sup>th</sup> Oct 2023.



# ENVIRONMENT HEALTH & SAFETY



**Gandhi Jayanti - Swachh Bharath Abhiyan Campaign - Nagpur Metro.**

**Mr. Ramtekar**, Executive Director and **Mr. Gurbani**, Executive Director, Maha Metro participated in the event





**Safety Awareness Programs** - RPWS Project, Kusumi Block, Rangraipur, Odisha



**Tool box talk (TBT) meeting** - RPWS Project WTP, Sukinda-2, Jeypore, Odisha



**EHS Training Programs** - RPWS Project, Sukinda -2, Jajpur, Odisha



**EHS, Tool box talk (TBT) Meeting** - RWWS Project, Chhindepada, Angul, Odisha



**Staff safety awareness program** - RWWS Project, Chhindepada, Angul, Odisha.



**Safety award** received from Chennai Metro Rail Limited for the month of September 2020





**Dr. Venugopal Gouri**

Gouri Homeo Healthway, Gachibowli

# HOMEOPATHY: MEDICINE FOR ALL TIMES

**H**ealth is a state of complete, physical, mental and social well being and not merely lack of disease of infirmity as the World Health Organization categorically says. Mankind through evolution has sought meaning and solace to get back to shape and be a productive human being. When the medicine of the 17th and 18th centuries was as painful as the disease itself the genial Physician of the times felt offended with the scheme of things and got back to translating old texts from Latin and German to English to make a living and incidentally stuck on the principle of “Similia Similibus Curentur” which would be the bedrock of the homeopathic science for centuries to come. The spark of wisdom occurred to Dr. Samuel Hahnemann in 1790 and lo, Homeopathy was born.

‘Homeopathy’ is a German word which means ‘homos’ i.e., similar; ‘eo’ as symptoms and ‘pathos’ as suffering. It is a science wherein a patient suffering with a set of symptoms when treated with a substance that produces a similar set of symptoms; gets rid of the symptoms and disease itself. The medicine of the times was into blood-letting and purging which only made the patient much weaker and spoilt than when he had started the treatment. Dr. Hahnemann a Physician himself gave up the therapeutics and was translating the old texts of Galen when he chanced upon the principle of similia. While chewing on the bark of a cinchona plant during his times of deep and meandering thoughts developed chills in a couple of days and then attempted to give the same bark to a patient with malaria and he got cured. The keen observer in him so surmised that since the bark was producing chill like symptoms and when indicated to a patient of malaria with similar symptom of chills, the patient was rid of the disease and the texts of Galen overwhelmed his thoughts.

**D**r. Hahnemann soon realized that the substances with similar symptoms were in a crude form and would have their own side effects. So he attempted the same effort by diluting the crude form which had the medicinal properties. The scientist in him was wide awake as he realized that the further the dilution of the substance, the action of the medicine got that much better! So he began to dilute in a graded form and could conclude that the greater the dilution, the medicine had no side effects and acted swiftly. Today the dilutions are so far and stretched that a homeopathic medicine is a challenge to the chemists of the day as they are beyond the Avagadro’s number! (When you divide a molecule by  $6.023 \times 10^{23}$  times, there is no further evidence of the substance itself.) So, scientists say that homeopathy cannot possibly work at all! For example once a homeopathic remedy is at the 15th dilution there is no evidence of original particle in it but behold; the usual prescription starts at the 30th dilution and 1000th and 10000th dilutions are an everyday affair.

But then the science of Homeopathy is unique and great in the sense that the advancement of science and allied fields of medicine has only helped understand Homeopathy better and no new wisdom has worked up any reasoning contrary to it. For example when the sceptics of the day have said that this medicine could help the individual more on the mind and work through the ‘placebo effect’ the followers of Hahnemann helped cure poultry and animals with homeopathic remedies rubbing any placebo effect.

- The science of pathology has helped Homeopathy by studying the tissues that were affected and how they spring back to health after application of the simple remedies.
- Immunologists studied the immunoglobulins and other biological events crusing to normalcy even as the patient is turning symptom and disease free.
- The science of Radiology has measured various growths and tumours reduce in size.
- Chemical-Physics and Biophysics have studied the dynamic action of the dilutions in cells, tissue and in-vitro studies and made favourable suggestions to the remedies.
- Nano technology of the day has done its bit too. They were able to study the structure of the diluted homeopathic medicines and show the hormetic, biological effects of the nano particles that proves beyond doubt the reason for the medicinal properties.

- Last but not the least, the well-described observations of Homeopathy are reproducible even to the diehard critic that snatches away any bias at one stroke.

Now that the body has got a clue about the disease with which it is under stress and when the body's healing immune mechanism is helped with the new symptoms of the remedy; the immune system gets sensitized and is all set to subdue the disease in question. This is how the innate healing powers of the human body are invigorated and get to face the ailment in quick time. The beauty of homeopathic prescription is that it constitutes physical, mental and emotional symptoms of the patient. So apart from curbing the disease if there is any system of therapeutics that gives importance to 'Quality of Life', it has to be Homeopathy!

Homeopathy has always been under duress right from the time of the founder, Hahnemann. He was hounded by many authorities which went contrary to the medical establishment of the times. He was not the one to be subdued though with the relieved patients doing the talking and was back in vogue in no time, even as he was being celebrated over France and Germany apart from the other countries of Europe in the 17th and 18th centuries. He always relied on the truth, much like the Gandhis and Mandelas of our times and came out with his "Medicine of experience". Having said that he was always open to criticism and suggestions and took no time to amalgamate them into his practice with an open mind. He compounded guidelines to practicing homeopathic medicine and in between 1810 and 1842 by the time of his demise he amended and made valuable additions to his treatise, "Organon of Medicine" which is a Bible for homeopaths of the day good two and half centuries later. While the science of the day is still on its wits end only to agree with him.

- Homeopathic medicines are sourced from plants, animals, chemicals, minerals, healthy tissues, infected tissues and even imponderabilia like even X-rays, electricity, magnets etc. Since they all go through the refinement, dynamization and only the active principle remains while the

toxins are flushed out during the process, the patient taking those medicines does not have any side effects. No wonder, sceptics find homeopathy to be, 'too good to be true'!

The best part is that homeopathic medicines do not come in the way of action of the other systems of medicine and it would be helpful to let your Doctor know the same though. They do not interact as such.

- These remedies are safe for all ages, sexes and women during pregnancy too.
- Most of the homeopathic remedies are in the form of pills which are made from the by-product of sugar cane and have a sweet taste and palatable for all.
- There is also a myth that homeopathic medicines are slow acting. It is not true at all. Medicines act swiftly. For example the results in infectious diseases, fever, pain etc. are right away. If the medicine indicated is right, any fever should come under check within 24 hours of prescription. It is only metabolic diseases like Diabetes, Hypertension etc. that take time and more so that is because it is the nature of the disease than the treatment itself. The results are in the there in the blood reports to see in the next two to three days.
- There is also another misconception that there is an initial aggravation of the symptom of the patient once homeopathic medicines are administered and the the patient gets better which is totally false and does not happen at all.

Homeopathic Medicine is a safe option in both acute and chronic conditions. As a matter of fact when the remedies are indicated in acute conditions it is also a time when the immune mechanism is geared up to fight the offender right away and the modulating action of homeopathic remedies comes in handy giving an imminent and good result. Not to speak of the chronic conditions where the patient starts to get better and gradually gets rid of the condition. The best part of treatment is that over a period of time the patients need to depend less on other systems of

medicine. There is a lesser chance to fall sick when compared to before and lesser sick leaves as there is a general improvement in health. The susceptibility to disease and the same triggers that would lead one to sickness reduce in intensity and frequency before they all subside.

Homeopathy can be of a great use in primary health concerns and can significantly cut down the need for antibiotics. Since there are no side effects of the drug, the patient gets better that much more easily.

- It is easier to administer the medicines to children and is of great use in infections. Behavioral disorders of children can be addressed well too.
- Respiratory infections, allergies and condition of the breathing mechanism can all be corrected easily.
- Skin conditions respond very well to these medicines.
- Gastro intestinal conditions like gastritis, ulcers, liver diseases, ailments of the large and small intestines can all be addressed.
- Women find solace for their conditions of menstrual disorders, infertility hot flashes, labor lactation etc.
- Diseases of the circulatory system of the heart and blood vessels get help with these remedies.
- Metabolic diseases like diabetes, high blood pressure, hypothyroidism, increased lipid levels etc. can all find their remedy in this system of medicine.
- Osteoarthritis, fibromyalgia and other connective tissue disorders etc. can all be helped.
- Certain neurological disorders like Parkinsonism, Alzheimers' can all be halted.
- Auto immune diseases like Rheumatoid arthritis, scleroderma can all be addressed well.
- Homeopathic medicine also can work as a complementary medicine in various ailments.



## SALIENT FEATURES OF BOW STRING GIRDER

<b>Client</b>	: Western Coalfields Limited (Subsidiary of Coal India Limited)
<b>Bhoomi Pooja</b>	: 21-11-2020
<b>Project Period</b>	: 69 months
<b>Scope of Work</b>	: a) Removal of Over Burden : 936.61 LBCM b) Extraction of Coal : 195.73 LBCM
<b>Value of Project</b>	: Rs. 983.37 Crores incl. value of GST.
<b>Equipment used</b>	: Shovels of 3.10 Cum Bucket Capacity, Tipper of Carrying Capacity of 18 Cum to 23 Cum, Dozers, Graders, Drills, Water Sprinklers etc.
<b>Location</b>	: Makardhokra-I OCM of Umrer Area, Dist. Nagpur, Maharashtra State.

## Bhoomi Pooja







# IGNORING THE 'NOISE'

by Ms Deepa Kiran - Story teller

**Deepa Kiran** wears many hats. She is a professional storyteller, trainer, educationalist, writer, independent research scholar and voice-over artist! She has worked with close to 100,000 children and young adults, and over 15,000 educators/ parents/ corporate employees in India and other countries.



Once upon a time the frogs in the jungle decided to have a race. They wanted their share of attention like all the other animals. This was a very special race therefore. The frogs had to climb up an abandoned palace at the far end of the jungle. On the decided day and time, all the animals showed up and were cheering the frogs as they raced. No sooner had the race started than zudup dubuk...the frogs began to slip and fall off the smooth and slippery surface of the palace wall.

The audience-animals began to fear for the safety of the racing frogs and instead of shouting cheers they started yelling out warnings. "Hey come back. It's not safe. You'll fall, tear and die!! Come back come back come back!" They chanted louder and louder. Soon all the frogs slowly slid back down to safety. All but one! This one kept climbing on and on relentlessly without looking back, it climbed higher and higher until it finally made it to the top. It had won the race! What did all the animals below do? They cheered of course.

The vulture who was the empire for the race, flew up to the palace top and asked the winner frog "What is the secret? "Despite the danger, despite all the warnings you still went on and on. You did not hesitate. You did not look back and give up. Tell us. What is the secret of your courage, of your success?"

The winner frog stared at the vulture and poked its ear up and said "Eh!?"

You see it could not hear 😊

\*\*\*\*\*

That has been my policy in life when it comes to people who pulled me down, people who tried to instill fear, those who discouraged. Turn a deaf ear to the naysayers. We talk of many qualities related to progress in which this is also an important quality. We must focus going ahead at the same time it is equally important to be aware of that which pulls us down. For one we are aware we can stay away from it. And save ourselves from falling down the pit of discouragement.

My profession is one which was pretty much unheard especially when I was taking it up professionally in 2008. Yes, I tell stories. I narrate them orally onstage. I do not read from a book. I make eye-contact with the audience and share the story from my memory flowing out of my heart. I knew this is what I wanted to do and as you can imagine it was not easy convincing those around me.

So I made a conscious decision to 'turn a deaf ear' to the negativity whether at home or outside. Family is sometimes anxious about your future and might unintentionally spill their anxiety over to us and dampen our spirits. And outsiders can of course be harsh at times, ridiculing us for our 'silly' life decisions. I remember being introduced as, "Arre... You know she tells stories! We also tell no? Ha

ha!" The tone, expressions and the following laughter was to confirm their opinion: what a joke me and my life choices were.

Today I have travelled to over a dozen countries on invitation to perform at international storytelling festivals. I have travelled the length and breadth of India and had the good fortune of working with urban and rural educational institutions. Consulting and guiding on Story-arts based way for learning English.

The opportunity to train over 75,000 educators has been a deeply fulfilling and meaningful journey. National awards have been given and many meaningful productive projects too have come my way. Today we have our own trust which has worked with 3000 state government teachers and done residential camps for 1000 children. All the work is related to storytelling.

I have learnt many lessons in this long journey. Among them the most important is to listen to the heart and follow the voice. It will eventually guide you to your path. There will surely be challenges and there may be many of them. But ignoring the naysayers is important. And being ready to face the situations head on is equally valuable for it will certainly bear fruit when the time is right.

Following the heart is like going for a cross-country marathon when others have chosen a 100 meters sprint. It will seem like everyone else is whizzing past you full speed. You will find many reaching their goal and celebrating success, while you are still panting and puffing and chugging along.

However, let's not forget that your goal and theirs is not the same. And let's also remember that the journey and goal are two different things. When we confuse one for the other we get worried about naysayers more. The beauty is in every step of the journey. The goal is just the last step! So enjoy the journey. Enjoy every step of the journey. You are following your heart so every heart beat is filled with the satisfaction of the pursuit. It gives courage and solace to face the down times.

The world is a beautiful place. Apart from the doubters you will also have believers who will come your way to support you, guide you and encourage you. Reach out to these people. Spend more time with them.

When we set our intent with faith, that life will pave the way. It is also true that we will be tested along the way! I learned to trust each moment and to believe in the larger whole. It's like driving a car on a highway at night. In the dark you can only see about 100 meters ahead. But you know which highway you are on and you know where you will reach but you don't know what lies beyond the next 100 meters. That will become visible only as you keep driving.

So let's keep driving, let's trust and cherish the journey.

# Methodology and Work Plan



Mr. Suhas Eklahare,  
Executive Vice President

Dear Project Managers,

I would like to elaborate on above topic in this write up. Methodology means **HOW** the work will be carried out? Which **METHOD** will be used to carry out proposed task? **Work plan** means the number of each type of resource to be calculated considering the available productive time. We carry out many simple actions in daily life-instinctively. We think a little more, to carry out some coordinated actions for better results. However when different individuals, different teams are working to achieve any result- out of the complex set of actions- then the instinctive thinking, relying upon standard output expectations from teams, assuming that they will think same in similar situation is not correct.

To achieve most desirable results, Project Manager should write down and/or approve the methodology and work plan for each activity in the project. This will ensure clarity in thinking, planning and execution.

## The meaning of methodology is:

**How any activity will be carried out?** For example: excavation can be carried out manually, using hydraulic excavators of different types and capacity. Transportation and dumping can be carried out using different types of vehicles like tractors, ordinary dumpers or Hyvas etc.

Essentially it captures the type of resources to be used to carry out any activity like concreting, formwork, Re-bars cutting, bending, transportation, placing etc. etc.

This ensures that there is clarity down the line, to plan and organize for the types of resources desired.

## Work plan means:

**How many resources of different types are required to carry put the required activity as planned in construction program?**

For example if you need to carry out 10000 Cum excavation in soil during monsoon and dump the excavated earth at 5 km distance and complete the work in 20 days-



One needs to calculate the number of working days in 20 calendar days which should account for weekly offs, holidays and loss of working days expected during monsoon. This may lead to say 16 working days.

Efficiency of each type of machinery, equipment considering its condition, some preventive maintenance time, breakdown maintenance time, number of hours permitted to work daily etc. to be calculated to get realistic output of each set and calculate number of sets required to complete the required quantity in given working days.

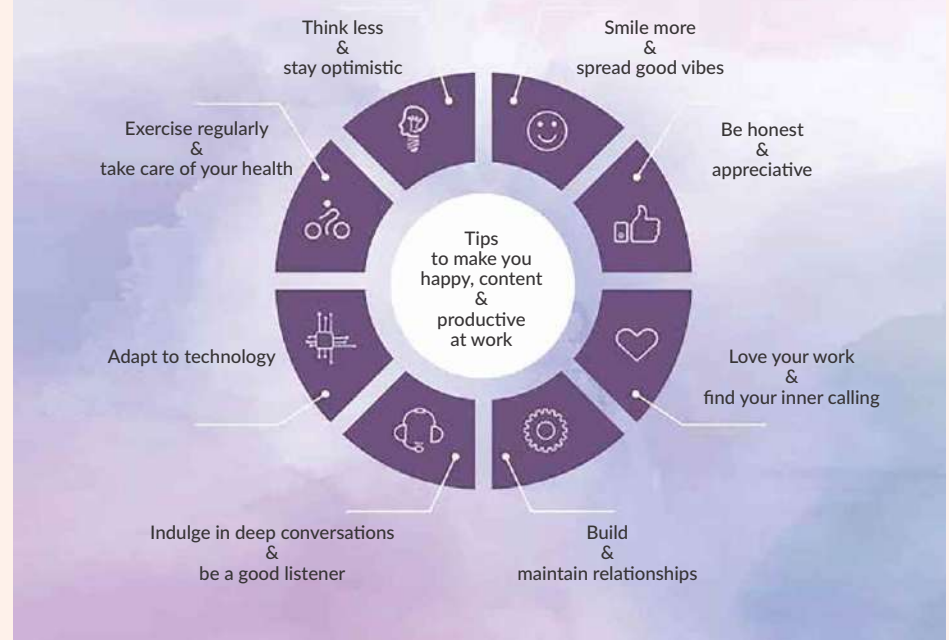
This practice of planning will also lead to better monthly planning of activities to be carried out and result in reduced gap between planned and actual turnover.

Many of the clients insist on Method statement and work plan before they allow the work to start.

It is in our best interest to follow this practice regularly and sincerely.

## Simple hacks to be at your best at work!

Mr. Philip Joshua, Corporate Communications



# Quality Management System concepts in Construction



**Dr. P Haribabu**

Consultant-IMS, Corp. Office

Practice of quality management system in a construction organisation as a strategic management instrument requires the understanding of quality concepts in order to derive benefits from it. The principles of Quality Management Systems regarding quality include the establishment of policies and objectives.

ISO has specifically incorporated the following eight quality management principles namely customer focus, Leadership, involvement of people; process approach, system approach to management, continual improvement, factual approach to decision making, and mutually beneficial supplier relationships into its requirements.

Effective quality management system implementation is to ascertain that work is done according to specifications throughout the project life cycle and ensures that clients' satisfactions are met.

## Benefits of QMS implementation

### Process Improvement and a Factual Approach to Decision Making

Audit processes, management review and improvement processes based on collected data are outlined within a QMS. Improvements are carefully planned and implemented based on facts, using a system of documentation and analysis, to ensure the best decisions are made. Overall communication is enhanced.

### Enhanced Stakeholder Satisfaction

Internal and external stakeholder confidence is increased through the application of QMS principles. Stakeholder satisfaction is ensured by improving consistency of services performed.

## Increased Efficiency

Developing a QMS requires some thought on the scale / nature of the project, the associated processes, and how to maximize quality and efficiency. A fully implemented QMS provides the processes and guidelines to follow, making training, transitions, and trouble-shooting easier.

### The following are the priority wise quality Management implementation concepts in Construction

- Management commitment to quality
- Client satisfaction
- Adherence to certified quality specifications
- Evaluate, select and appropriately exercise control over the capabilities for quality delivery by subcontractors
- Definition, establishment and documentation of quality planning on a project or contract, and also preparation of a quality plan
- Verification of subcontracted work by the client representative is allowed at the premises where specified in contract document
- Conduct receiving inspection and testing of incoming materials and components in accordance with quality plan.
- Control of Quality records
- Inspection control, measuring and testing of equipment prior to use and after use
- Plan design activities by identifying, reviewing, verifying, and validating design input
- Training the team members on quality in construction.
- Conformity or nonconformity of work on the basis of inspection and performance

- Identify, implement and control the application of statistical techniques in quality control
- Corrective and preventive action
- Review, approve and control purchasing documents prior to release
- Handling, storage, preservation and delivery
- Verification control, storage, and maintenance of customer supplied product
- Verification of servicing according to the required specifications
- Re view variation order prior to acceptance and transmit corrected requirements to required functions
- Plan, schedule and assign independent personnel to investigate internal quality audits

## QUALITY CULTURE

Culture and attitude are vital in achieving quality success and should begin with effective quality planning. This comes from training and education, backed by a commitment from the stakeholders to deliver good quality construction. Attitude must start at the top of the organisation, not just the workforce, driving the right behaviour to make sure that high quality is a pre-requisite to a successful project. A focus on creating a culture of quality provides the foundation that fosters the implementation of quality. Assessing the quality culture in the organisation helps identify the extent to which all employees understand the philosophy and approach to quality, as well as the degree to which quality is integrated in everything they do.



# CYCLING IS BAD FOR THE ECONOMY

HUMOUR

## Hilarious but true too



A cyclist is a disaster for the country's economy -

### He does not

- buy a car
- take a car loan
- buy car insurance
- buy fuel
- send his car for servicing & repairs
- use paid parking
- become obese

Healthy people are not needed for economy. They do not buy drugs. They do not go to Hospitals & Doctors. They add nothing to country's GDP. On the contrary, every new fast food outlet creates at least 30 jobs - 10 Cardiologists, 10 Dentists, 10 weight loss experts apart from people working in the outlet. Choose wisely: A Cyclist or a KFC ? Worth thinking about!! PS: Walking is even worse. They do not even buy a bicycle!!

Mr. **M Nanda Kishore**, Sr. Project Manager, IIT Ropar

## BREAD UTTAPAM



### INGREDIENTS (for 4 servings)

Bread slices	8 Nos.
Sooji	200 gms. (approximately)
Curd	100 gms.
Onion	2 finely chopped
Tomato	2 finely chopped
Coriander	1 cup finely chopped
Green Chillies	2 to 3 finely chopped
Salt	as per taste

**METHOD** Soak Sooji for twenty minutes. Drain the water and add all the ingredients (curd, onion, tomato, coriander, green chillies and salt). Give a thorough mix. Take a bread slice, coat it with some sauce of your choice (tomato ketchup or red chilli sauce). On this spread a thick layer of the sooji mix. Heat a tawa, apply some ghee/oil and put the coated side of the bread slice slowly onto it. Let it cook on low flame for 5 to 6 minutes (until the edges become golden brown in colour). Now flip the Uttapam and let it roast. Transfer it onto a plate and serve it.

You can enjoy the yummy, rich and delicious Bread Uttapam (The Indian pizza if you may) with tomato ketchup or red/green chilli sauce (if you prefer to skip the step of applying sauce on the bread). You could also sprinkle oregano and chilli flakes if you like western flavours. **Try it out!**



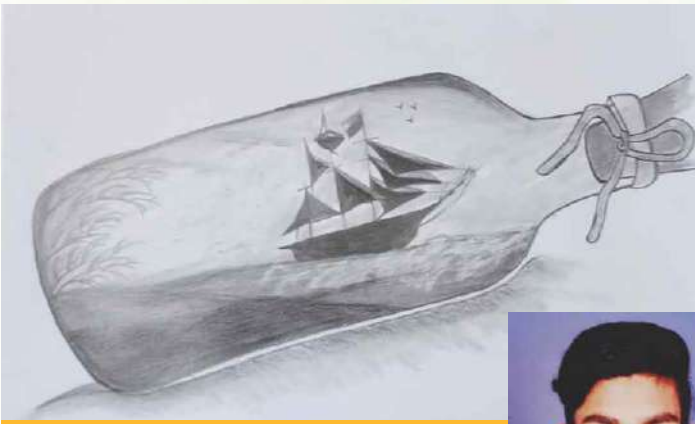
**Lakshmi Shashikala**

Chief Manager (Accounts),  
Corp. Office





**Swapna Rani Sahoo**, d/o. Sisir Kumar Sahoo, Officer (stores) NMSCE PKG III Section-1, Amravati, Maharashtra, got 1st prize in Online dance festival (Kendrapadia Kalakar Group) in Odisha state.



Art by **B Dileep Kumar**, s/o Mr. BA Rama Prasad, Admin, Corp. Office



**Anjali**, 4th class, d/o Chandana Suram, Chief Manager, Internal Audit, Corp. Office.



**Creativity using household utensils - Sai Teja Surathu**, 3rd Class (CBSE), Godson public school, Chennai, s/o Mr. Hema Sankar S, Officer (Accounts), Samruddhi P3 CY, Sultanpur, Amravati, Maharashtra.

# Orders Received

OCTOBER - DECEMBER

WORK	CLIENT	₹ IN CRORES	DIVISION
Construction of AIIMS at Awantipora (KASHMIR), Jammu & Kashmir (on EPC Mode 3 basis). SH: Construction of Hospital Block of 750 beds (G+10), Ayush block (B+G), Night shelter (G+6), Teaching/Academic Block (S+6), Auditorium (S+3), Animal House (G), UG Boy's Hostel (B+S+7), PG Boy's Hostel (S+8), Married Hostel (S+5), UG Girl's Hostel (B+S+6), PG Girl's Hostel (S+6), Nurse's Hostel (B+S+3), Type 2 Residential Quarters (B+S+4), Type 3 Residential Quarters (S+4), Type 4 & 5 Residential Quarters (S+5), Type 6 Residential Quarters (S+6), Type 7 Residential Quarters (B+S+5), Type 8 Residential Quarters (G+2), Guest House/ Multipurpose Gym (B+G+2), Autopsy, Service blocks (ESS, Solid waste Management, Plant room, MGPS, STP/ETP, UGT etc.), Shopping complex/block, Security post, Fire station, Gate house and other buildings/ miscellaneous works including all Civil, Horticulture, Electrical & Mechanical Services and Medical Services	<b>Central Public Works Dept.,</b> Office of E.E. & S.M. AIIMS Awantipora (Kashmir), Srinagar (J&K)	1649.38	<b>Buildings</b>
Construction of Jagannath Ballav Pilgrim Centre, Market Complex and Shree Setu along with extension of Musa River at Puri on Lump Sum Turnkey basis	<b>Odisha Bridge &amp; Construction Corporation Limited,</b> Bhubaneswar	461.25	<b>Buildings</b>
Development and Maintenance of Inter Modal Station at Ajni Railway Station, Nagpur in the State of Maharashtra on EPC mode	<b>National Highways Authority of India,</b> New Delhi	1258.16	<b>Buildings</b>
Design and Construction of Residential Buildings/Towers, Townships, Hospital Augmentation and Environmental Park along with related Common Facilities, Trunk Infrastructure and Utilities including operation and maintenance of selected facilities during O&M Period(s) and Maintenance of Elevators during Elevators' Maintenance Period(s) within Site A & B through Design-Build Works Contract (DB-02)	<b>IHQ Mo D (N)</b> Project Seabird, New Delhi	1472.68	<b>Buildings</b>
Planning, Designing, Construction, Furniture, IT (Networking) and maintenance of Government Medical College at Bhiwani, Haryana Under Department of Medical Education & Research (DMER), Govt. of Haryana, Panchkula, Haryana - 134 115 on EPC Contract Mode - Sub Head: Civil work including Electrical work, Sanitary & Plumbing, Water Supply, Sewerage, HVAC, Fire-Fighting including Fire Protection, Lift, STP, ETP, MGPS, MOT and other allied works etc. (Hospital Block including Supply & Installation of MGPS & MOT) - Package - 1	<b>Chief General Manager (Civil) East-III &amp; North</b> Bridge and Roof Co. (India) Ltd. Kolkata	204.63	<b>Buildings</b>
Planning, Designing, Construction, Furniture, IT (Networking) and maintenance of Government Medical College at Bhiwani, Haryana Under Department of Medical Education & Research (DMER), Govt. of Haryana, Panchkula, Haryana - 134 115 on EPC Contract Mode - Sub Head: Civil work including Electrical work, Sanitary & Plumbing, Water Supply, Sewerage, HVAC, Fire-Fighting including Fire Protection, Lift, STP, ETP, and other allied works etc. (Academic Block, Residential Block along with Medical College) - Package - 2	<b>Chief General Manager (Civil) East-III &amp; North</b> Bridge and Roof Co. (India) Ltd. Kolkata	206.34	<b>Buildings</b>
Asansol Division - Dumka - Additional D.D. Line at Goods shed with provision of wharf	<b>Eastern Railway,</b> Asansol Division	1.38	<b>Railway</b>



WORK	CLIENT	₹ IN CRORES	DIVISION
<p>Job No.(1): Removal of all type of materials (Hard OB) in all kinds of strata by hiring of equipment such as HEMM, excavators, tippers, drills, dozers, graders and water sprinklers including its drilling, excavation, loading, transportation, dumping, spreading, dozing, grading and water sprinkling at specified places as per instruction of Engineer in-charge at Makardhokra - I OCM of Umrer Area. Job No. (2): Removal of all type of materials (BC soil / Soft OB) in all kind of strata by hiring of equipment such as HEMM, excavator, tippers, dozers, graders and water sprinklers including its excavation, loading, transportation, dumping, spreading, dozing, grading and water sprinkling at specified places as per instruction of Engineer-in-charge at Makardhokra - I OCM of Umrer Area. Job No. (3): Removal of all type of materials (OB Rehandling) in all kinds of strata by hiring of equipment such as HEMM, excavator, tippers, dozers, grader and water sprinkler including its excavation, loading, transportation, dumping, spreading, dozing, grading and water sprinkling at specified places as per instruction of Engineer in-charge at Makardhokra - I OCM of Umrer Area. Job No. (4): Evacuation of coal from quarry face and transportation of coal from coal face to coal stock heap no.1 (coal stock yard) / old Mobile crusher/new proposed mobile crusher (to be installed) via weighbridge at surface of the Mine by hiring of equipments such as HEMM, tippers, drill, dozers, grader and water sprinkler including drilling in all kinds of strata, excavation, loading, transportation, dumping, spreading, dozing, grading and water sprinkling at specified places as per instruction of Engineer in-charge Makardhokra - I OCM of Umrer Area</p>	<p><b>The General Manager (CMC)</b> Western Coalfields Limited Nagpur (MS)</p>	983.38	Mining
<p>Contract for Construction of Amilkaur Group of villages + 28 Tube Well Based Water Supply scheme and relevant works including commission and Operation &amp; Maintenance for 10 years of District Banda</p>	<p><b>Executive Director</b> State Water &amp; Sanitation Mission Namami Gange &amp; Rural Water Supply Department (Govt. of UP), Lucknow</p>	847.64	Water
Agra Division	<p><b>State Water &amp; Sanitation Mission</b> Namami Gange &amp; Rural Water Supply Department (Govt. of UP), Lucknow</p>	441.00	Water
Bareilly Division	<p><b>State Water &amp; Sanitation Mission</b> Namami Gange &amp; Rural Water Supply Department (Govt. of UP), Lucknow</p>	2927.00	Water
Lucknow Division	<p><b>State Water &amp; Sanitation Mission</b> Namami Gange &amp; Rural Water Supply Department (Govt. of UP), Lucknow</p>	2927.00	Water
<p>Construction of New 11 KV Feeders for separation of Agriculture Consumers and Associated Works Tender No, SE(T)-03/2018-19 Aligarh Zone (Aligarh, Hathras, Etah &amp; Kasganj Districts) under Uttar Pradesh Power Distribution Rehabilitation Project funded by Asian Development Bank (ADB) on Turn-Key basis</p>	<p><b>Dakhinanchal Vidyut Vitran Nigam Limited, Agra</b></p>	70.44	Electrical

WORK	CLIENT	₹ IN CRORES	DIVISION
Construction of New 11 KV Feeders for separation of Agriculture Consumers and Associated Works Tender No, SE(T)-04/2018-19 Kanpur Zone (Kanpur Dehat, Etawah, Auraiya & Farrukhabad Districts) under Uttar Pradesh Power Distribution Rehabilitation Project funded by Asian Development Bank (ADB) on Turn-Key basis	<b>Dakhinanchal Vidyut Vitran Nigam Limited,</b> Agra	72.79	<b>Electrical</b>
Construction of New 11 KV Feeders for separation of Agriculture Consumers and Associated Works Tender No, SE(T)-06/2018-19 Jhansi Zone (Jhansi, Jalaun and Lalitpur Districts) under Uttar Pradesh Power Distribution Rehabilitation Project funded by Asian Development Bank (ADB) on Turn-Key basis	<b>Dakhinanchal Vidyut Vitran Nigam Limited,</b> Agra	56.50	<b>Electrical</b>
Construction of New 11 KV Feeders for separation of Agriculture Consumers and Associated Works Tender No, SE(T)-07/2018-19 Banda Zone (Banda, Chitrakoot, Hamirpur and Mahoba Districts) under Uttar Pradesh Power Distribution Rehabilitation Project funded by Asian Development Bank (ADB) on Turn-Key basis	<b>Dakhinanchal Vidyut Vitran Nigam Limited,</b> Agra	59.55	<b>Electrical</b>
Construction of new 11 KV Feeders for separating the agriculture and non-agriculture consumers on turnkey basis for existing 11 KV Feeders at different 33/11 KV substations in Bulandsshahr zone (District Bulandshahr & Hapur) against tender specification no. PVVNL-MM/MT/ADB/79/18-19 under Uttar Pradesh rehabilitation project funded by Asian Development Bank	<b>Pashchimanchal Vidyut Vitran Nigam Limited,</b> Meerut	167.34	<b>Electrical</b>
Construction of new 11 KV Feeders for separating the agriculture and non-agriculture consumers on turnkey basis for existing 11 KV Feeders at different 33/11 KV substations in Meerut zone (District Meerut & Baghpat) against tender specification no. PVVNL-MM/MT/ADB/80/18-19 under Uttar Pradesh rehabilitation project funded by Asian Development Bank	<b>Pashchimanchal Vidyut Vitran Nigam Limited,</b> Meerut	68.33	<b>Electrical</b>
Construction of new 11 KV Feeders for separating the agriculture and non-agriculture consumers on turnkey basis for existing 11 KV Feeders at different 33/11 KV substations in Saharanpur zone (District Saharanpur, Muzaffarnagar & Shamli) against tender specification no. PVVNL-MM/MT/ADB/81/18-19 under Uttar Pradesh rehabilitation project funded by Asian Development Bank	<b>Pashchimanchal Vidyut Vitran Nigam Limited,</b> Meerut	141.23	<b>Electrical</b>
Construction of new 11 KV Feeders for separating the agriculture and non-agriculture consumers on turnkey basis for existing 11 KV Feeders at different 33/11 KV substations in Moradabad zone (District Moradabad, Bijnor, Rampur, Sambhal & J.P. Nagar) against tender specification no. PVVNL-MM/MT/ADB/82/18-19 under Uttar Pradesh rehabilitation project funded by Asian Development Bank	<b>Pashchimanchal Vidyut Vitran Nigam Limited,</b> Meerut	183.01	<b>Electrical</b>
Integrated development of Kokapet layout including construction of Trumpet and Interchange at Narsingi	Hyderabad Metropolitan Development Authority, Tarnaka	264.75	<b>Transportation</b>



**Q: Since how long are you associated with NCC? Please share a few experiences and a few memories with samashti?**

I have been associated with NCC Ltd., for more than 28 years

I joined NCC Ltd., in February 1992, started my career as Supervisor (Projects) at LIC Projects, Bangalore. Later i shifted to the stores department in the year 1994 at KHB, Mysore project as Officer (stores). Since then I have been taken up various roles in various projects including some prestigious projects like MJP, Korba & RVNL Bubhaneswar etc. Now I am working as Asst. General Manager (stores) at ADB Project, Visakhapatnam.

**Q: What makes your daily routine?**

I spend at least one hour on physical activity by walking, after that attending my duties with a positive attitude.

**Q: What give you happiness and thrill while working at NCC?**

I am proud to be a NCCian and I have enjoyed working under leadership of Mr. ASN Raju, Director and Mr. V Radhakrishna, Director (Projects). In my entire service my greatest inspiration is Mr. S Babu, Sr. Vice President, W&E Division, who always leads us and inspires us to be loyal towards NCC



**Mr. KS Raju, AGM (Stores), ADB Project, Visakhapatnam, shares with Samashti a slice of his life.**

**Q: Please share your family details**

My wife Smt. Subhashini Devi is a home maker and my only son Sriram Varma is an engineering graduate working as a software engineer at Hyderabad.

**Q: What are your hobbies? How do you spend your leisure time?**

Listening to devotional songs, reading books and spending time with my family and friends.



**Black-tailed godwit & Oriental pratincole - Osman Sagar, Hyderabad, clicked by Mr. CA Mulagala Srinivas, GM (Accounts), Corp. Office**





**B Dharmendra Kumar**, Asst. Engineer (Projects), CWS-site Shankarpally, married **Lakshmi** on 04 Nov'20



**Shilpa**, d/o Mr. V Ramesh Naidu, Dy. Manager (Stores), Pune Metro Rail Project-R1, married **Apuroop** on 26 Nov'20.



**Viraj Aanan**, grandson of Lakshmi Shashikala, Chief Manager (Accounts), Corp. Office, celebrated his **1st birthday** on Oct' 27,20



**Akshat Kumar**, s/o Ajeet Kumar, Asst. Manager (Admin.), RO Delhi, celebrated his **10th birthday** on 04 Dec'20



**Chitrta Biswas**, d/o Mr. Chiranjit Biswas, JE (QS), AGMC Project, Agartala, celebrated her **1st birthday** on 04 Dec'20



**Jashwanth**, s/o. K Sree Rama Krishna, SE, (Roads), Samrudhi, celebrated his **1st birthday**



**N Pranav & N Prataksha**, twin children of Mr. P Narasimhan, CGM (A/c's) RO Chennai, celebrated their **birthday** on 31 Oct'20



**Aradhya**, d/o Ajeet Kumar, Asst. Manager (Admin.) RO Delhi, celebrated her **3rd birthday** on 09 Dec'20



**Ch. Praneetha**, d/o Mr. Ch. Venkateswara Rao, Sr. Field Asst. ADCL-Pkg-15 (W&E) site celebrated her **3rd birthday** on 17 Oct'20



### Raise your standards

Raise your standards in the work you do. Look for ways to provide additional value. Explore new techniques for working more efficiently and effectively. Question everything you do, and consider ways to do it better.



*Dear MCCians,*

My best wishes to you and your family for a safe and healthy 2021.

The best way to keep from falling back, is to constantly move ahead. If you truly want a better life, then live it! Look for ways to grow, in every area of your life. Continue to raise your expectations, and your standards.

Raise your standards in the work you do. Look for ways to provide additional value. Explore new techniques for working more efficiently and effectively. Question everything you do, and consider ways to do it better.

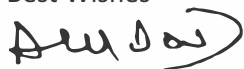
Raise the standards of the people you're with. If you're hanging out with whiners and complainers, they'll drag you down. Get around people who can inspire and challenge you.

Raise your health standards. No one should be sick and tired all the time. No matter what your age, you can feel great and have abundant energy if you'll commit to taking care of your body. Feed yourself real, nutritious food, drink lots of water, exercise every day and get plenty of rest.

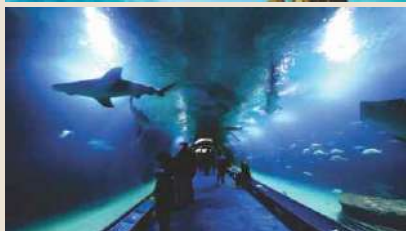
Raise the standards in the way you spend your time. Live life on purpose. Things like envy, regret, and revenge waste your precious time and accomplish nothing. Use your time to make positive contributions to your own life and the lives of others.

Raise your standards. You want a better life? Great! Make it better in all you do.

Best Wishes



(AGK Raju)



## Oceanografic de Valencia Aquarium in Spain

The Oceanographic in Valencia, is the largest in Europe, with an area of more than 110,000 square metres. It has one of the largest dolphin tanks in the world, one that holds 26 million cubic metres of water.