



Samashti

Jan - Jun., 2021
Issue 57-58

in-house magazine of NCC

THE ONLY WAY TO
KEEP COVID-19 AWAY!



VACCINATION



ARE YOU VACCINATED YET?

NCC



GET VACCINATED - THE SOONER, THE BETTER

We have all witnessed and experienced how the COVID-19 pandemic brought the world to a virtual standstill. But we have also seen how human ingenuity and determination rose to the challenge, with vaccines being developed in record time to combat the virus.

Countries around the world have embarked upon vigorous vaccination drives to safeguard their citizens, and India is no exception. For added reassurance, all the vaccines have undergone rigorous clinical trials on an unprecedented scale to ensure absolute safety and efficacy.

Getting vaccinated not only reduces your chance of being infected, it also contributes to community protection, reducing the likelihood of virus transmission. Studies have shown that in case vaccinated people get infected, they have just mild to moderate symptoms, practically eliminating the risk of hospitalization and fatality.

Importantly, the vaccine gives us back the cherished freedom to meet family and friends without fear or worry of being a carrier of COVID or being exposed to it.

It is the responsibility of each one of us to get vaccinated and encourage vaccination to curb this pandemic!

In this context, we extend a big thanks to the Corona Warriors of NCC who have been working tirelessly to care for all our colleagues. We're deeply grateful and truly inspired by your personal commitment, courage and determination to make a difference in these unprecedented and challenging times. Bravo, take a bow!

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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Due to COVID-19, this edition is brought out as a **combined edition from January to June, Issue 57+58**

FROM THE MANAGING DIRECTOR'S DESK

Dear Colleagues,

The second wave of the pandemic has been raging across the country and started to affect people's livelihoods. The construction industry, which is one of the largest employers, is also facing challenges. While 2021 started on a positive note, the construction industry has to face the storm of COVID-Phase 2. Across the country, industry leaders initiated measures to dilute the impact of the second wave. The sector remains better prepared this time and implements measures from lessons learnt from the last year. Vaccination of entire population above the age of 18 as early as possible is important. It might be early to come up with a verdict, but there is every reason to believe that the interventions have proven effective. By undertaking all active measures by the construction industry, the future scenario is of firm resolve, hope, and optimism.

As with all companies, the biggest challenge NCC faces is labor retention at the site. Early planning on keeping workers on site is the first step in this direction. Protecting the workers by providing a safe and sanitized environment is critical. Sanitized accommodation and amenities, supply of essential daily needs, groceries, and healthcare requirements create this sense of comfort. NCC is taking up vaccination drive for all its employees, and in the long run, it will result in enhancing the immunity levels of employees.

Coming to our 4th quarter results, on a consolidated basis NCC has achieved a turnover of ₹ 2817 Crore for the quarter ended 31.03.2021 as against ₹ 2334 Crore in the corresponding quarter of the previous year. The operations of the Company have resulted in an EBIDTA of ₹ 305.69 Crore and PAT attributable to the shareholders of the company amounted to ₹ 116.83 Crore as against ₹ 287 Crore and ₹ 75.82 Crore respectively in the corresponding quarter of the previous year.

The Company has achieved a Turnover of ₹ 7949 Crore for the year ended 31st March 2021 as against turnover of ₹ 8901 Crore in the Previous Year. The Company posted an EBIDTA of ₹ 919.08 Crore and PAT attributable to the shareholders of the company amounted to ₹ 268.31 Crore for the year as against ₹ 1087.25 Crore and ₹ 336.53 Crore respectively in the Previous Year. The company has reported a basic EPS of ₹ 4.40 for FY 2021 as against ₹ 5.59 in the previous year.

During the year the Company has secured orders aggregating to ₹ 18943 Crore (including change in scope) and the order book stood at ₹ 37911 Crore as on 31.03.2021.

Be Safe. Be Healthy.

Best Wishes

ARRAT
(A Ranga Raju)



“
In the wake of COVID-19 crisis, the Centre had announced a slew of measures to lift the economy and boost businesses.
”



Mr. N Sudhakara Moorthy
SVP (HR)

PERFORMANCE MANAGEMENT SYSTEM [PMS]

This article is an attempt to develop an Appreciation of the Significance and a Common Shared Understanding of PMS to enable Effective Implementation of PMS.

PMS PURPOSE

The Purpose of PMS is to **enable us to manage our business in a manner that creates a feeling of Ownership of business at all levels in the organization.** It will focus on the development of individual as the cornerstone for the growth of business. Managing the business is viewed as a partnership between different levels of Management and Executives. PMS provides a means of linking Personal Performance with the performance and development of the Organization. **The aim is to build pride in our organization by helping our people to develop themselves personally and contribute to achieving excellence in their work.** PMS is a vehicle for cascading Organization Vision, Objectives and Goals from the Annual Business Plan to KRAs at the Individual Level. It aims to make each one be the best s/he can be. **It is not to evaluate/judge or to 'fix' them. The focus is on Performance Improvement and Development.**

PMS is not just about a system, use of a set of forms or a mandatory ritual. It is a process that involves **an integrated approach to focus on performance and managing people through demonstration of Leader Behaviours and Organizational Values.** It is a Partnership denoting a Shared Responsibility between the Appraisee and Appraiser towards the goal of achieving performance excellence and performance development.

PMS PERSPECTIVES

Performance Appraisal has two perspectives - an Evaluative and Developmental. The goals in each of the perspective are as follows -

Evaluation Goals	Developmental Goals
<ul style="list-style-type: none"> To let employees, know where they stand To develop valid data for pay and promotion decisions To deal with unsatisfactory performance To help the company make retention & discharge decisions 	<ul style="list-style-type: none"> To motivate employees through recognition & support To counsel & coach employees so that they will improve their performance and develop future potential To develop commitment to the organization through discussion of career opportunities & career planning To strengthen supervisor-employee relations

PMS PROCESS

The input to the process is the Annual Business Plans. The output is the integration of the performance of People with the Organizational objectives. The process comprises of following five [5] stages –

- Performance Planning**
Establishing expectations from an Individual. Participative Setting of KRAs and Target fixation based on the Annual Business Plans at the beginning of every financial year – It lays emphasis on establishing key



objectives including stretch goals, standards of measurement, time frame and resource support required.

- **Performance Development**

Providing the Appropriate Support to Individual to meet expectations set

- **Performance Review**

Quarterly Informal Structured Review on KRAs, Role-relevant

Competencies and Values in Behavioural terms. Identify the Developmental needs for improving performance - emphasis is on people development and development planning.

- **Performance Coaching**

Encouraging individual to Improve performance on developmental needs identified - through Feedback and Coaching on the relevant Technical/ Business/ Leadership

capabilities to acknowledge and recognize Individual performance

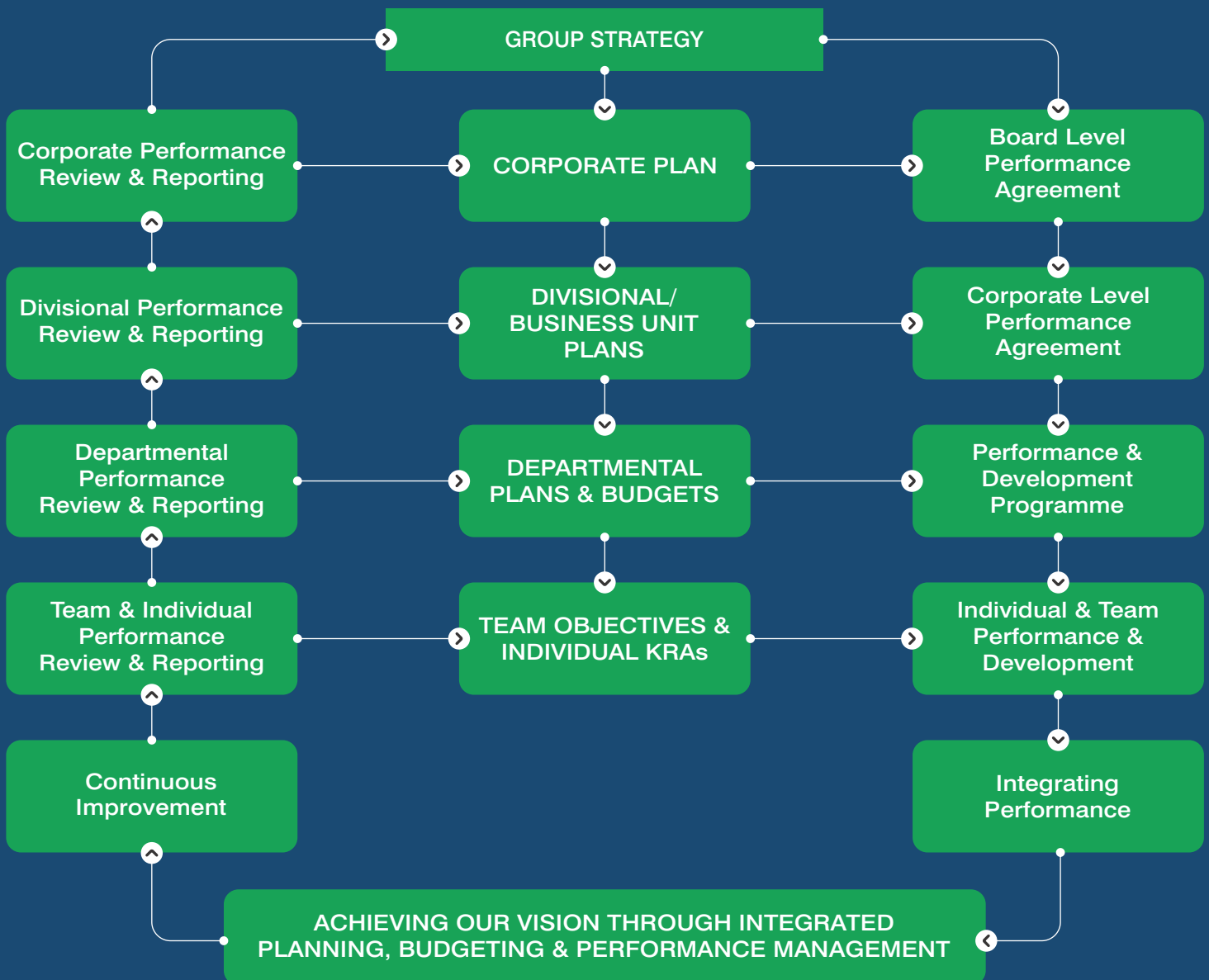
- **Performance Appraisal**

Annual Formal Structured Appraisal of

- Performance against KRAs,
- Potential on the Competency Framework and
- Values in terms of demonstrated behaviours

Bringing together of two parties at a level where each is interested and committed to the other's success

Comprehensive Cycle of Business Planning & Performance Management



PMS Implementation

The implementation of PMS will be effective when the following Roles undertake the Responsibilities as detailed below –

- **Business Leaders must take Ownership** of the process and drive to make PMS effective.
- The **Operational and Functional Leaders must share the responsibility** in cascading the Business Goals from the Annual Business Plans to **Functional Goals** and further to **Team and Individual KRAs**.
- The respective **HR Leaders will facilitate the entire process** in terms of administering, coordinating and recordkeeping.
- **Individual employees take accountability** for ensuring that their KRAs are set at the beginning of the year, informal structured review is conducted every quarter and appraisal of performance is carried out along with identification of developmental needs at the end of the year.
- Finally, **Leaders' have to be Honest, Fair, Sincere and Strict at every stage** of the PMS process and conduct the appraisal process **through Mutual Dialogue and Discussion** in adherence with PMS Policy of the Organization.

Performance Discussion - Guidelines

- The Discussion between the appraisee and appraiser should be held in private.
- Conduct the discussion such that the employee is left with a feeling that the organization is genuinely interested in his improvement.
- Discuss the performance expectations for the period under review before discussing contributions of the appraisee
- Listen to the appraisee before giving feedback. Please understand the context and do not pick on words.

- Help employee to review progress over the year in a non-threatening manner.
- Provide appraisee with an empathetic atmosphere for sharing concerns, tensions, and problems on the job.
- Help him to set goals and develop action plans for further improvement.
- When commenting, please comment on the 'What' and 'How' of the job done. Do not make personal comments.
- Do not discuss salary or promotion or ratings of another employee during this discussion.

Factors that could distort Appraisals

Leniency: Rating appraisees against one's own value system – if Lenient, leading to High Marks/if Strict, leading to Low Marks. This may create distortion when several Appraisers with diverse Leniency errors rate different members. This is to be corrected by carrying out Moderation.

Halo Effect: is the tendency to rate high or low based on perception/impression of an individual and is not fact based.

Similarity error: is the rating of others the same way as the Appraiser perceives himself. For example, Appraisers who perceive themselves as aggressive may assess others by looking for aggressiveness only irrespective of whether it is required or not.

Recency effect: is the appraisals based on recent experiences – good/bad - leading to a situation where performance/behaviour over the entire period is ignored, sometimes completely.

Avoidance: Reluctance to give realistic appraisals in cases of low/non-performance, realizing the impact of appraisal results have on the individual. It is tendency to assign inaccurate ratings because of few perceived benefits/losses in assigning accurate ratings.

Central Tendency: is the reluctance to make extreme ratings – the inability/unwillingness/lack of courage to distinguish between varying performance levels.

Forcing: is matching information to criteria other than performance – criteria not explicitly stated (such as protecting seniority, etc..) could lead to 'adjusting' assessments.





Mr. RS RAJU
Associate Director (F&A)

QUARTERLY RETURN FILING AND MONTHLY PAYMENT OF TAXES (QRMP) SCHEME

The GST Department has introduced Quarterly Return Filing and Monthly Payment of Taxes (QRMP) Scheme to help small taxpayers whose aggregate turnover is less than Rs. 5 crores. The QRMP Scheme allows the dealers to file GSTR-3B on a quarterly basis and pay tax every month. It is useful to the Subcontractors or PRW Contractors whose turnover is less than Rs. 5 Cr in the preceding Financial Year. The Quarterly GSTR-3B filing option is available from 1st January 2021 onwards. It is clarified that this scheme is optional and can be availed based on GSTIN. The divisions can advise the small tax payers like Subcontractors or PRW Contractors to exercise the above option.

The dealer who intends to file his GSTR-3B on Quarterly should indicate the same on GST Portal, from the 1st of the second month of the preceding quarter until the last day of the first month of the quarter for which such option is being exercised. For example, the dealer intending to avail of the Scheme for the quarter 'July to September' can exercise this option during 1st of May to 31st of July. Once the dealer has opted for quarterly filing, he will have to continue to furnish his return every quarter for all future tax periods, except in the following situations:

1. If the dealer becomes ineligible for furnishing a quarterly return (for example, if the aggregate turnover crosses Rs. 5 crore during a quarter, then from the next quarter he will not be able to file quarterly returns).
2. If the dealer opts to furnish GSTR-3B on a monthly basis.
3. The dealer will not be eligible to opt for furnishing quarterly returns if the last return, which was due on the

date of exercising such an option has not been furnished.

Invoice Furnishing Facility (IFF)

The dealer who opted for the QRMP Scheme can use the Invoice Furnishing Facility (IFF) which allows quarterly GSTR-1 filers to upload their invoices every month. One should keep the following points in mind before utilising the IFF:

- i. The IFF can be utilised only for the first two months of a quarter.
- ii. The invoices relating to the last month of a quarter are to be uploaded in the GSTR-1 return only.
- iii. There is no requirement to upload invoices in GSTR-1 if the same has been uploaded in the IFF.
- iv. The taxpayer has to submit the B2B invoice details of sale transactions (both inter-state and intra-state) along with debit and credit notes of the B2B invoices issued during the month.
- v. The total net value of invoices that can be uploaded is restricted to Rs.50 lakh per month.

- vi. The details submitted in IFF will be reflected in the GSTR-2A, GSTR-2B, GSTR-4A or GSTR-6A of the recipients as the case may be.
- vii. The Invoice Furnishing Facility has come into effect from 01.01.2021.



Monthly Payment of Tax

The dealer has to deposit tax using form GST PMT-06 by the 25th of the following month, for the first and second months of the quarter. The dealer can pay their monthly tax liability either in the Fixed Sum Method (FSM), also popular as 35% challan method, or Self Assessment Method (SAM).

Fixed Sum Method (FSM) or 35% Challan Method

The dealer must pay an amount of tax mentioned in a pre-filled challan in the form GST PMT-06 for an amount equal to 35% of the tax in cash.

Type of Taxpayer	Tax to be paid
1. Who furnished GSTR-3B quarterly for the last quarter	35% of tax paid in cash in the preceding quarter
2. Who furnished GSTR-3B monthly during the last quarter	100% of tax paid in cash in the last month of the immediately preceding quarter

Self Assessment Method (SAM)

This is the existing method where the dealer can pay the tax liability by considering the tax liability on inward and outward supplies and the input tax credit available. The dealer has to manually arrive at the tax liability for the month and has to pay the same in form GST PMT-06. For ascertaining the amount of ITC available for the month the dealer can use form GSTR-2B.

It is to be noted that the dealer will not be eligible for the said procedures unless he has furnished the return for the complete tax period preceding such month. A complete tax period is a tax period where the said person is registered from the first until the last day of the tax period.

Due Date for filing of Return

The due dates filing quarterly GSTR-3B has been notified as follows:

GST Registration in States and Union Territories	Due Date
1. Chhattisgarh, Madhya Pradesh, Gujarat, Dadra and Nagar Haveli, Daman and Diu, Maharashtra, Karnataka, Goa, Lakshadweep, Kerala, Tamil Nadu, Puducherry, Andaman and Nicobar Islands, Telangana and Andhra Pradesh	22nd of the month succeeding such quarter
2. Jammu and Kashmir, Ladakh, Himachal Pradesh, Punjab, Chandigarh, Uttarakhand, Haryana, Delhi, Rajasthan, Uttar Pradesh, Bihar, Sikkim, Arunachal Pradesh, Nagaland, Mizoram, Manipur, Tripura, Meghalaya, Assam, West Bengal, Jharkhand and Odisha	24th of the month succeeding such quarter

Interest for late Payment of Tax

The interest will be applicable as follows if the dealer opts for Fixed Sum Method (FSM) or popularly known as the 35% Challan Method-

Scenario	Interest to be paid
1. Tax liability mentioned in pre-filled form GST PMT-06 is paid by 25th of the following month	Nil
2. Tax liability mentioned in pre-filled form GST PMT-06 is not paid by 25th of the following month	18% of the tax liability (from 26th of the following month till the date of payment)
3. The final tax liability for the first two months is less than or equal to the amount paid through pre-filled form GST PMT-06	Nil
4. The final tax liability for the first two months is higher than the tax amount paid through pre-filled form GST PMT-06, and such excess liability has been paid within quarterly GSTR-3B due date	Nil
5. The final tax liability for the first two months is higher than the tax amount paid through pre-filled form GST PMT-06, and such excess liability has not been paid within quarterly GSTR-3B due date	18% of the tax liability (from GSTR-3B due date till the date of payment)

The interest will be applicable as follows if the taxpayer opts for Self Assessment Method (SAM):

The taxpayer has to pay interest @ 18% on the net tax liability which remains unpaid or paid beyond the due date for the first two months of the quarter.

It is important to note that the dealer has to pay interest @18% if there is any late payment of tax in the third month of a quarter. This is applicable irrespective of Fixed Sum Method (FSM) or Self Assessment Method (SAM).

The late fee should be paid as follows if the quarterly GSTR-3B is not filed within due date, subject to a maximum late fees of Rs 5,000:

Name of the Act	Late fee for every day of delay	Late fee for every day of delay (in case of 'Nil' tax liability)
CGST Act	Rs. 25	Rs. 10
SGST Act	Rs. 25	Rs. 10
IGST Act	Rs. 50	Rs. 20

However, it is clarified that no late fee is applicable for delay in payment of tax in the first two months of the quarter in form GST PMT-06.

Points to be considered by the Subcontractor in exercising the option of QRMP-

- The segregation of the documents as B2B and non-B2B must be done where the dealer opting into the Scheme using the Invoice Furnishing Facility (IFF).
- It requires to submit B2B documents to IFF and rest directly to the quarterly GSTR-1 return.
- The Reconciliation between IFF, Sales Register and GSTR-1 is to be done by the Subcontractor regularly.
- The dealer under QRMP scheme must choose between two methods for tax payment every month, i.e. Fixed Sum Method and Self-Assessment Method.
- Interest calculations for short payment for particular month is to be made though overall payment for the quarter is tallied.

Brief about L&D Initiatives

TRAINING PROGRAMS - January - June'2021

HR
ROUNDUP



TECHNICAL PROGRAMS THROUGH WEBINARS - OPEN TO ALL

Date		Learning Programmes	▼ JAN	Date	Learning Programmes	▼ MAR
07		Illness to Wellness “Heart Care during Winters in COVID-19 Era		01	Design and Construction of Ecofriendly Flexible Pavements	
09		Modern Technologies in Construction		03	Kidney Care-Preventive and Curative Actions	
15		Illness to Wellness - Wellness of Brain & Nervous System		03	Building Smart & Sustainable Urban Infrastructure	
15		Engineering Behind Gigantic Statues		05	Waste to Wealth - A Sustainable Building Materials for Construction	
15		Lead a Stress-Free Life		08	Familiarisation of the Microsoft Teams - Unnati Team	
16		Climate Change: Imperative Concrete Understanding & Practice		09	Precast Engineering & Construction - Infosys' multi-purpose, mega-building in 10 months	
20		Trends & Perspectives in Managing COVID-related Delay and Costs Claims in Major Projects		11	Role of Water in Concrete	
21		Obesity Management by Lifestyle Modifications		11	Resistance to Fire Testing	
22		Virtual Conference on GST - Recent updates and way forward		12	Vocal For COVID Vaccination: Experiences of Medical Experts	
22		Revision Control System for Construction Documents		12	Opportunities in Structural Steel Construction towards India's Economic Growth	
23		Remedial Waterproofing for Buildings		13	Ultra High Performance Concrete-Optimisation and Design	
28		e-Invoicing - Challenges & way forward		17	How to handle GST Show Cause Notice and Way Forward	
28		Myths and Facts of Coronavirus Vaccination		17	Innovation in Sustainability - INDIAN CEMENT REVIEW CONFERENCE - 2021	
29		Precast Design Solution For Buildings		18	Amendments in GST from the Union Budget 2021 & its impact on the Industry	
30		Interpretation of NDT Results for Acceptance of Concrete		18	Managing Complexity, Compliance and End to End Traceability of Rail & Metro Requirement Specifications	
Date	Learning Programmes	▼ FEB		19	MS Excel - Building Interactive Dashboards	
02		Construction World Budget 2021		19	Sleep Disorders - What I Should Know?	
04		Depression Management and Treatment		20	The story behind the Construction of the modern Megastructure - The Motera stadium	
05		3S Pre-fabricated Construction Practices		20	Technology Upgradation in Concrete Structures using Supplementary Cementitious Materials (SCM)	
06		Travel Guidelines Perspectives		20	Field Quality Assurance During Construction	
06		6 Light House Projects - for Affordable Housing		22	Familiarisation of the Microsoft Teams for Direct & Indirect Taxes Team	
13		Concrete Sustainability		25	Familiarisation of the Microsoft Teams For Accounts Team	
17		Decarbonizing Building Construction in INDIA		25	Sleep Disorder: Sleep Healthy - Live Healthy	
18		Preventions and Treatment of Liver Ailments		27	Familiarisation of the Microsoft Teams for HR Team	
20		Construction Safety Challenges and their Solution		27	Case Study on Roads & Buildings Construction in Rann of Kutch, Gujarat - Meeting Durability Challenges at Design, Construction & Maintenance phases	
20		Geometric Design in Highway using OpenRoads		29	Familiarisation of the Microsoft Teams for Finance Team	
22		Metro Vision		31	Resurgence of COVID 19: Mutation and other Factors	
23		Financing Infrastructure				
25		Thyroid & Related Disorders-Impact on Health				
25		The Road To Prosperity: Vision For Expressways And Highways In India				
26		Managing and Strategising Indirect Tax Litigations in India				
27		Innovative Well Foundations of Signature Bridge				
27		Metro Constructions (Employing Precast Concrete)				
27		Advancement and modernization in handling Concrete				

▼ APR		▼ JUN	
Date	Learning Programmes	Date	Learning Programmes
03	Cement- Superplasticizer Compatibility	11	Fiber Reinforced - Self Compacting Concrete
07	Decoding Technology: A New Frontier @ Renting Construction Equipment	15	Diabetes Care and Management During Post COVID-19 Era”
10	Design Trends in Concrete	16	Data-Led Construction - Surveying, Scanning and Monitoring
10	MS Teams Orientation	19	On-site Evaluation of Concrete Strength by CAPO Test
23	Sustainable Pavement Option - Concrete Pavement	23	Smart Metro Rail Infrastructure - The Genesis of Efficiency & Sustainability
28	Construction World - Maharashtra	24	Briefing on MS Teams & Outlook for Taxation Dept
28	Data-Driven Connected Technologies For Quality And Productive Construction Processes In Highways And Airports In India	26	Briefing on MS Teams & Outlook for Material Dept
28	Integrated Pavement Solutions with Portland Cement	26	Quality Assurance of Concrete Roads
		26	Technical Workshop on Planning & Estimation in Metro Rail Projects
		29	GST e-Invoicing Process & Guidance towards Constructive strategy - Way Forward
		30	Optimise Construction Project Execution using Budget & Cost Control Mechanism

Welcome*

Mr. Arindam Das Purkayastha

Vice President (Digitization & IT),
Corp. Office



Mr. Arindam Das Purkayastha has joined as Vice President (Digitization & IT) at Corporate Office. Mr. Arindam has more than 19 years of experience across sectors as a management consul-

tant. He Completed Masters in Business Administration from London Business School. Arindam is heading the IT Function and will be responsible for ideation and strategy efforts of digital initiatives across the Organization

Mr. Vijay Kumar PV

Vice President (Finance),
Corp. Office



Mr. Vijay Kumar PV has joined as Vice President (Finance) at Corporate Office. Mr. Vijay Kumar obtained Bachelor's Degree in Electronics & Communication Engineering from JNTU,

Hyd and also PGDBM from ICAI, Hyd. He was previously associated as Chief Financial Officer with Axis Energy Venture India Pvt Ltd at group level

Mr. Gorantla Sravana Kumar

Sr. General Manager (F&A), W&E Division,
Corp. Office



Mr. Gorantla Sravana Kumar has joined in our organization as Sr. General Manager (F&A) in W & E Division at Corporate Office. He holds a B.Sc degree from S V University, Tirupati and completed

Chartered Accountancy from ICAI. He was previously associated as CFO with Novus Green Energy Systems Ltd.

Mr. Sudhir Srivastava

General Manager (Tech.), Irrigation Division



Mr. Sudhir Srivastava has joined as General Manager (Tech.) at Gaya Rubber Dam project in Irrigation Division. He completed AMIE (Civil) from The Institution of Civil Engineers (India) and Post Graduate

Diploma in Construction Management from NICMAR. He was previously associated with Kram Infracon (P) Ltd as GM and worked with other companies in managerial roles such as Nam Pha Gnai HPP Co. Ltd, Laos, Continental Construction Corp. Ltd and Jai Prakash Enterprises Ltd.

Mr. Vijayasimha Reddy Lokanatha

General Manager (Tech.), W&E Division,
Corp. Office



Mr. Vijayasimha Reddy Lokanatha has joined as General Manager (Tech.) in W&E Division at Corporate Office. He completed Bachelors in Civil Engineering from Bangalore University. He was previously associated with Shapoorji Pallonji & Co. Pvt. Ltd. as AGM.

Mr. Rajnish Kumar Mishra

General Manager (Tech.), Buildings Division



Mr. Rajnish Kumar Mishra has joined as General Manager (Tech.) in Buildings Division at MRTS Project - Patna. He completed B.E.(Civil) from National Institute of Technology, Surat. He was previously associated as DGM (Projects) with Afcons Infrastructure Ltd.

Mr. Pravin Kumar Updhyaya

Dy. General Manager (Tech.),
Buildings Division



Mr. Pravin Kumar Updhyaya has joined as Deputy General Manager (Tech.) at Bhiwani site in Buildings Division. He completed B.Tech. (Civil) from Janardan Rai Nagar Rajasthan Vidyapeeth University. He was previously associated with Claridges Hotel as Chief Manager and worked in managerial roles with other companies such as Oberoi Hotels, Feedback Infra Pvt Ltd, HB Estate Developer etc.

Mr. Ashesh Srivastava

Dy. General Manager (MEP),
Buildings Division



Mr. Ashesh Srivastava has joined as Deputy General Manager (MEP) at Bhiwani Site in Buildings Division. He completed B. Tech. (Electrical) from KNIT, Sultanpur. He was previously associated with Ansal Properties and Infrastructure Ltd, Reliance Retail Ltd & Sahara India Commercial Corporation Ltd.

Mr. Samir Halder

Dy. General Manager (Tech.),
Buildings Division



Mr. Samir Halder has joined as Deputy General Manager (Tech.) in Buildings Division at Seabird Karwar project site. He completed Diploma in Civil Engineering from West Bengal State Council of Technical Education. He was previously associated as Deputy General Manager with Shapoorji Pallonji & Co. Pvt. Ltd.

Mr. Gudipati Brahmanaidu

AGM (Planning), Irrigation Division,
Corp. Office



Mr. Gudipati Brahmanaidu has joined in our organization as Assistant General Manager (Planning) at Head Office in Irrigation Division. He obtained Bachelors degree in Civil Engineering from JNTU, Hyd. He was previously associated with Hallmark Group as AGM.

Mr. Susanta Kumar Nayak

Asst. General Manager (MEP),
Buildings Division



Mr. Susanta Kumar Nayak has joined in our organization as Assistant General Manager (MEP) in Buildings Division at JBPC Puri project site. He completed B. Tech (Electrical) from Janardan Rai Nagar Rajasthan Vidyapeeth (Deemed to be university). He was previously associated as Senior Engineer with SMEC (India) Pvt Ltd.

Mr. Singasan Yadav

Asst. General Manager (Tech.),
Buildings Division



Mr. Singasan Yadav has joined as Asst. General Manager (Tech.) in Buildings Division at AIIMS - Awantipura project site. He completed B. Tech (Civil) from Janardan Rai Nagar Rajasthan Vidyapeeth (Deemed to be university). He served Indian Army in Military Engineering Services for 21 years as civil engineer.

Mr. Anil Pratap Singh

Asst. General Manager (Tech.)
Buildings Division



Mr. Anil Pratap Singh has joined in our organization as Assistant General Manager (Tech) in Buildings Division at ITC - Nauroji Nagar, New Delhi. He completed B.E (Civil) from Nagpur University. He was previously associated as Deputy General Manager (Projects) with Globe Civil Projects.

Mr. Kalidindi Gopala Krishnam Raju

Asst. General Manager (P&M),
Buildings Division



Mr. Kalidindi Gopala Krishnam Raju has joined in our organization as Assistant General Manager (P&M) in Buildings Division at Asset Management Division, Shankarpally. He completed B.E (Mechanical) from P E S Institute of Technology. He was previously associated as Chief Manager (Roads) with Navayuga Engineering Co. Ltd.





Mr. GGN Prasad, Officer (P&A), Corp. Office, being felicitated by **Mr. AVS Raju**, Founder Chairman



Mr. G Ramakrishna Raju, GM (P&M), Corp. Office, being felicitated by **Mr. ASN Raju**, Director



Mr. Sudhakar James, Sr. GM (IT), being felicitated by **Mr. AGK Raju**, ED and **Mr. RS Raju**, Associate Director



Mr. SB Naidu, AGM (Tech.) Corp. Office, being felicitated by **Mr. ASN Raju**, Director



Mr. PN Singh, AGM (Tech.) MMRDA Mumbai Metro CA-07





Mr. M Prabhakara Rao, Sr. Electrician, AIIMS-Bilaspur, being felicitated by **Mr. KTRSS Vasu**, JGM (Tech.) & **Mr. T Prem Sagar**, JGM (Tech.)



Mr. Arun Bhandekar, Electrician (G-3), being felicitated by **Mr. Rajesh Katte**, Project in Charge TMC Flyover, Mumbai



Mr. Ramdas Mahale, Foreman (Electrical), Mission Bhageeratha P2



Mr. A Ramesh, Driver, Corp. Office, being felicitated by **Mr. Mallikarjuna Raju**, GM



Mr. K Nagabhushanam, Sr. Manager (Accts.), W&E Divn., Corp. Office, being felicitated by **Mr. V Radhakrishna**, Director (Projects)



Mr. VT Venkatesa Brabu, AGM (Tech.), W&E Divn., Corp. Office, being felicitated by **Mr. V Radhakrishna**, Director (Projects)



Mr. Shaik Afzal, CGM (Contracts), W&E Divn., Corp. Office, being felicitated by **Mr. V Radhakrishna**, Director (Projects)



Mr. N Srinivas, Sr. Project Manager, GVMC-ADB-24x7 WSP, being felicitated by **Mr. M Jayashankar**, GM



Mr. Promod Kumar Singh, Asst. Manager (Admin.), IIT Delhi, being felicitated by **Mr. NR Alluri**, Director



Mr. Y Krishna Murthy, Assistant, Corp. Office.



Mr. S Suresh, Asst. Manager (Accts.), Ajni Railway Station, Nagpur



Mr. Syed Hasan, Project Manager, GVMC-Smartcity



Mr. Vijay Kumar Choudhari, CGM (Tech.), W&E Divsn., RO-Chennai



Mr. GD Satyanarayana, Project Manager, Samruddhi (NMSCW), Pkg-3-S1, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



Mr. Pramod Prasad Gupta, AM (EDP), SWSM-UP-Bareilly-Central, being felicitated by **Mr. Sushil Choudhary**, GM (Tech.)



Mr. Buddaraju V Raju, Dy. Manager (Stores), Stockyard (W&E Divn.)



Mr. Elumalai, Admin Asst., Chennai Trade Centre



Mr. J Ravi Kumar, Sr. Manager (Accounts) Samruddhi, NMSCW, Pkg-CY, being felicitated by **Mr. ASN Raju**, Director



Mr. V Rama Raju, Manager (Materials), RO-Mumbai, being felicitated by **Mr. Harsha Varma**, Associate Director



Mr. AK Dilli Durai, Dy. Project Manager (Elect.) Chennai Tambaram Project, being felicitated by **Mr. A Panjanadhan**, Project Manager



Mr. M Srinivas, Manager (EDP), NCC Urban



Mr. Ramesh Kumar Singh, Sr. Project Manager, DWS Haroa Project



Mr. Atul Patil Muralidhar, Sr. Engineer, Samruddhi (NMSCW) Pkg-CY



Mr. Babulal K Prajapati, Manager (Contracts), RO-Ahmedabad, being felicitated by **Mr. SK Afzal**, CGM (Contracts)



Mr. Pravin A Torvi, Manager (Taxation), RO-Ahmedabad, being felicitated by **Mr. SK Afzal**, CGM (Contracts)



Mr. Shaik Kalesha, Asst. Manager (EDP), GWMC Amrut Project, Warangal



Mr. P Srinivasa Rao, Asst. Manager (Materials), HURL, Sindri



Mr. Srinivas Reddy, Asst. Manager (Stores), Chennai Trade Centre



Mr. Bikash Kumar Nayak, Asst. Manager (Resource Mob.), Tinsukia Medical College



Mr. Amit Kumar Saxena, Dy. Manager (Stores), MMRDA Mumbai Metro CA-07



Mr. Nani Deshmukh, Manager (Corp. Communications), being felicitated by **Mr. YD Murthy**, Exe. Vice President (Finance)



Mr. G. Devender Mudiraj, Sr. Asst. (Admin.) being felicitated by **Mr. Sudhakara Moorthy**, Sr. VP (HR)



Mr. Mushauddin Gazi, Sr. Foreman, AIIMS-Bilaspur, being felicitated by **Mr. KTRSS Vasu**, JGM (Tech.) & **Mr. T Prem Sagar**, JGM (Tech.)



Mr. Ch. Syam Srinivas, Sr. Manager (Insurance), Corp. Office, being felicitated by **Mr. RS Raju**, Associate Director (F&A)



Mr. ASH Ravindra Varma, Chief Manager (Materials), Corp. Office, being felicitated by **Mr. NB Raju**, Executive Vice President



Mr. N Murali, Asst. Manager (Accounts), AIIMS-Bilaspur, being felicitated by **Mr. KTRSS Vasu**, JGM (Tech.) & **Mr. T Prem Sagar**, JGM (Tech.)



Mr. S Ganesh, Sr. Engineer, GVMC-ADB-24x7 WSP



Mr. Jitendar Bag, Asst. Manager (Stores), BDA-Bhubaneswar



Mr. Vishwanatha Shivanna Bali, Project Manager RPWS - Hatadihi block



Mr. K Srinivasa Rao, Officer (Tech), AIIMS, Guwahati, being felicitated by **Mr. MSANB Srinivas**, CGM (Tech.)



Mr. V Elangovan, Sr. Project Manager, RPWS Hatadihi site



Mr. Navin Kumar Sharma, Project Manager, NGHC (Khelgaon) Ranchi



Mr. P Gangadhar, Project Manager, MMRDA Mumbai Metro CA-07



Mr. V Krishnam Raju, Sr. Asst. (Resource Mobilisation), Samruddhi, NMSCW Pkg 3 S1, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



Mr. K Purnachandra Rao, Sr. Manager (Accts), Samruddhi, NMSCW, Pkg-CY, being felicitated by **Mr. ASN Raju**, Director



Mr. Elluri Srikanth, Asst. Engineer (Electrical), Corp. Office, being felicitated by **Mr. Ravindranath Rathod**, EVP & **Mr. RL Narasimha Raju**, GM (Accounts)



Mr. Anil Kumar Bairagi, Dy. Project Manager, Mandalgarh-315 Villages



Mr. Sunil Kumar, Sr. Engineer, Mandalgarh-315 villages



Mr. Ravindra Kumar Adella, Manager (Materials), RO-Patna



Mr. Ganaji, Supervisor (QC), Chennai Trade Centre



Mr. Saini Gangadhara Rao, Asst. Engineer, CMRL-Phase, 1-Extn-ECV01



Mr. Satyendra Kumar, Dubey, Asst. Engineer (Mechanical), HURL - Sindri



Mr. G Eswara Rao, Officer (Materials), NCC Urban



Mr. A Srinivasa Rao, Dy. Project Manager (Survey), Samruddhi-NMSCW, Pkg-CY



Mr. M Srikanth, Sr. Manager (Electrical), being felicitated by **Mr. BVV Satyanarayana**, VP



Mr. TR Shreedhar, Asst. Engineer, Roads Samruddhi



Mr. S Ramachandran, Sr. Engineer, CMRLECV101 Site, Thiruvottiyur, Chennai



Mr. Sandeep Kumar, Officer (Admin.), WTC Nauroji Nagar, New Delhi, being felicitated by **Mr. NR Alluri**, Director



Mr. Ravindra Kumar Yadav, Sr. Asst. (Stores), Samruddhi (NMSCW), Pkg-3 SI, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



Mr. Arabinda Nayak, Asst. Manager (Stores), Pune Metro Rail



Mr. Sanjay Sitole, Sr. Field Asst., Sauni Yojana L2 P7, being felicitated by **Mr. Madan Mohan Das**, Sr. Project Manager



Mr. Kuruva Sreerama Krishna, Sr. Engineer, Samruddhi (NMSCW), Pkg-3-S1, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



Mr. M Subrahmanyam, Dy. Manager (Accounts), Electrical Division, being felicitated by **Mr. RL Narasimha Raju**, GM (Accounts)



Mr. Satish Geddanapalli, Supervisor (Project), Nalanda University



Mr. Y Prasanna, SE, SWSM-UP-Bareilly-Central, being felicitated by **Mr. AV Vijaya Kumar Reddy**, VP (Tech.)



Mr. Prasant Kumar Panda, Officer (Stores), BDA-Bhubaneswar Project



Mr. Penmetsa NDS Prasadaraju, Officer (Stores) Chennai Tambaram Project



Mr. Kartik Chandra Sahu, Supervisor (Mech.) AIIMS - Bilaspur



Mr. Thumulla Maheshwarappa, DGM (QS), Airport-Patna



Mr. N Nirmal Rao, DGM (Admin.) Corp. Office, being felicitated by **Mr. Mallikarjuna Raju**, GM (Admin.)



Mr. K Phani Kumar, Sr. Executive Secretary, Corp. Office, being felicitated by **Mr. MV Srinivasa Murthy**, Executive VP (Legal)



Mr. Akula Jagadeesh Babu, Sr. Asst. (EDP), AIIMS -Bilaspur, being felicitated by **Mr. KTRSS Vasu**, JGM (Tech.) & **Mr. T Prem Sagar**, JGM (Tech.)



Mr. Bhim Kumar Singh, DPM (Electrical), Patna Airport



Mr. Farid Alam, Asst. Engineer (Elect.), Nalanda University



Mr. K Janakiramullu Reddy, Asst. Manager (Safety), Nalanda University



Mr. Kallepalli Srinivasa Raju, DM (Stores), Samruddhi (NMSCW), Pkg 3 S1, being felicitated by **Mr. G Harinadha Raju**, JGM (Tech.)



Mr. Lalit Kumar Ray, Jr. Foreman, AIIMS-Bilaspur, being felicitated by **Mr. KTRSS Vasu**, JGM (Tech.) & **Mr. T Prem Sagar**, JGM (Tech.)



Mr. P Sreenivasa Rao, Sr. GM (Insurance), Corp. Office, being felicitated by **Mr. RS Raju**, Associate Director (F&A)



Mr. Abhay Kumar, Jr. Foreman, Nalanda University



Mr. Engala Suresh, AM (EDP), Electrical Division, Corp. Office



Mr. Ranjit Kumar Singh, Officer (R&M), Nalanda University



Mr. T Lakshminarayana Raju, Asst. Manager (Stores), GVMC -ADB-24x7 WSP



Mr. Sanjay Varma Vatsavai, JGM (P&E), Central Workshop, Hyderabad



Mr. Srikanth Rout, Jr. Foreman, Nalanda University



Mr. Indukuri Naresh, Dy. Manager (Stores), being felicitated by **Mr. PNVS Murthy**, VP (Tech.), **Mr. Dhananjay Vader**, CGM (Tech.), **Mr. T Murali Krishna**, JGM (Tech.) & **Mr. Dilip Taiwade**, Consultant, IMS-Ajni Project, Nagpur



Mr. Mutyala Sudhakara Reddy, Asst. Manager (EDP), being felicitated by **Mr. PNVS Murthy**, VP (Tech.), **Mr. Dhananjay Vader**, CGM (Tech.), **Mr. T Murali Krishna**, JGM (Tech.) & **Mr. Dilip Taiwade**, Consultant, Nagpur Metro Project.



Mr. Somenath Deb (left), Sr. Engineer (Electrical) & **Mr. Shyam Prasad Singh** (right), AE (Mechanical), BBU-Bholpur, Kolkata, being felicitated by **Mr. Kamalesh Talukdar**, SPM



Mr. Sijendra Prasad, Sr. Field Asst. Nalanda University, Bihar



Mr. Rajinder Singh Bisht, Sr. Manager (Business Development), RO Delhi, B&H, being felicitated by **Mr. G Vasudeva Rao**, Sr. GM (Contracts)



Mr. TSN Raju, Asst. Manager (Accounts), Elect. Divison, Corp. Office



Ambulance @ Central Workshop, Hyderabad

HAPPENINGS

Amid the ensuing chaos after the devastating COVID19, NCC has gone the extra mile to keep its staff protected by organizing vaccination drives to precautionary medication.

NCC is currently providing free vaccines to employees and their families. Working closely with Hospitals, testing labs and team of Doctors for securing Oxygen and beds, also ensuring sufficient supply of PPE kits and sanitizers for the affected staff

For NCC, employees are top priority and they are taking all possible steps to help them through this crisis. Over & above, Company is taking regular medical insurance, they also have taken a special COVID specific insurance for all our employees.

NCC has procured an ambulance for providing 24/7 service for meeting any emergency crisis. It is equipped with advance Medical equipment and tools with lifesaving services. It will be handled by medical Technician for supporting patients requiring more specialized care and transferring for more emergency treatment cases.

NCC is displaying unmatched commitment to the health and safety of their employees.



Dr. AVS Raju, Founder & Chairman Emeritus & **Mr. ASN Raju**, Director, visited CWS-Shankarpally site



Mr. ASN Raju, Director visited AIIMS, Awantipora Project



Mr. Lachi Babu, Finance Department, Corp. Office, met with Chief Justice of India **Mr. NV Ramana**



COVID Vaccination - TMCH Assam site



Staff receiving appreciation for their Selfless Service during Covid-19 Pandemic - Samrudhi S2



NHAI, CGM (Tech.), visit to Chandani Chowk Project



Felicitation by **Mr. SR CH Seeta Rama Raju**, Section in charge to **Dr. Praveena Deshmukh**, Superintendent of Rural Govt. Hospital, Nandgoan Khandeshwar, Amaravati Dist.

She has done excellent display of true devotion and service to the employees of our organisation.



17th National Award for "Excellency in Cost Management-2019"

REPUBLIC DAY



Mandola vihar site



Samruddhi (NMSCE) Project, Maharashtra

Mr. ASN Raju, Director, visited Samruddhi Pkg-3, Section-2 (138 Camp)



NMSCEW PKG-3, Section-2 (138 camp)



Pune Metro



IIT Ropar



Nalanda University



AWS-Durgapur



Penmatsa Samita, d/o Mr. PVSJN Raju, DPM (P&M), AWS-Durgapur, West Bengal, performed NCC marching as a cadet in Republic Day celebrations, felicitated with memento and certificate



Chandani Chowk Project-Pune



AIIMS Bathinda



Cricket Tournament - Samruddhi: Winning Team: PKG-3, AMD & Runners Team: PKG-3, Section-2, Mr. Ramesh Babu, SVP (T) & Mr. Ch Seeta Rama Raju, Section Incharge handed over trophy

WOMEN'S DAY



Corporate Office



GVMC-ADB 24x7 Water Supply Project, Visakhapatnam - Indiranagar GLSR Site.



World Trade Centre, New Delhi



NCC URBAN, RANCHI:
Mr. Navin Sharma, Project Manager
and Mr. Ajay Kumar, Asst. Manager,
NGHC-Khelgaon



MMRDA, CA-92, Mumbai



Pune Metro Rail Project, NCC Reach-2 Site. with presence of Maha Metro, GC and NCC representative. 15 saplings were planted



NGO (Human Pukhuri Anchalick Yuba Sangh), TMCH, Assam



Congratulations: Achievement of 10 Million Safe Man Hours Certification by EIL at HMEI Bathinda on this occasion **Mr. RK Singh**, RCM-Petrochemical (EIL) & **Mr. AB Dossan**, Manager (Safety EIL) awarded certificate to us. NCC Limited is the first organization to achieve this milestone in entire petrochemical project.



EHS, Training Programs among all Staff at **State Water Sanitation Mission (SWSM) Project**, Jhansi, Uttar Pradesh, India. (To develop the overall strategy of continuous improvement for occupational Health, Safety & Environment at overall project sites of NCC Limited)



Safety Training - Odisha



EHS, Training Programs - State Water & Sanitation Mission (SWSM) Project, Lalganj Mirzapur, Uttar Pradesh. (To develop the overall strategy of continuous improvement for occupational Health, Safety & Environment at overall project sites of NCC Limited)



EHS, Training Programs among all Staff at **State Water Sanitation Mission (SWSM) Project**, Banda Uttar Pradesh, India. (To develop the overall strategy of continuous improvement for occupational Health, Safety & Environment at overall project sites of NCC Limited)

SAFETY DAY



Sauni Yojana L2 P7



10 Million Safe Man Hours - H.M.E.L Bathinda site.
Mr. Hector Salazar, GM (Petrochemical Safety) H.M.E.L & Mr. Dillip Kumar Singh, Manager (Safety) H.M.E.L, awarded certificate to us



Silchar Medical College and Hospital



Rural Water Supply & Sanitation (RWSS) Project, Talcher Angul, Bhubaneswar, Odisha.



National safety Day/week campaign-2021-FRRD Project site, Gaya. Mr. CH Somaraju, CGM, Hoisting the safety day flag



Airport - Agartala



GVMC-Vizag

Road safety - Pune Metro



NMRCL Jaystambh project, Nagpur-Maharashtra



Safety Excellence Award - Mr. Bikash Chandra Dash, Executive Engineer, RWSS, handed over this award to **RWSS Project, Angul, Odisha Team**.

NCC Limited RWSS Project Odisha State has delivered a world class Project (RWSS) Safety, on time and to the right Quality. It is really a moment of pride that we could work & contribut significantly to make it possible. With the highest involvement of all stakeholders including top leadership, and Zero Tolerance Attitude (ESWER) - Either Safe Work -Else Refusal: we have achieved 3 Million Safe Man Hours with "ZERO" Reportable Injury in FY of 2019, 2020

50th National Safety Day



MMRDA, CA-92, Mumbai



AGMC, Agartala



TMCH, Tinsukia, Assam



Chennai Trade Centre



ERT training - Corp. Office



Fire safety, Resque techniques, Live fire demo and Practice



SERVICE to HUMANKIND

The following employees have been regularly donating blood in times of need. They are the symbol of hope. NCC recognises their passion for saving lives.



Mr. Datla Viswanatha Raju
Assistant Manager
(Materials Department),
Corp. Office



Mr. A Ramesh
Officer (Administration),
Corp. Office



Mr. J. Nagaraju
Manager (EDP),
Corp. Office



Mr. Sanjeev
Driver (Admin.),
Corp. Office

KEY CHALLENGES OF CONSTRUCTING MUMBAI METRO LINE-7 CA03 PROJECT

Mr. Siddharth D. Kamat, Joint General Manager (Tech.) MMRDA, Mumbai Metro CA03



Metro Rail Projects are rapidly being executed in various upcoming cities. Most of these cities have heavy road traffic and public movement. Utilities-overhead and underground, mostly laid haphazardly have to be encountered during execution. Most of the Contractors and other stake holders are of the common view that **Constructing Metro Rail Projects poses not just an Engineering & Execution challenge but also a bigger challenge of achieving the projected financial goals of the Project.**

Nothing can match the challenges of constructing a Metro Rail Project in India's busiest Metropolis. **NCC's Mumbai Metro Rail Project CA03 on Line-7** has been one such challenging Project which faced various hurdles and is now ready for the trial runs.



KEY CHALLENGES

1. Large presence of utilities in 60% of foundations:

During execution, various utilities such as main gas lines, electrical main cables, water supply mains (Dia. from 0.9 to 1.2 m), OFC cables were encountered. This led to re-design of all such foundations. It also meant adjusting the piles of the group in available spaces. In many cases, it was not possible to maintain clearance of 0.3 m between pile liner and gas /water lines. In such cases additional thicker protection plate had to be inserted between the liner and the gas line. Piling had to be done with utmost caution in such high utilities infested areas.



2. Presence of High Tension Overhead lines (33 KV to 220 KV):

From Magathane station to Devipada station, there was presence of these HT lines due to which piling methodology had to be changed from Rotary rig to

tripod which was time consuming. Since diversion of these lines took time, erection work of U Girders had to be done by taking intermittent power outages from power utility agency.

3. Diversion of 900 mm and 1200 mm water mains:

The 900 mm water supply main line was fouling with all foundations of Overipada station. Similarly 1200 mm main line and a box culvert was fouling with some foundations of Devipada station. Since these were next to heavy traffic areas, work was executed in segments and final integration of the diverted lines was done with termination points within 24 hours to ensure that water disruption to the busy city was minimum.

4. Reducing Negative impacts of lockdown in critical area of Mira-Bhayandar Changeover area:

The crossover area was additional work given to our Organization and it served as a crucial connection between our Line-7 and other Line-9 and Line-2A. In the midst of lockdown, top management of the client MMRDA instructed us to expedite this missing link which was very crucial for trial runs. We were asked to



SALIENT FEATURES

- Total Length: 3.775 km & Changeover portion.
- Total stations in scope: 4 nos (All works upto blockwork & excludes finishing)
- Foundations: 1.0 m Pile, Open raft foundations.
- Substructure: Pile cap, 1.8 m dia. pier for viaduct, 2.1x2.7 m pier for stations, precast pier cap, cast-in-situ pier caps, portal beams
- Stations: Cast-in-situ pier arms & deck slab
- Superstructure: Precast U Girders, Steel Girders with RCC deck slab, RCC Box Girder.

complete these areas by 31st Dec 2020. This meant casting cantilever pier caps (with 6 m cantilever); RCC portal beams each weighing upto 195 MT; composite steel girders (Upto 8 nos per span) and deck slab laid on decking sheet and finally erecting precast parapet wall. All these had to be erected on the busiest western express highway in night time with working time window of only 5.50 hrs. We achieved this by motivating the labour force in lockdown period to prevent exodus. In spite of shortage of oxygen in market, 2 nos main fabricators were engaged for girder fabrication work and material delivery was made within schedule. Erection activities were conducted with meticulous planning. The work was completed well on time.



5. Completing Ovaripada Station Platform level work in record time: The last Right of way (ROW) for this station was handed over just at start of lockdown in March 2020. To save time the slab designs were modified and decking sheet was used for casting platform slabs which in turn was completed in record time of 17 days.

IMPORTANT POINTS TO BE NOTED

- **Adhere to structure-wise quantities of Reinforcement Steel, Concrete, HTS Stands & Structural Steel estimated by our Detailed Design Consultant (DDC) at tendering stage:** The above items constitute major portion of the material component of the project and hence even slight deviation will impact the profitability of the project. This aspect should be checked in every GFC drawing issued by DDC.
- **Cost benefit Analysis between Cast-in-situ, Precast Concrete members and composite steel girders** with respect to feasibility of erection and saving in time needs to be checked in detail.
- **ROW acquisition by client consumes almost 80% of the project duration.** This must be factored in baseline programme and pursued with client.
- **The final design depends on the utilities** hence we must deploy maximum no of teams to excavate and identify the utilities.
- **Metro Rail Projects are largely erection Projects** hence it is very imperative to have a efficient erection team of mechanical engineers.
- **The load carrying capacities of most of the elements are dependent on pre or post tensioning of HTS cables** hence method statements of all elements should ensure high quality control of work. Chocking of HT cable ducts due to slurry leakage, failure of anchor cone due to poor compaction of adjacent concrete are common serious issues to be taken care.
- **Tree Cutting permissions** can take almost 12 months and can get stuck up due to resistance from environmentalists or local /political issues.
- **Safety & Quality Managers:** Metro Projects need highly competent & experienced QAQC & Chief SHE Manager.
- **Design & Procurement of bearings:** This consumes lot of time and must be factored in planning.
- **Planning is most important aspect of this type of project:** In order to achieve efficiency in erection, proper sequencing of erection is very important and various case scenario must deliberated.



SOME KEY CONTRIBUTORS OF THE PROJECT



Mr. Bharat Shetty, SPM (Mech.)

“He ensured meticulous planning and erection of Precast Concrete and steel girders”



Mr. A. Rameshu, DPM (Civil)

“He ensured readiness of Civil & works for erection & other purposes”.



Mr. Sirish Sathpathy, DPM (Mech.)

“He ensured proper erection of all precast elements / steel girders in safe manner”

Since how long are you associated with NCC?

I have been associated with NCC since 29 years. I joined NCC in 1992 as a supervisor (Projects) in Yelahanka Township, Bangalore.

Please share few experiences and few memories in NCC

In my journey with NCC these are my special memories. In the NCC cement plant at Racherla, I was felicitated by Director Mr. ASN Raju due to my performance. Working in Sorang Power Project was challenging due to its very cold weather at Himachal Pradesh which was a new experience in my career.

Unforgettable Incident at NCC

I was awarded as the best engineer while working under Mr. Raghava Raju, Mr. PNVS Murthy at cement plant in 1997 in Racherla, Kurnool.

What makes your daily routine in office

I usually plan the work of the day and coordinate my subordinates. Interacting with my seniors.

My Strength

I believe commitment and punctuality is an important quality a civil engineer should have and I succeeded in maintaining them. I strongly believe that there is a solution to every problem like there is a key to every lock.



My Weakness

Expressing truth in a bold manner.

Your concept of happiness

My happiness is to do what I love.

What give you that happiness and thrill while working at NCC

NCC treats us like a family.

What are your hobbies? How do you spend your leisure time?

I enjoy watching movies, cricket. I love to spend time with my family.

Please share your family details

My wife Naga Srilakshmi is a postgraduate. My elder son Chandra Kiran, is pursuing graduation in Liberal Arts. My younger son Ravi Kiran is studying 2nd year B. Tech.









Success Means

According to me success means achievement. Self belief and hard work will earn you success








MAJOR ORDERS RECEIVED

30th December 2020 - 31st March 2021

Sl. No.	Name of Work	Client	Amount in Rs. In Crores	Division
1	Augmentation, Supply, Construction, Commissioning and 5 years of Operation and Maintenance of Water Supply System in Ranchi (Intake works, Rising main, 213 MLD Water treatment plant, Clear water main, Ground Level Service Reservoirs, Distribution network and House service connections, and any other ancillary works)	Jharkhand Urban Infrastructure Development Company Limited, Ranchi, Jharkhand	220.57	 Water & Environment
2	Supply and laying of Water Distribution networks in Jaffna City Area	National Water Supply & Drainage Board, Ratmalana, Sri Lanka	123.25	 Water & Environment
3	Establishment of Govt. Medical College at Paderu in Visakhapatnam District	Andhra Pradesh Medical Services & Infrastructure Development Corporation Mangalagiri, Guntur Dist, Andhra Pradesh	359.32	 Buildings & Housing
4	APMSIDCL-Establishment of Multi Specialty Hospital at 1) Seethampeta in Srikakulam District 2) Parvathipuram in Vizianagaram District 3) Rampachodavaram in East Godavari District 4) Buttaigudem in West Godavari District and 5) Dornala in Prakasam District	Andhra Pradesh Medical Services & Infrastructure Development Corporation Mangalagiri, Guntur Dist, Andhra Pradesh	175.45	 Buildings & Housing
5	Detailed Investigation, Formation of Main canal from Km 40.000 to 102.000, branch canals and distributary network including CM & CD works, Package-2, Phase-II of Babu Jagjeevan Ram Uttarandhra Sujala Sravanthi Under EPC Turn Key System	Engineer-In-Chief (Irrigation) Water Resources Department, Government of Andhra Pradesh, Dowlaiswaram	342.16	 Irrigation
6	Resurfacing of Runway and Taxi Track at INS Rajali, Arakkonam	Military Engineer Services, Visakhapatnam	220.57	 Transportation RO-Bangalore
7	White topping of road from Sheshadripuram First grade College to Aroma Bakery junction via. 3rd Cross Road, 1st A Main Road, 16th B Cross Road Annexure - F (2).	Executive Engineer, Project Division, Yelahanka zone, Bangalore	12.41	 Transportation RO-Bangalore
8	Design and Construction of New Yard ROB at Kopri on Central Railway line at Km 31/14-15, Thane	Thane Smart City Ltd., Panchpakhadi, Thane, Maharashtra	37.10	 Transportation RO-Mumbai

MAJOR ORDERS RECEIVED

Apr 2021 - June 2021

Sl. No.	Name of Work	Client	Amount in Rs. In Crores	Division
1	Construction of Patwadh Group of Villages Water Supply scheme (Surface Water) in Villages of blocks (Robertaganj and Ghorawal) District – Sonbhadra with relevant works including commissioning and operation & maintenance for 10 years	Executive Director State Water & Sanitation Mission, Namami Gange & Rural Water Supply Department (Govt. of Uttar Pradesh), Lucknow	876.40	 Water & Environment
2	Andhra Pradesh Urban Water Supply and Septage Management Improvement Project (APUWSSMIP) – Water supply improvement schemes including operation and maintenance in municipal towns of Ichapuram, Palasa Kasibugga, Amadalavalasa, Palakonda in Srikakulam District, Parvathipuram, Bobbili, Saluru, Nellimarla in Vizianagaram district and Narsipatnam and Yelamanchali in Visakhapatnam district of Public Health Circle, Visakhapatnam (Package-3 of Phase-II) with Asian Infrastructure Investment Bank (AIIB) Funding	Engineer in Chief, Public Health and Municipal Engineering Department Govt. of Andhra Pradesh Tadepalle, Guntur Dist., Andhra Pradesh	377.56	 Water & Environment
3	Construction of 3000 Du's (G+2 Floors) and Providing Infrastructure works under PMAY-HFA at Sy. No. 24, 27, 28 & 29 of Govindapura Village in Shivamogga, Karnataka with composition of State Government residential project of G+2 model totaling to 3000 houses	Executive Engineer (Division-1), Shivamogga, Karnataka	261.98	RO Bangalore - Buildings 
4	Integrated Development of East Delhi Hub – Construction of Residential Towers RT-01, RH-02, EWS-01 and Civic Amenities CV-01, CV-02 & CV-13 at Kakardooma, New Delhi on TOD Norms on EPC mode	NBCC Limited New Delhi	859.84	RO Delhi – Buildings 
5	Drilling, excavation, loading, transportation, dumping, spreading & leveling etc., of 320.873 LBCM of in-situ hard OB (which includes 1.620 LBCM of Coal) with conventional equipment and additional works, viz., 10,000 RMT of drilling, 1000 Shovel hours and 1000 Dozer hours at RG OC-II Extension Project, RG-III Area for a period of 24 months	The Singareni Collieries Company Limited Dept: Contract Management	196.01	 Mining



Dr. P Haribabu
Consultant-IMS, Corp. Office

ISO STANDARDS FOR CONSTRUCTION



ISO standards make the construction industry more efficient and effective.

ISO standards solve problems and provide solutions in all stages of the construction development process.

It provide construction industry stakeholders with the information they need to compete on global markets. Provide a state-of-the-art technical base for regulators and help to drive down costs for producers, customers and consumers.

ISO provides a platform to develop practical tools for the construction industry. Its standards result from input from all stakeholders: architects, designers, engineers, owners, product manufacturers, regulators, policy makers, consumers. Working through the ISO network of national members, ISO standards feature the world's foremost expertise, disseminating knowledge to develop and developing countries.

ISO construction standards generate confidence because of ISO's consensus-based approach to providing global solutions. ISO takes into account good business practices and the optimal management of resources, while keeping watch to ensure environmental impact is reduced. ISO International Standards tackle the challenges of sustainable development at the same time as monitoring requirements for technical and functional performance.

Raw material Testing ISO /IEC (17025)

Laboratories carry out testing of raw materials such as concrete, aggregates, cement, soils, bituminous materials, roofing materials, rock and natural stone, masonry and steel. Testing of raw construction materials checks durability, safety, characteristics and specification.

Laboratories carry out testing of manufactured products such as windows, glazing and doors, pipes, ducts and fittings, plumbing components, valves, fittings and water meters, paints and coatings for performance, durability and safety characteristics.

Laboratories carry out testing of structures and buildings in areas such as non-destructive testing (NDT) of metal fabrications, structures, building acoustics and air leakage testing to deliver supply chain confidence

Laboratories carry out testing of soil and groundwater for compressibility, strength and contaminants.

Inspection bodies carry out inspections of on-site machinery, welding and welding procedures, pressure vessels, piping and gas, electrical safety, lifting equipment and the carriage of dangerous goods.

Laboratories carry out testing of solar panels and renewable energy installations.

VALIDATION/ VERIFICATION (ISO/IEC 17029)

Verification bodies confirm claims regarding such aspects as greenhouse gas emissions of cement manufacturing, ethical mining and validated potential of new materials.

Verification bodies confirm claims regarding, for example, sustainable buildings and validate projects for new power plants.



PRODUCT CERTIFICATION (ISO/IEC 17065)

Certification bodies certify construction products and construction materials to facilitate product traceability and ensure quality and safety.

INSPECTION (ISO/IEC 17020)

Inspection bodies do pre-shipment inspection of cargo to check the quantity and quality of the merchandise.

Inspection bodies carry out inspections of on-site machinery, welding and welding procedures, pressure vessels, piping and gas, electrical safety, lifting equipment and the carriage of dangerous goods. Inspection bodies carry out inspections for such things as legionella risk, asbestos, and gas and electrical safety.

CERTIFICATION (ISO/IEC 17021-1)

Certification bodies certify management systems (e.g. ISO 45001) to ensure health and safety are effectively maintained in the workplace.

Certification bodies certify management systems to help ensure that quality, health and safety, environmental matters, energy, waste, fire safety and other aspects are consistently achieved and, if not, corrected.

CERTIFICATION OF PERSONNEL (ISO/IEC 17024)

Certification bodies assess and certify workers in construction management, crane operation, signalling, rigger operation, energy inspection, building design and site management, etc.

The scope of ISO construction standards

Much of this work is the focus of ISO technical committee ISO/TC 59, Buildings and civil engineering works. Created in 1947, ISO/TC 59 has so far developed 109 International Standards. Topics range from terminology, the organization of information technology in building and civil engineering processes, the geometric requirements for buildings, to building elements and components including modular coordination, general rules for joints, tolerances and fit, and performance requirements. ISO standards also address vital and topical issues such as sustainability, accessibility and service life.

Construction products systems

Hundreds of standards complement the work of ISO/TC 59, including those developed by the following ISO technical committees:

- ISO/TC 21: Equipment for fire protection and fire fighting,
- ISO/TC 71: Concrete, reinforced concrete and pre-stressed concrete.
- ISO/TC 74: Cement and lime.
- ISO/TC 77: Products in fibre reinforced cement.
- ISO/TC 89: Wood-based panels.
- ISO/TC 92: Fire safety.
- ISO/TC 98: Bases for design of structures.
- ISO/TC 138: Plastics pipes, fittings and valves for the transport of fluids.



- ISO/TC 160: Glass in building.
- ISO/TC 162: Doors and windows.
- ISO/TC 165: Timber structures.
- ISO/TC 178: Lifts, escalators and moving walks.
- ISO/TC 189: Ceramic tile.
- ISO/TC 218: Timber.
- ISO/TC 219: Floor coverings.
- ISO/TC 221: Geosynthetics.

The development of aspects related to the delivery process for buildings and civil engineering works, e.g. the planning, organization and management of resources, from conception to completion, will lead to new standards.

The stages of development and the delivery management framework, the process of managing ongoing multiple interdependent projects to deliver benefits for the same client, could lead to new standards on delivery processes, procedures and methods and facilities management (ISO/TC 267, Facilities management).

In the future, standards on sustainability will become as significant as past work, such as modular coordination, to improve the efficiency of construction.

IMPROVED COMMUNICATION HELPS



Mr. Suhas Eklahare
Executive Vice President

Dear Project Managers

I would like to share few tips to improve your efficiency and effectiveness at site.

One of the important method to achieve this is- to improve the way we **communicate**.

We are always communicating through our personality like- behavior, physical actions, spoken words, written communications etc. If we are careful and take some precautions, then we can use the same to our better advantage.

Wearing appropriate and neat clothing, having a smiling face/positive attitude helps in improving our personality and getting better response from clients, consultants, vendors and colleagues.

If we are polite in our behavior rather than aggressive (however right you are in your point of view) it may help -in long term- in getting desirable results.

Our body language and expressions through hand gestures, facial expressions should be controlled and appropriate to situation to ensure that there is no conscious or sub-conscious creation of negative feelings.

Most important are the verbal and written communications.

If we use personal names, references for any unpleasant situation, failure etc. then the person concerned may feel hurt for a long time. We must avoid it. However any better performance/ achievement by an individual must be appreciated in front of all.

Similarly, when we write any mail or letter, we must use contractual clauses, references etc. and put up our point of view clearly. However try and avoid use of **adjectives** in written communication. This will make it more effective. Use small sentences to avoid misinterpretation. Remember every written word will be used against us in case of any dispute. Choose your words carefully and when you are sure of their meanings.

Cost of wrong communication or miscommunication will be loss of time, money, strained relations etc.

To ensure more effective communication, one must develop art of careful listening and properly understanding the point of view other side is trying to present.



Many a times one needs to refer to contract documents for billing, extra items, claims, EOT application etc. It is always essential to ensure that all changes effected in the tender document by way of COD, pre-bid clarifications, MOM etc. are written

down in place of original clauses in the tender document. This will ensure that such changes are not missed out while referring to the original clause and may result in a wrong communication.

Whenever we are told or situations demand to execute works beyond contractual scope- we must put it on record by written communication to client, consultant. Also immediately record in a separate register or file and ensure that all such works are claimed and paid in reasonable time line.

We must have record of reasons why extra work was necessary, communication from client asking to execute such work, our written communication if client had instructed verbally, clauses of contract under which they are payable, detail analysis

for payable rates and record of certified quantities when the work was carried out. This will help in better efficiency in realizing our claims.

COPING WITH STRESS DURING COVID.

Philip Joshua, Corporate Communications, Corp. Office

Whether you are going into work or working from home, the COVID-19 pandemic has probably changed the way you work. Fear and anxiety about this new disease and other strong emotions can be overwhelming, and workplace stress can lead to burnout. How you cope with these emotions and stress can affect your well-being, the well-being of the people you care about, your workplace, and your community. During this pandemic, it is critical that you recognize what stress looks like, take steps to build your resilience and manage job stress, and know where to go if you need help.

- Recognize the symptoms of stress you may be experiencing.
- Feeling irritation, anger, or in denial
- Feeling uncertain, nervous, or anxious
- Lacking motivation
- Feeling tired, overwhelmed, or burned out
- Feeling sad or depressed
- Having trouble sleeping
- Having trouble concentrating
- Know the common work-related factors that can add to stress during a pandemic:
 - ✦ Concern about the risk of being exposed to the virus at work
 - ✦ Taking care of personal and family needs while working
 - ✦ Managing a different workload
 - ✦ Lack of access to the tools and equipment needed to perform your job
 - ✦ Feelings that you are not contributing enough to work or guilt about not being on the frontline
 - ✦ Uncertainty about the future of your workplace and/or employment

- ✦ Learning new communication tools and dealing with technical difficulties
- ✦ Adapting to a different workspace and/or work schedule
- ✦ Follow these tips to build resilience and manage job stress.
- ✦ Communicate with your coworkers, supervisors, and employees about job stress while maintaining social distancing (at least 6 feet).
- ✦ Identify things that cause stress and work together to identify solutions.
- ✦ Talk openly with employers, employees, and unions about how the pandemic is affecting work.
- ✦ Expectations should be communicated clearly by everyone.
- ✦ Ask about how to access mental health resources in your workplace.
- ✦ Identify those things which you do not have control over and do the best you can with the resources available to you.
- ✦ Increase your sense of control by developing a consistent daily routine when possible - ideally one that is similar to your schedule before the pandemic.
- ✦ Keep a regular sleep schedule.
- ✦ Take breaks from work to stretch, exercise, or check in with your supportive colleagues, coworkers, family, and friends.
- ✦ Spend time outdoors, either being physically active or relaxing.
- ✦ If you work from home, set a regular time to end your work for the day, if possible.
- ✦ Practice mindfulness techniques.
- ✦ Do things you enjoy during non-work hours.



- ✦ Know the facts about COVID-19. Be informed about how to protect yourself and others. Understanding the risk and sharing accurate information with people you care about can reduce stress and help you make a connection with others.
- ✦ Remind yourself that each of us has a crucial role in fighting this pandemic.
- ✦ Remind yourself that everyone is in an unusual situation with limited resources.
- ✦ Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting and mentally exhausting
- ✦ Connect with others. Talk with people you trust about your concerns, how you are feeling, or how the COVID-19 pandemic is affecting you.
- ✦ Connect with others through phone calls, email, text messages, mailing letters or cards, video chat, and social media.
- ✦ Check on others. Helping others improves your sense of control, belonging, and self-esteem. Look for safe ways to offer social support to others, especially if they are showing signs of stress, such as depression and anxiety.
- ✦ If you feel you may be misusing alcohol or other drugs (including prescription drugs) as a means of coping, reach out for help.
- ✦ Source: Centers for disease control and prevention.



INDIA GATE

PROJECT DETAILS

Material: White Ivory Board Sheet, Fevicol, Vernier Caliper, Circle cutter, Sharp Cutters, Binding Clips.

Duration: 2 Months (5-6 Hours perday aproximatly).

Completion date: 30-Jun-2019.



Mr. M Ramu,
Dy. Manager (EDP),
Water & Env. Div.



HEALTHCARE DURING MONSOON AND AYURVEDA'S CONTRIBUTION



Dr. Subin G.S.

Branch Manager & Physician
Arya Vaidya Sala, Kottakkal
Secunderabad Branch

Online Consultation: 040 2722 224

In the current Covid-19 scenario it is very important to be healthy as various other infectious diseases also may affect our health. The Monsoon season in India is an invigorating time as it gives us a much needed breath from the scorching heat. The heavy rain can provide a breeding ground for mosquitos and can cause diseases such as Malaria, Chickungunya and Dengue. Apart from these infectious and contagious disease the immunity of human beings will decline during the Monsoon Season as there will be 'Dosha Prakopa' in our body.

According to Ayurveda we can divide the secures broadly into two ie. i) UTTARAYANA KALA, ii) DAKSHINAYANA KALA.

The UTTARAYANA KALA comprise of:

- 1) Sisira Ritu (Late Winter)
- 2) Vasantha Ritu (Spring)
- 3) Grishma Ritu (Summer)

and the DAKSHINAYANA KALA comprise of:

- 1) Varsha Ritu (Monsoon)
- 2) Sarad Ritu (Autumn)
- 3) Hemanta Ritu (Early Winter)

The is gradual decrease of 'Bala' (Strength, Physical Strength and Immunity) due to the seasonal effect during UTTARAYANA KALA and gradual Increase of 'Bala' during DAKSHINAYANA KALA.

Each Ritu there will be specific food, activities, do's and dont's. This is called Rithu charya (Seasonal Regimen). It consists of a diet and life style discipline to be followed in a particular 'Ritu' to deal with the seasonal changes in the body and mind. Rainy season or Monsoon also requires meticulous diet planning to stay in good health. In this season there will be vitiation of body humors such as vata and pitta. The body strength and digestive power are will become less. Therefore a strict regimen of food that is easy to digest and moderate amount is advised.

Food

Old grains are preferable for this season. Jowar, Old rice, Wheat are great options. It is recommended to have whole fruits instead of having packed or processed fruit juices. Better to avoid heavy milk shakes, ice creams as they might be slightly harder to digest. You can have vegetables like pumpkin, corn, okra, carrot, beetroot, beans, potato, onion and tomatoes. Vegetable soups are great appetizer and can be beneficial in this season.

Try to avoid leafy green vegetables like spinach, methi etc. They may cause vata vitiation in the body.

Have simple spices like ginger, black pepper, asafoetida, garlic, cardamom, jeera and coriander.

Fumigation

Disinfect your home and office with dhoop (fumigation) every day. The herbs used in fumigation contain active antimicrobial properties. The best dhoop choornam available in the market is APARAJITHA DHOOP CHOORNA (Arya Vaidya Sala, Kottakkal)

Bath

Apply Medicated oils Such as Dhanwantaram tailam, Balaswagan-dhadi tailam over head and body before taking a shower and bath only with lukewarm water in the season.

Special medicated gruel - Karkataka Kanji

The sudden downpour and cooling of the environment after a harsh summer makes all the body humor, go out of balance. So there will be disturbance of "AGNI" (Digestive fire) According to Ayurveda the Malayalam month of Karkatakam is the time for preventive therapy) to regain strength and improve our immunity. The Oushadha Kanji helps you to get rejuvenated for the monsoon.

The Kanji is a unique combination of herbs, spices and grains that would keep the digestive power good and prevents from various diseases. It can be prepared with jeeraka, methi, jaggary and coconut milk. This special medicinal rice soup will act as a detoxifying agent and improves our immunity.

Panchakarma

Monsoon is considered to be the ideal season to go for Panchakarma therapy. As the body is freed from toxic substances this therapy helps in replenishing the body and strengthening all the systems and organs. Panchakarma is a combination of five detoxification procedures namely

1. Vamana - cleansing the body by vomiting
2. Virechana - cleansing by purgation
3. Nasya - cleansing by nasal path way
4. Rakta moksha - Removal of blood
5. Vasti - cleansing the body through rectal way.

These therapies improve the blood circulation, digestive system and basically rejuvenate the entire body. The procedure, should be carried out strictly under the guidance of a qualified ayurvedic doctor as the complications will be harmful for our life also.

MANY MANY
HAPPY RETURNS...



Suraj Rajeev Kumar, s/o Mr. Rajeev Kumar, Dy. Project Manager (Survey), Pune Metro Reach 2, celebrated his **2nd birthday** on 09 Feb'21



B Harini Sai, d/o Mr. B Ishwar Rao, AM (Accts.), Samruddhi-CY, celebrated her **4th birthday** on 08 Mar'21



Purvi, d/o Mr. Manoj Kumar, JE (QS) IIT Ropar, celebrated her **birthday** on 29 Dec'20



Shreyan Mitta, s/o Mr. Ramchander Mitta, Officer (Stores), Pune Metro Rail Project Pkg -2, celebrated his **2nd birthday** on 12 Dec'20



T Arun Kumar, s/o Mr. T Suryanarayana, Sr. Asst (Admin.), Pune Metro Reach 2, celebrated his **12th birthday** on 03 Feb'21



Seraphina Angel Challa, d/o Mr. Lawrence Challa, Asst. Manager (ISO Dept.), Corp. Office, celebrated her **5th birthday** on 04 Mar'2021



Megha d/o Mr. KC Maharana, DPM (Civil), SWSM Bareilly, UP. celebrated her **9th birthday** on 02 Apr'21



Aksh Mishra, s/o Mr. Gaurav Mishra, AM (EDP), AIIMS Bathinda, celebrated his **4th birthday** on 23 Mar'21



Dayyan Shaik, s/o Mr. D Shaik Fakruddin, Sr. Engineer (QS), TDWSP Warangal project, celebrated his **4th birthday** on 10 Mar'21



Chollangi Jaya Deep, s/o CH Venkateswara Rao, Sr. Field Assistant, RPWS Hatadihi Block, Odisha, celebrated his **1st birthday** on 16 Apr'21.



Mrs. Shradhanjali Tripathy, d/o Gobind Chandra Tripathy, AM (HR/Admin Dept), Samruddhi Pkg-3, S3, married **Mr. Asmin Kumar Dash** on 05 Mar'21



Mr. Somnath Mukherjee, Asst. Manager (Accts.), Govt. Medical College & Hospital (GMCH), married **Ms. Priyanka** on 04 Feb'21



Mr. Md. Azad Khan, Officer (HR/Admin), Samruddhi, Pkg-3 (CY), married **Ms. Nagma Perween** on 09 Mar'21



Sukanya d/o Umanath A Naik, Asst. Mgr (Admn.), RO Mumbai, married **Nandakishore** on 27 Nov'20



Kedarnath s/o Umanath A Naik, Asst. Mgr (Admn.), RO Mumbai, married **Aishwarya** on 15 Jan 21



Mr. Penmetsa Siva Rama Chandra Raju, Officer (Stores), HMDA, Kokapet married **Supraja** on 13 May'21



Mr. B Durga Rao, AE (QS), Patna Airport, married **Akhila Bharathi** on 27 May'21



Drawing by using the words "avs raju":
by **Beeram Haneesh**, 6th Class,
s/o Mr. B Madhusudhan Rao, System Administrator,
EDP Dept., Water & Env. Div., Corp. Office.



Drawing: Sai Teja Surathu,
3rd Class (CBSE), S/o Mr. Hema Sankar S,
Officer (Accounts), Samruddhi P3 CY,
Sultanpur, Amravati, Maharashtra



Annaprasan ceremony - Arnika Roy, Granddaughter of
Mr. Narendra Roy, DGM (Contracts), RO-Kolkata and
d/o **Mr. Praveen Mukesh**, AE, BBU Bolpur Site



Rainbow - clicked by **Mr. Panguluri Koundinya**,
AIIMS-Guwahati Project



Sunset View - Umred, Nagpur,
clicked by **Mr. BVS Kishore**,
Officer (EDP), Umred Site.



Sunset view - clicked by **Mr. DYR Brahman**, Manager (EDP),
Samruddhi AMD, Ch 148.

CHIEF EDITOR WRITES

Dear MCCians,

ALL THE GOOD YOU CAN DO

Let the good times and the difficult times bring out the best in you. See that each experience is fertile ground for excellence.

Make it your business to thrive on every challenge. Make it your choice to expand upon every joy.

No time, no situation, no task ever has to be a waste of your life. You can transform anything into your own unique flavor of fulfillment.

You can extract value where none is evident. You can create value where none existed before.

You don't have to strive and fight to get everything to line up in your favor. Instead, look deeply enough to understand the factors that are already in your favor.

No matter how life unfolds, it can bring out the best in you. Be an active participant in that process and open yourself in every situation to all the good you can do.

Best Wishes



(AGK Raju)



“

Let the good times and the difficult times bring out the best in you. See that each experience is fertile ground for excellence.

”

Lakhta Center - Russia

Sitting at 462 metres tall, the Lakhta Centre is the tallest building not just in Russia, but in Europe, and will serve as the headquarters for global energy giant, Gazprom. The multifunctional complex is situated along the coast of the Gulf of Finland and has become an architectural centrepiece within the Saint Petersburg's Central Business District. The 330,000m² complex includes commercial office space as well as retail, leisure and residential developments, all situated on a 17-hectare brownfield site, and offers a car park with a vehicle capacity of 2,000.

The building won the wins Emporis Skyscraper Award 2019.

Information Courtesy:

Mr. Ajeet Kumar Joshi,
Strategic Planning, Corp. Office



ENGINEERING MARVELS

