

EDITORIAL

SEASON OF HOPE *Spread the good cheer*

Christmas is the season of hope celebrated across the globe. The festival at the end of the year, is the most opportune time to spread goodwill and cheer through little tokens of thanks-giving.

Perhaps 2020, will remain one year in many many years to come where we had to reserve all celebrations for later. As we take a toll of all that we learnt during this worst hit times of the pandemic, let us also recount the little joys we have found in the proximities with families and loved ones.

In this year end issue, we bring you the National updates and the latest at KR including the Quality Award we bagged for outstanding team work. KR has had a whirlwind year with quite a few exciting highs and equally disturbing lows due to the pandemic. But we are looking at things to take a brighter turn in the New Year soon. Wishing you the best of the season and a great new and fruitful year ahead!

Stay safe and stay motivated!

Warmly,
Editor

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Sustainable Alternative Towards Affordable Transportation (SATAT)



A New Revolution in Transportation Fuel
Compressed Bio-Gas



Boosting availability of alternate fuel



5,000
CBG plants by 2023-24



15 MMT
CBG production



75,000
Direct employment opportunities



Enhancing income of farmers



ONE THOUSAND LNG FUEL STATIONS COMING UP

Taking a step further to transform India into gas-based economy, Hon'ble Union Minister for Petroleum & Natural Gas and Steel, Mr. Dharmendra Pradhan laid the foundation stone for India's first 50 LNG fuelling stations spread across golden quadrilateral and all major National Highways over a virtual ceremony on 19 November 2020. LNG fuel stations is a new revolution in transport fuels and a strong commitment towards environmental sustainability and reduced carbon footprint.

"We are committed to strengthen the natural gas infrastructure to increase the availability and accessibility of clean fuels in the country. We plan to have 1,000 LNG fuel stations to be established across all major highways, industrial corridors and mining sectors," the Union Minister said.

SATAT BY MOPNG

To boost availability of affordable and clean transport fuels, MoU was signed between MoPNG and leading oil & gas marketing companies & technology providers to establish compressed bio-gas plants across India under the SATAT initiative.

GOI under the SATAT initiatives envisages 5000 CBG plants by 2023-24 with production target of 15 MMT, facilitating the creation of new employment opportunities and enhancing farmers' income towards further invigorating the rural economy.

[KNOW MORE](#)



In global economy, sustainable competitive advantage is possible by Innovation, Reliability, Care supported with Quality products and services Creating Customer Value. World Quality Day provides an excellent opportunity to reinforce the core purpose of our organisation and help us to gain meaningful insights on the importance of quality. The theme for World Quality Day this year is *Creating Customer Value*. It is now a well established fact that the customer, not the company, defines quality. Hence it is all the more important to understand how the customer perceive product and service quality and share quality processes with customers

WORLD QUALITY DAY

Creating Customer Value

Message from
Shri Arun Kumar Singh

Director (Marketing) & Director (Refineries)



BPCL, PRIDE OF INDIA



BHARAT PETROLEUM BECOMES THE ONLY COMPANY FROM INDIA, TO MAKE IT TO TOP-10 RANK ON THE RENOWNED DOW JONES SUSTAINABILITY INDEX (DJSI), IN OIL & GAS SECTOR, GAINING 27 PERCENTILE POINTS OVER THE LAST YEAR.



BPCL GHAR OUTLETS

With a network of 153 GHAR outlets on National Highways, BPCL offers GHAR with facilities like food services, secure truck parking space, kirana store, emergency & medical services, route assistance and much more.

[KNOW MORE](#)



Bharatgas brings you Distributor Portability!

#BHARATGAS ADDS NEW BENCHMARK TO CUSTOMER EMPOWERMENT BY INTRODUCING 'CHANGE YOUR DISTRIBUTOR' THROUGH BHARATGAS MOBILE APPLICATION!

GOODBYE 2020

TOGETHER LET'S WISH FOR A
HEALTHIER AND HAPPIER NEW YEAR



Dear Colleague,

Warmest Greetings of the Season to you!

An eventful year is fading out and as with each year-end, it reminds us to prepare ourselves for the new. Together, let's wish for one that's filled with good health and prosperity for all.

The year 2020 has by far been the most challenging one in recent history for entire humanity. Companies across the world were strained to their limits to keep things going. While many companies had to shut-down services, we continued our operations for ensuring availability of fuel across sectors and I compliment each one of you for that.

Our team deserve all praise for the fortitude and positive attitude exhibited to keep the Refinery going on continuously. Together we have displayed amazing camaraderie and I congratulate each one of you for your personal contribution in keeping your family and company safe during the worst pandemic of recent times. After the country opened up, and life and work returned to normal, there have been rising cases of concern amongst Refiners and contract staff. Everything may not be under our control at all times and hence we urge you to continue to act in the best interest of your family, your company and your society and do take care of your health and well-being.

Kochi Refinery has been recognized for our excellent commitment for environment care and also the passions in digital innovations recently. Being on the meritorious list of organisations for excellence in crisis management, the citation from the prestigious *IMC Ramkrishna Bajaj National Quality Award*, was a great recognition for us. My heartiest congratulations to team Kochi Refinery on braving every test of time and delivering against all odds.

On the HR front, timely interventions were introduced to keep all stakeholders informed, motivated and equipped for work throughout the pressing times. Though the calendar year faced a pause on normal events and celebrations, the undying spirit of delivering targets were maintained at all levels.

The COVID Tracker, personal protection kits, COVID First Line Treatment Centre, a multitude of awareness literature in digital and print formats, active use of KR digital notice boards and social media, social distancing at work-spaces, canteens and other areas, strict monitoring of COVID protocols, automated dispensers for sanitisers at work-spots, complete digitization of *JwalaDhwani*, integrations of service portals, total transition to online meetings and many similar interventions have demonstrated our willingness to think differently and deliver responsibly, saving on time and cost.

We are announcing the second edition of the *KR Operational Excellence Awards* very soon. This is an opportunity to showcase our team efforts for implementing effective ideas at work. I urge you to make best use of this opportunity to celebrate the hands and hearts that worked together for one common goal - operational excellence of Kochi Refinery.

As we are at the end of a very testing year, let us together dream bigger and better for a safe and healthy 2021 where we can work, interact and even celebrate like before. As Henry Ford said, *obstacles are those frightful things you see when you take your eyes off your goal*. Let's stay focused and raise a toast to the goodness in thought, kindness in deed and selflessness in our commitments, the three strong tenets that have helped us march forward as one strong team of the biggest PSU Refinery of India.

I sign off with the choicest greetings of the season once again to each one of you and your family.

Warmly,


Kurian P. Alapatt
Chief General Manager (HR)

CONGRATULATIONS

KOCHI REFINERY WINS THE PRESTIGIOUS EXCELLENCE IN CRISIS MERITORIOUS AWARD



[CLICK HERE TO VIEW AWARDS WON BY KOCHI REFINERY](#)



BHARAT PETROLEUM KOCHI REFINERY, THE LARGEST PSU REFINERY IN INDIA HAS WON THE PRESTIGIOUS EXCELLENCE IN CRISIS AWARD 2020 INSTITUTED BY IMC RAMKRISHNA BAJAJ NATIONAL QUALITY AWARD (RNBQA) TRUST. THE AWARD IS IN RECOGNITION OF KOCHI REFINERY'S COLLABORATIVE EFFORT AS CRISIS INNOVATORS FOR THE UNIQUE SHUTDOWN DURING A UNIQUE PANDEMIC.

INNOVATION : REMOTE SUPERVISION OF CATALYST REPLACEMENT AT VGO-HDS AND DHDS REACTORS AT BPCL KOCHI REFINERY

CONGRATS TEAM KOCHI REFINERY FOR RISING TO THE OCCASION AND PROVING YET AGAIN THAT WE ARE BORN TO BE CHALLENGED AND TO DELIVER PASSIONATELY. OUR THANKS TO ALL CONSULTANTS AND VENDORS FOR THE OUTSTANDING SUPPORT FOR SEEING THIS MISSION THROUGH



SAFETY FIRST FOR SAFE COMMISSIONING

Commissioning of PDPP is in progress and that of MSBP is only a few months away. In a brief communication, to ensure Pre-Start Up Safety Review requirements for safe start up, CGM (I/c) Kochi Refinery Mr. Subramoni Iyer emphasized on the need for building and maintaining a safety culture. Some of the key points stressed are :

- Take personal responsibility and lead the way in complying with the safety rules and regulations relevant to our work, intervene to eliminate unsafe conditions and prevent unsafe acts while at work.
- Never underestimate the risks involved with machines or equipment.
- Isolation procedures have to be strictly followed especially the practice of Lock Out Tag Out (LOTO) to provide protection to all those who may be working on various equipment including the electrical systems. This will ensure that they are not injured by hazardous releases of energy, hydrocarbons or other gases. All efforts have to be taken to ensure that systems and procedures are followed.
- More focus need to be given on Contractor Safety Management right from tendering, site implementation, safe completion of the works and contractor evaluation.

- Near-miss reporting is vital to enhance the safety system.
- Strictly adhere to all the safety guidelines while issuing permits, carrying out the work and also while engaging others at work.
- Put in best efforts to ensure that Kochi Refinery continues to be a safer, cleaner and greener place to work.

PSM implementation has given us an opportunity to further streamline our processes, strike a good balance between processes and safety thereby enhancing safety and productivity. It has helped in prevention of accidents and reduction in risks associated with plant operations.

Workplace safety is the right of every one working inside the refinery. It is a core value for us and Kochi Refinery is committed to protecting the health and safety of its employees and their families, contractors, customers and the community. We are working tirelessly to improve safety practices through standards development, training, information sharing, and advocacy. Mr. Iyer shared in his communication.

CONSTITUTION DAY

Mr. Subramoni Iyer M R, Chief General Manager i/c & Head (Kochi Refinery) read the Preamble of the Constitution of India at Kochi Refinery on the occasion of the Constitution Day 2020. Ms. Sarah Thomas, GM (Employee Relations) led the reading in Hindi.





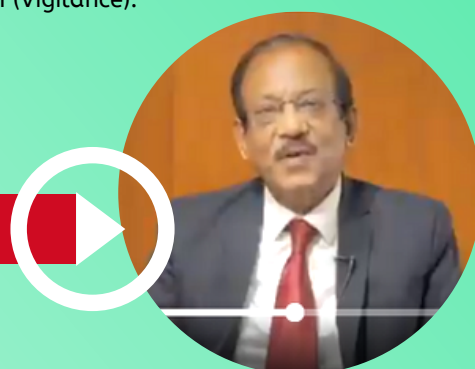
SATARK BHARAT, SAMRIDDH BHARAT

Vigilance Awareness Week 2020 was observed at KR from 27th October to 2nd November 2020 on the theme “Satark Bharat, Samriddh Bharat (Vigilant India, Prosperous India)”. As part of the VAW 2020 observance, various awareness programmes, contests and competitions were conducted for the Employees, Contract Workers, CISF Personnel and General Public.

Mr. Chacko M Jose, CGM (Operations), inaugurated the VAW 2020 observance at KR. He also administered the *Integrity pledge* to all members of the audience. In his inaugural address, he emphasized the need and importance of ethics in dealings in all walks of life with appropriate examples. He also expressed that employing collective wisdom with shared responsibility and very clear accountability in all urgent and sensitive areas of our business so that the dilutions and deviations are effectively eliminated from all such processes.

Earlier Mr. S Srikanth, DGM (Vigilance) delivered the welcome address and set the tone for the Vigilance Awareness Week 2020 observance. The vote of thanks was proposed by Mr. Ramesh K, DGM (Vigilance).

BPCL CVO'S MESSAGE



VAW 2020 Campaign

Banners and Standees were put up at different vantage points across all KR locations to disseminate the message of this year's theme. Digital platforms and social media were also used extensively to spread the message.

Contests and Competitions

Crossword Puzzle, Vocabulary Contest, Slogan writing, Poster painting and Essay writing competitions for KR employees were conducted. Poster painting competition for employee's school going children.

Spot Quiz

VAW 2020 Spot quiz for KR employees, Contract employees, Ambalamugal Post Office staff, SBI KR staff, KR Employees' Co-operative Society staff, KR Employees Credit Society staff and Project construction workers during the observance week attracted much excitement and participation.

Vigilance Awareness Programmes

Eight Vigilance Awareness Programmes were conducted for the staff of CPO KR, E&C Engineers & Maintenance Engineers (2 Batches) on Microsoft Teams meetings platform. The VAPs were tailor made to suit the participants of different departments. The learnings of CVC CTE inspections were shared in the VAP sessions. Mr. Skanda Prasad, DGM (Vigilance), CO Vigilance – Refinery, Coordinator led the VAP sessions. Mr. S Srikanth and Mr. Ramesh K, jointly conducted VAP sessions to KR stakeholders namely EIL staff, CISF staff, IREL (India) Limited and PESO (Petroleum and Explosives Safety Organisation) staff.

Valedictory Function

Mr. Kurian P Alapatt, CGM (HR) was the chief guest of the VAW 2020 Valedictory function on 2 November 2020. In his address he stressed on the importance of Integrity, honesty and probity in the organisation. He gave away prizes to winners of various competitions of VAW 2020.

CONGRATS ON CROSSING YOUR

PERSONAL CAREER MILESTONES

30 Years



Sabu Koshy
Maintenance

25 Years



Cheriya Koya
Pakeemada/ P&U



Ajitha K S
CPO (KR)



Rajesh K D
OM&S



Bijumon C P
Maintenance

20 Years



Mohammed Nizar P A
HR



Dileep P M
OM&S



Ramesha V
OM&S



Joseph Jordan T J
Security



Felix Joshua P V
F&S



Ajith Prasad K
OM&S



Shaibu C S
OM&S



Kishore Kumar E K
HR



Shibu Mani
HR

15 Years



Kiran Philip
HR

Happy Birthday



VIEW AND WISH KOCHIREFINERS CELEBRATING THEIR SPECIAL DAY IN DECEMBER 2020. CLICK HERE
LOGON TO KR SOCIAL MEDIA TO WISH OUR TEAM MATES DAILY ON FACEBOOK AND TWITTER

BEST WISHES DEAR COLLEAGUES SUPERANNUATING THIS MONTH



Dasho Mardi
joined the Technical Services Department in 1986 and is retiring from OM&S Department



Prabhir Lal R
joined the Materials Department in 1987 and is retiring from Finance Department

KROPEX

KR OPERATIONAL EXCELLENCE AWARD



KROPEX : A platform for employees to showcase ideas implemented in their functional areas and win attractive prizes. KROPEX Season 2 invites ideas implemented during April 2019 to November 2020.

Logon to KR Intranlink for more details. **Last Date : 31 Jan 2020.**

CONGRATS JEROME

India's star volleyball player Jerome Vinith who has been a key player in BPCL team for years, has won the prestigious Udayakumar National Award for best volleyball Player Of India 2020. We wish you great success ahead!



CONGRATS VISHAKA

Ms. Vishaka Venkat w/o. Harish R Chandran, AM (Proj), MSBP has been awarded Doctor in Philosophy (PhD.) in English Literature for her research on "Theorizing the Language of Humour in Indian Political Cartoons" by NIT, Trichy. She is presently Assistant Professor at Chinmaya Vishwavidyapeeth, Piravom.



ACCESS CONTROL

In view of COVID -19 pandemic, government health guidelines and subsequent measures in prevention of spread of infection through human transmission, the biometric employee access control system was discontinued at Kochi Refinery until further notice with effect from March 2020. Subsequently employee ID card swiping was effectively carried out for all employees as access control and entry procedure. For smooth functioning of employee entry procedure and to avoid and prevent any un-authorized access and towards effective physical verification by security personnel, all employees are advised to follow the undermentioned points :

- Wear the employee ID card, prominently at all times on duty.
- Display employee ID card, upon request by security personnel for physical verification.
- Inform the issuing authority in case of loss or damage of employee ID Card.



CRS ON AIR

Akashvani Kochi FM 102.3 aired a variety programme presented by the students of Cochin Refineries School in their featured programme *Viduranna Motukkal* on 29 November 2020 that had vocal renditions, musical performance and Akshara slokam.

3

SIMPLE STEPS

to stop the spread of

COVID-19

Always Wear Masks

Maintain Social Distancing

Wash Hands Frequently

#StopTheSpread

Talking to your kids about the

Coronavirus

Don't be afraid to talk about the coronavirus.

Most children would have heard about the virus or seen people wearing masks. This is your opportunity to keep them informed and set the tone.

Focus on what they can do to keep safe.

Help your kids feel empowered by teaching them what they can do to keep safe. Show them how to wash their hands or how to sneeze properly.

Be developmentally appropriate.

Try answering their questions instead of volunteering too much information as this might be overwhelming.

Stick to Routine.

School might have been shut down so it's up to you to keep your kid's day structured. Create and stick to schedules for mealtime, study and play.

Let them talk about their worries.

Be open and invite them to discuss what they may have heard and how they feel.

Manage your own anxiety.

When you notice yourself feeling anxious, take time to calm down before trying to have a conversation or answering your child's questions.

Sources:

www.who.int
www.cdc.gov

