



energising lives

JWala DHwANI



*Happy
New Year*

ജാലധാനി ജ്വാലാധ്വനി | JANUARY 2019
Energising BPCL Kochi Refinery



**Chairman &
Managing Director**

**“ A new year, a new beginning!!
My best wishes to you and your family as we wrap up 2018 and gear up to embrace 2019 with all its hopes, aspirations and adventures!! ”**

Dear Friends,

A new year, a new beginning!! My best wishes to you and your family as we wrap up 2018 and gear up to embrace 2019 with all its hopes, aspirations and adventures!!

The year gone by has been tumultuous for the Oil & Gas Sector with extreme volatility in crude oil prices, shifting paradigms to oil demand / supply centers and increasing geo-political dynamics across the world. While BPCL has weathered the storm, what remains to be tested is our resilience, especially with regard to our profitability. BPCL has established new benchmarks in profitability over the past few years, and it is my heartfelt desire that, this year too, we maintain this trend, with your deep commitment and valuable contribution. It is with great optimism that I urge our SBUs and Entities to give their best and I look forward to a huge surge in performance in the next quarter.

During 2018, BPCL has witnessed significant changes in the composition of its Board, and finally has a complete CFD. It is with a sense of great anticipation that I welcome the year 2019.



**Happy
New Year**

As may have been discussed with many of you in several forums, BPCL has adopted the concept of "Always on Strategy" as a vehicle to achieve our targets. Under this umbrella, we have undertaken several initiatives including infrastructure investments, petrochemicals, project management, gas business, cost rationalization, integrated sourcing and trading, digitalization, investor strategy and engagement, and human capital management. I am happy to state that these are progressing well.

The BPCL Board has approved investment decisions of more than Rs.15,000 crores over the last year, for creation of much needed infrastructure for achieving our business goals and work on several projects has already commenced.

We are well on track with respect to our petrochemicals strategy. Petrochemicals shall be managed by a separate business unit, and soon we shall be making important announcements in this regard.

BPCL is embarking on a comprehensive digital journey, as befits a pioneer, and is transforming the organization to work in the digitally empowered environment, leveraging data analytics, artificial intelligence and the internet of things to create value.

Our subsidiaries and JVs have achieved significant milestones in 2018. Earlier in the year, BPRL entered the UAE region with acquisition of stake in the Lower Zakum concession and KR has processed the first parcel of equity crude oil received from this asset.

We have also obtained approval of the Public Investment Board for the expansion of our subsidiary NRL from 3 MMTPA to 9 MMTPA at a capital cost of Rs. 22,600 crores. The project, including refinery capacity expansion, crude pipeline and product pipeline, is expected to

“Our plans are ambitious, and to make these a reality, our implementation strategy will have to be aggressive!!”

be completed in 48 months. It will strengthen BPCL's supply position in the northeast, which is witnessing unprecedented growth. BGRL, our gas subsidiary, is also well on the path of self-reliance, having made successful inroads and gains in the recently concluded CGD bid round. Transfer of BPCL's investments in various gas ventures is in an advanced stage of finalization, and very soon BGRL shall be operating independently.

Our plans are ambitious, and to make these a reality, our implementation strategy will have to be aggressive. I once again reiterate the four pillars of People, Infrastructure, Technology and Safety. I strongly believe these to be the foundation of our everlasting success.

In conclusion, I would like to quote Hillary DePiano - "We all get the exact same 365 days. The only difference is what we do with them."

Wishing you and your family a very happy and prosperous 2019!!

Mr. D. Rajkumar



**Director
(Refineries)**



*Happy
New Year*

Dear colleagues,

At the outset, let me appreciate your whole hearted commitment and dedication that has made 2018 a spectacular year for Kochi Refinery (KR) and has also contributed to outstanding recognitions for BPCL.

BPCL received "MOU Excellent" rating for 2017-18 which is highest among all Oil marketing companies. Let us now focus on optimizing asset utilization, improving reliability and generating exponential value as we target a 100% MOU excellent rating in 2018-19. As we take on intense competition in the current dynamic and constantly disruptive environment, I would like to share about what's most relevant to the Refineries.

Year 2019 is very important for the ambitious migration to high quality auto-fuels in India. Completion of the Gasoline Treatment Unit at MR and the Motor Spirit Block Project in KR is very crucial for 100% production of BSVI in our Refineries and the pan-India roll out of BSVI auto-fuels by 1 April 2020. The success of the co-created strategies of SCO, Refineries and Retail will depend on how quickly we convert all related infrastructure, right from Refinery tanks to retail outlets, for handling BSVI fuels.

BPCL proposes to target 15% wt. of petrochemicals in our total production of BPCL group refineries in the near future. As part of petrochemical strategy, we are focusing on niche petrochemicals in Kochi Refinery. In the first phase, Propylene Derivative and Petrochemical project (PDPP) is expected to be commissioned in 2019, with an investment of Rs. 5,246 Crores producing Acrylic acid, Oxo- Alcohols and Acrylates. In phase two, production of Polyols (Polyhydric Alcohols) is planned with an investment of Rs. 11,130 Crores. Our Corporate Research and Development Centre would focus on petrochemicals and process optimisation with clear commercialisation methodologies, participate and collaborate with focus areas in catalysts, process design technology, lubricants and adopt technology and partners for supporting our business units.

With large capex projects, approximately 51000 Crores, planned in Mumbai and Kochi, a Project Management Office (PMO) is also underway to monitor and ensure strict compliance to time lines and cost. We also need to focus on transformational improvement in contract management and administration process to address transition management and measure performance of parties involved for meeting contractual obligations.

In line with the objectives of Make in India, we are providing ample opportunities and exclusive platforms for MSME vendors. Trade Receivables electronic

Discount System (TReDS) has been implemented and procurement has become easier through Government e-Marketplace (GeM) portal for a large number of items from a list of selected vendors.

We would be looking at Digital for Refineries in a big way to enhance customer experience, exploit the power of core operations and enhance safety. With relevant digital technologies we can improve our ability to predict outcomes and add reliability to our operations. "€Kon\$", a specialized program has been designed for Refineries which is expected to boost refinery margins. Leveraging platforms like artificial intelligence, IIoT, cloud computing and cognitive computing for enhancing operations and reliability of Refineries is poised to take us to Industry revolution 4.0.

Refineries, SCO and IT teams have geographically diversified crude oil basket for MR and KR to strengthen energy security. It's heartening to note that in 2018, BPCL became the first PSU to start sourcing spot crude oil through Shell Trading Desk platform thus expanding not only our crude basket but also optimising value and reducing crude sourcing time from a week to less than 8 hours. BPCL also processed its first batch of Das Blend crude from Abu Dhabi which has been acquired via equity stake of BPRL.

MR and KR have successfully completed the Heat Traced Pipeline projects that will ensure complete compliance of International Maritime Organisation regulation for reducing bunker fuel Sulphur specification to 0.5%wt from 2020 and also adding value to Refineries. Kudos on that and also to KR on commencing the indigenous production Food Grade Hexane and the polymer grade propylene.

Commercial trials of indigenous de-waxing catalyst, "Bharat-HiCat" and Gasoline Sulfur Reduction catalyst additive, "Bharat GSR CAT" by the Corporate R&D were completed at MR and a commercial plant for developing Super Absorbent Polymer (SAP) is scheduled soon at Kochi Refinery. We are also investing in Bio-Refineries at Bargarh, in Orissa, Bina, Madhya Pradesh and Bhandara, Maharashtra and the JV, Assam Bio-Refinery Private Limited, that will eventually help us in reducing import dependency on fossil fuels and bring down pollution created by farm waste burning.

We completed expansion of JV Bharat Oman Refinery Limited from 6.0 MMTPA to 7.8 MMTPA at

cost of Rs. 3072 Crores in 2018. Final government nodis awaited for the expansion plans of subsidiary Numaligarh Refinery Limited from 3.0 MMTPA to 9.0 MMTPA. The Bharat Gas Resources Limited (BGRL) formed as a wholly own subsidiary of BPCL will help us strengthen our role in the gas value chain.

At the start of a brand new year, let us move ahead with our targets of higher revenue generation and improving profitability. Increased GRM's and enhancement in efficiencies, will continue to be on our priority list. As a strategy, all our future project will be designed for Quartile 1 from day 1 (Q1D1) in all parameters. A Refinery Performance Improvement Program for MR and KR is underway with international consultant, M/s BCG, to help us identify improvement opportunities and also implement them. Let us also make a dedicated effort to monitoring and reduce operating cost under each head by embracing technologies, identifying inefficiencies and quickly addressing the same.


BPCL board has approved the formation of a CSR foundation that as an enabler will meet our ultimate goal of creating both social and corporate value. We will be embedding CSR initiatives with our business objectives and in the process, invest in the thrust areas of BPCL for our continued support to developing a friendly neighbourhood.

In a quest for higher performance, focus will be on strong human capital management strategy coupled with transformational initiatives for ensuring that our future aspirations are successfully achieved. The numerous awards and accolades received during 2018 is a testimony of the unmatched performance by our teams across the country.

I recall the joy of addressing team KR on my last visit in December 2018, when I had expressed my confidence and faith in team KR. I reaffirm my confidence in you and I am sure that you will outshine the past year and emerge an ultra-stronger team for the targets set for the New Year.

I wish you and your family and all our stakeholders a wonderful, healthy, safe and prosperous 2019.

Warm regards



R Ramachandran



**Executive Director
(Kochi Refinery)**



*Happy
New Year*

Dear Colleague,

As we ring in the New Year 2019, BPCL Kochi Refinery is transforming itself into a world class integrated Refinery cum Petrochemical complex.

This is a major game changer in the history of BPCL Kochi Refinery which presents to us a host of opportunities and challenges. Foremost, is to enhance reliability in all our operational units with such complexities. Next is to synergize refinery operations with petrochemical production. It goes without saying that with the continuous and committed efforts put in by one and all, we would be able to realize all these critical goals.

As we look back at the eventful 2018, we had our share of both success, failures and gaps. On safety, we continue to maintain our excellent track record and has achieved 57.5 Million Safety Man hours. However, we have concerns on contractors' safety and need to focus more on this critical area. Like safety, critical care need to be given to our environment performance which could only ensure sustainable operations in the long run.

In 2018, we were able to stabilize IREP units and operate them above designed capacity. But we failed in achieving margin improvement in the way it was expected. This was mainly due to low reliability of certain process units and equipment and high consumption of utilities, especially steam. It is also observed that GRM is showing a decreasing trend while operating expenditure is increasing day by day. Therefore we need to give special attention to improve reliability, optimization of utilities and reduction of operating cost in all areas.

During the year, Kerala had witnessed unprecedented floods impacting the lives of millions of people. We operated the refinery uninterrupted and thereby maintaining continuous supply of fuels especially for rescue

operations. We also played a part in the rehabilitation efforts.

It is heartening to note that we had completed two major turnarounds of FCCU and IREP Units successfully without any cost-over runs and delays. In the case of IREP, this first shutdown after commissioning helped us in gaining more experience and knowledge about planning and execution of major turnarounds in future. It may also be noted that we carried out a renovation of our canteen, for the first time, to enhance the catering services for our employees.

Year 2018 was also a time in which we made great progress in the implementation of our Propylene Derivative Petrochemical Project. The project has achieved substantial progress in 2018 and we are targeting mechanical completion of units from April to May 2019. We have to focus all our efforts for commissioning the units in progressive manner by September 2019.

Our Motor Spirit Block Project (MSBP) is slated to be completed by June 2020. However, we need to supply MS and HSD matching Bharat Stage VI norms by the beginning of that year itself. This would be achieved by changing the existing catalyst of the treating units and partly completing MSBP facilities.

Our impeccable project implementation capabilities gained over the years, especially during the IREP period, have stood in good stead and have helped us to capture the confidence of the Board, the Ministry and other stake-holders. We have investment clearance from the Board for our new Polyol Project with an estimated cost of Rs 11,500 Crores and the Ministry of Environment, Forest and Climate Change has accorded the green nod. Presently, the contracts are being lined up and the work would commence shortly.

Therefore in 2019 also, we would be having projects worth Rs. 20000 crores. Needless to say,

we need to focus on new methods of project execution and implementation for completing the project within cost and time.

As you are aware, digitalization is a major strategy to enhance performance in the present world. In the last year we had made significant strides in this area and we need to further enhance the efforts. We also need to improve our presence in the social media for which I request your earnest support and cooperation.

Friends, you would therefore appreciate the complexities of our business environment which would be more as we become an integrated refinery-cum-petrochemical unit. To survive and flourish in such an environment, we need to have a culture based on continuous learning and robust team work.

In Zen Buddhism there is a concept called beginner's mind. That is to keep on learning as a 'beginner' and have an attitude of openness and eagerness to embrace knowledge and change. I believe that this is a state of mind we need to cultivate as we step in to our next stage of development. I sign off with the wise words of the Zen thinker Shunryu Suzuki: "In the beginner's mind there are many possibilities, but in the expert's there are few"

I wish each one of you and your family a happy and prosperous New Year!

Prasad K Panicker



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Editor

Jayesh Shah / ED (HR)

Associate Editor

Kavitha Mathew/ HR

Editorial Board

George Thomas/ HR
Vineeth M. Varghese/ HR
Vinod T. Mathew/ HR
Girija V. R./ HR
Ganesan S./ ESE
Chandrasekharan M./ Retd
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Subramanian K. P./ P&U
Suresh Babu/ OM&S
Thulasidas N./ P&CS
Varun M./ QC
Vino Varghese/ Manufacturing

Edited & published by

Executive Director (HR)

Editorial correspondences

kavithamathew@bharatpetroleum.in

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St.Francis Press,
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BPCL Kochi Refinery

Mailing address

Post Bag No. 2
Ambalamugal 682 302
Ernakulam District
Kerala, India.
Tel: 0484 2722061
Fax: 0484 2720856

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Happy New Year

Year 2019 is poised to be an exciting year for us at BPCL KR. We will commence our journey of manufacturing niche petrochemical products with the commissioning of PDPP Project and also venture into yet another mega Petrochemical project for manufacturing Polyols. Similarly, many initiatives have been rolled out for employees and their families to discover, connect and further strengthen the *BPCL pariwar*.

The BPCL Township, Kochi was dedicated through a unique virtual ceremony last month by our Directors of Refineries and HR. We were further delighted by our C&MD's recent visit to the township. This township located where our first establishment in Kerala was situated a century ago is today, of the most premier locations and shall foster a new culture with BPCL families joining this Township from across India.

The month showed great camaraderie in completing the complex and well spread IREP shutdown much ahead of schedule. Kudos to all those who contributed in such a mammoth task.

We are happy that employees have embraced the new initiative **Talentia** as seen from the registrations for the contest. Talent, at all age is to be showcased and celebrated. We are looking forward to the energy and excitement it will create as the contests is rolled out one by one to build up to the final crescendo of the grand finale.

It is also a time for re-launching our classic *Discover Refinery* Program for employees and family to visit the Refinery and know more about it as we grow year on year. We also invite you to join **Saksham 2019** in person as well as through social media, that will be launched from mid-January when the entire Industry focuses on building awareness on oil and gas conservation.

Let's raise a toast to another eventful year filled with moments to share, love and celebrate!

Wish you a very energising New Year!

Warmly
Editor



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C&MD visits BPCL Township, Kochi

Mr. D Raj Kumar, Chairman and Managing Director, BPCL visited the brand new BPCL Township, Marine Drive Kochi that was inaugurated recently.

He visited the facility with Mr. Prasad K Panicker, Executive Director I/C, Kochi Refinery, Mr. Jayesh Shah, Executive Director (HR) and Mr. George Thomas (GM PR&Admin) He appreciated the foresight gone into the planning of facilities and



the case taken in space utilization and convenience management. The BPCL township was inaugurated by Mr. R Ramachandran, Director (Refineries) and Mr. K Padmakar, Director (HR) in a virtual ceremony on 14 December 2018. Turn to page 12 for full details of the inauguration.

KR signs work agreement for industrial gases



The agreement with M/s Prodira Products India Pvt Ltd. for supply of Industrial gases, has been recast as a job work agreement, with effect from 1 Dec 2018 on 10 Dec 2018, by Mr. P S Ramachandran ED (Projects) and Mr. Richard Boocock, Senior Vice President and adviser to the Chairman, Air Products, in the presence of Mr. N Vijayagopal Director (Finance), Mr. Prasad K Panicker ED, KR (I/C) and Mr. G Ananthakrishnan, CGM (Finance).

MSBP Constructability Workshop

To emphasize the importance of micro level planning and improve the coordination among the three package contractors namely M/s Petrofac, M/s Tecnicas & M/s GR Engineering, a constructability workshop was conducted on

24 September at BPLC Kochi Campus.

Mr. P.S. Ramachandran, ED (Projects) inaugurated the workshop and stressed on the importance of completing the project on time and cost with an excellent safety record.

The erection methodology and heavy equipment deployment plans were presented by all the LSTK contractors under the guidance of PMC-Engineers India Ltd. A detailed discussion was done on the construction methodology to be adopted for smooth execution of the project with minimum interface issues.





Mr. N Vijayagopal new BPCL Director (Finance)

Mr. N Vijayagopal has taken over as the Director (Finance) of Bharat Petroleum Corporation Limited.

Before his elevation, he was holding the post of Chief Financial Officer of BPCL. He is a member of the Institute of Chartered Accountants of India and a Bachelor of Law. He has held various senior positions in BPCL including its upstream and pipeline subsidiary companies and handled various areas of finance covering Refinery/ Corporate Accounts, Treasury Management, Risk Management, Taxation and Budgeting, Fund Management.

He has vast experience of 31 years in financial management and was Executive Director (Corporate Finance) of BPCL.

He had served at BPCL Kochi Refinery as Chief General Manager (Finance). He was also the Managing Director of Petronet CCK Limited, an erstwhile joint venture of BPCL headquartered at Kochi which later merged in the parent company. Mr. Vijayagopal hails from Aluva.

KR hosts Official language coordinators meet

The role of OL Co-ordinators is in ensuring OL implementation in their department. A number of projects are in progress for which we have consultants, contractors and workers joining us from other regions. Thus there is a strong need for all of us to propagate use of Hindi in every sphere of our work life which will make them feel at home and help in quick assimilation with Kochi Refinery" shared Mr. Jayesh ED(HR).

He was inaugurating the Official Language Coordinators meet organized by KR on 18 December 2018. He also expressed that KR employees speak Hindi as and when required so it is only a matter of overcoming inhibition

to attain more fluency.

The official language coordinators' meet for Hindi co-ordinators aimed at more synergy in implementation of Official Language and enabling exchange of ideas. Mr. PS Ramachandran, ED(Project) appreciated the fact that KR is always on the forefront of implementation and commended the innovative approach adopted too.

Ms. Sushma Jadhav, DGM (Hindi) Corp and Ms. Sheela MC, Secretary, KOCHI TOLIC (PSUs) also spoke in the inaugural session. In sessions that followed, Ms. Sheela detailed on Responsibility for

Implementation of OL, while Ms. Sushma Jadhav, DGM (Hindi) Corp Role and duties of OL Co-ordinators" and Mr. Anil Kumar K, CM (OL), SBI, Tvm explained at length about "Unicode, Hindi Apps for learning, translating & typing Hindi"

Eight employees from various departments were appreciated for their contribution towards OL implementation at KR in 2018. Mr. Gopalakrishnan V/Operations, Mr. Sankaranarayanan P/ P&CS, Ms. Elizabeth Davis/HR, Ms. Anu Appukuttan/Projects, Mr. Nishant Choubey, Manufacturing, Mr. Mohammed Nizar/ HR, Ms. Durga Priya G/ P&CS and Mr. Anthony Solaman/ HR received the certificates from ED(HR).





Inauguration of BPCL TOWNSHIP

The BPCL Township at Marine Drive Kochi was dedicated by Mr. R Ramachandran, Director (Refineries) and Mr. K Padmakar, Director (HR) in a virtual ceremony that they participated from Mumbai on 14 December 2018. Mr. N Vijayagopal, Director (Finance) and Mr. MV Prabhakaran, CGM(HRS) also joined the digital inauguration of the BPCL Township.

Mr. Prasad K Panicker, ED(I/c) KR, Mr. PS Ramachandran and Mr. Jayesh Shah, ED(HR) completed the significant procedures for the inauguration on their behalf as the dignitaries could only join us online. Mr. Prasad K Panicker delivered the presidential address and Mr. Jayesh Shah, felicitated the major contractors for helping BPCL in mission BPCL Township Kochi. Mr. George Thomas, GM(PR & Admin) who is also in-charge of KR Estates proposed the vote of thanks.

The event was witnessed by a huge gathering of employees, business associates, senior representatives of business and service providers and contract and construction workers.

The day was a moment of joy for the Estates team who had dedicated close to 4 years for the project and the Township is now a beautiful dream come true for BPCL in the heart of Kochi City.

The township is a marvel of architecture, convenience and unique facilities laid out in approximately 10 acres of land. It has come up in one of the cradles of petroleum industry in India. It was in this very site that Asiatic Petroleum Company built its installation in 1903 and began operations. The land was leased out by the Maharaja of Cochin





for 100 years. Later the predecessor of BPCL Burmah Shell purchased additional land on the rear end to enhance operations.

The Township is situated within 15 to 20 KMs from Kochi Refinery, Irumpanam installation, Aviation Fuel Station and the new Cochin Refineries School. It is closer to Learning Center, Shore Tank Farm and North-South Tanker Berths. The Kochi Metro that would finally terminate at Thripunithura would virtually bring the Refinery and Irumpanam closer to the Township. A

township with all modern facilities at Kochi had been a cherished dream of BPCL. With the dream being realized, it, is all set to turn out as a hub of BPCL Community in Kochi. A symbol of the essential unity of Bharat Petroleum Parivar.

The Township has 66 flats, 36 (2BHK), 20 (3-BHK) and 10 (3 BHK) premium flats and a multipurpose hall. The transit flat and club house are under its final stages of completion. Truly this township is a dream come true for BPCL Pariwar that would offer a plethora of experiences.



Presidential address :

Mr. Prasad K Panicker, ED(I/c)



Welcome address :

Mr. Jayesh Shah, ED(HR)



Vote of thanks :

Mr. George Thomas, GM (PR&Admin)



Representatives of main contractors being felicitated by ED (HR)





Daksh Manch - Hall of excellence

Daksh Manch – Hall of Excellence is an employee recognition scheme created for recognizing outstanding contributors at workplace, who have created value for BPCL beyond the realms of their routine job. Daksh Manch was launched in BPCL Kochi Refinery in the year 2014. The purpose of this scheme is to

- Create role models of exceptional performance.
- To encourage other employees to raise their level of performance
- To recognize the contribution of exceptional performers
- To provide a platform to share their success story and inspire others.

The line managers validate with specific instances, each of the five critical attributes namely “Boundarylessness, outstanding performance”, problem solving

ability, discipline and team player. All the nominations received from line managers are scrutinized by a duly constituted panel.

This platform has created a performance driven culture through sharing of live stories of outstanding contributors that inspired other staff.

This year we received 11 nominations from Management staff and 34 from Non-Management. The nominations received were evaluated by the judging panel consisting of EDs, CGMs and GMs and we have identified 5 Management and 12 Non-Management staff to be awarded under the scheme of ‘Daksh Manch’ for the year 2017. The winners were awarded with a plaque and a gift card during the Award Ceremony

held on 14 December 2018 in KR Auditorium.

Mr. Jayesh S Shah, ED (HR) had set the context of Daksh Manch to the audience. Mr. Prasad K Panicker, ED I/C (Kochi Refinery), Mr. P S Ramachandran, ED (Projects), Mr. Jayesh S Shah, ED (HR) and Mr. Murali Madhavan P, CGM (Operations) I/C had given away the award to the winners. During the award ceremony the line managers of the awardees narrated the success stories that made the nominees, the ‘DAKSH’ for the year 2017.

Mr. Prasad K Panicker, ED I/C (KR) also shared the importance of competent workforce for the success of our organisation as we are in the midst of a sustained period of rapid growth, aggressive competition and changing business scenario.

Workshop on Taxation laws

TDS, GST and Legacy Laws were delved in detail at the workshop on Taxation laws and procedures organised by BPCL Taxation, CO for KR Officers.

Mr. Ananthakrishnan, CGM Finance, inaugurated the workshop. Mr. Badrinath, GM (Taxation), Mr. Mayur Singhal, DGM (Taxation), Mr. Gaurav

Bajaj (CFM Taxation), Mr. Kapil Joshi, CFM (Taxation) facilitated the sessions at the workshop attended by officers from P&CS, Projects and HR.





GST award for KR

At the GST day celebration 2018, BPCL KR was recognized for the outstanding contribution to the implementation of GST.

Mr. Anathakrishnan G, Chief General Manager (Finance), Kochi Refinery and Mr. R.S Sreekumar, DGM (Finance) received the award from Mr Nageswara Rao, Principal Commissioner, Central Tax and Central Excise



Brand & Social Media Awards

Winners of social media contests organized by KR were felicitated at a special ceremony on 21 December 2018. Mr. LL Ramachandran, GM(IS) who spear-headed many of the digital initiatives of Kochi Refinery distributed the awards to winners of the online engagements during Navaratri.

The Navarangi Navratri contest was one that enhanced viewership for KR on Facebook with approximately 10000 likes in just one week of the contest.

Ms. Anu Appukkutan/Proj led the winning team comprising of Ms. VR Girija / HR, Ms. Manjula Pavithran /IS, Ms. Sreeja Kumaran / E&Cj, Ms. Archana AV, P&CS, Ms. Vidhya KV/IS,

Ms. Smitha R/Proj and Ms. Kavitha Mathew / HR.

The second prize went to the team led by Mr. Rahul Sihara/ IS with members Mr. Aiswary Baheti & Ms. Rutuja K of IS, Ms. Anshu Shaline / HR and Akash T/Inspection. Ms. Durga Priya/ P&CS received the Swachta Sevak award for initiating and executing Swachta activities along with the members of her housing society.

Earlier on behalf of Kochi Refinery, BPCL Brand Process Club members, Mr. George Thomas, GM(PR & Admin) and Ms. Kavitha Mathew, Asst Manager (PR & Admin) received the award of Rupees one lakh at the BQB finals in Mumbai in October 2018. KR finalists.

Vignesh S and Sivam Kumar from Mfg Dept put up a spectacular performance stealing some of the toughest points in the quiz that was curated and delivered by Pick Brains. With over 12000 plus participation by employees and channel partners this year, BQB has entered the Asia Book of Records.



Hearty congrats once again to team KR on making that possible for brand BPCL.

Tributes to Dr. B. R. Ambedkar

The 62 death anniversary of Dr.B.R.Ambedkar was observed by Federation of Central Govt.SC/ST employees (Kerala) BPCL KR Unit on 6 December 2018 at CR School premises. At the special ceremony to pay tributes, Mr. K Ravi GM (PDPP) lit the traditional lamp and garlanded the statue of Dr. BR Ambedkar and delivered the key note address. Mr. TS Manoj Kumar, Secretary, Mr. E K Ravi, Treasurer and N Muraleedharan, Jt Secretary of the Federation also spoke on this occasion. Later, members offered floral tribute and paid homage to the great visionary.







A very merry Christmas at KR

It was indeed a very merry Christmas at KR with Mr. R Ramachandran, Director (Refineries) as our chief guest.

At a special gathering at the KR Auditorium on 21 December 2018, D(R) cut the cake and delivered the Christmas message. He congratulated team KR for the exceptional performance put forth and the all-round standards maintained. He wished the entire team happiness of the festive season and all good tidings for the New Year.

D(R) also addressed the celebrations at the Maintenance Dept. At the PDPP office, Mr. Prasad K Panicker, ED(I/C) Kochi Refinery cut the cake and wished the entire team the peace and joy of the season.

Meanwhile, Kochi Refinery also celebrated the team prizes won for Brand Quiz Baadshah on the same day. Sweet packs were distributed

for all employees, CISF and society staff. Winners of the Navarangi Navaratri contests that made real waves on Social Media for Kochi Refinery and the Swachta Sevak Award were felicitated.

At the Christmas celebrations, Employees together decorated the Christmas tree. This was orchestrated into the Christmas greeting of the year that was widely shared on social media.

Shared here are glimpses from the joyous moments at Kochi Refinery.





ERDMP at STF

A level 2 emergency response drill was organized at STF Puthuvyppeen on 23 October 2018.

The scenario was that at around 11:00 Hrs. an operator during his routine inspection finds crude leak on 30'' crude pump discharge line from STF to Refinery near the pig launching area and the actions that followed. The Operator informs STF Shift in Charge through UHF communication system who passes on the information to STF Fire station and panel engineer in Control Room. Panel engineer reports the same to TFMC and CISF.

Meanwhile Shift in Charge and Fire crew rushed to the site and parked the truck as per wind direction. Senior Manager OM&S assumes charge as Site Incident Controller (SIC) and gives direction to suspend the pumping operation from STF to Refinery and to isolate both ends of the line. The P&U team was instructed to isolate power supply.

Meanwhile fire crew opens water curtain to shield the vapours spreading from the pool of crude oil and initiates pouring a blanket of foam to the pool of crude oil. Fire crew also starts pumping crude to nearby

ETP with a turbo pump. As the crude leak kept increasing the situation and the ground team is unable to control it, SIC appraises the situation to Chief Incident Controller (CIC).

In consultation with fire adviser CIC declares it as a level -2 emergency as per the ERDMP and advises Panel engineer to sound level - 2 disaster siren. Panel engineer also alerts for help of Mutual aid partners as instructed by CIC.

Refinery fire station is alerted about the emergency and the emergency control room at STF is activated with all coordinators as per the ERDMP. CIC evaluates the availability of different resources through Support Services, Administration & Communication, Operational Control and Security & Traffic to take necessary action. Fire station supervisor of STF gives constant updates to Site Incident Controller who keeps the Chief Incident Controller informed on real time.

Adequate number of security sergeants are posted to direct mutual aid team to the site. Mutual aid team from Petronet LNG& FACT (UD) and STF fire crew are ready for action. SIC in consultation with CIC decides to clamp the crude line

after pumping water through crude line so as to minimize the personnel exposure to crude vapor.

Fire crew and maintenance team starts the leak-arresting process and the emergency is brought under control by clamping 30'' crude line. Firefighting foam is spread to the entire pool area to reduce vaporization and the exposed crude is completely pumped to ETP with the turbo pump.

SIC updates the CIC that the emergency is controlled and head count is taken at the site and at assembly point to confirm all are safe. The shift in charge checks the area for vapor presence and confirms that the leak is fully arrested. The CIC obtains Environment clearance from the Environment team. CIC visits the site, assess the condition and instructs to call off the emergency. Subsequently the panel engineer sounds the all clear siren and the emergency is called off at 11.45 Hrs.

Mr. VR Shibu Sr. Inspector, Dept. of Factories and Boilers, Palluruthy and Shri. A K Mehta, Controller of explosives, PESO, Kakkanad in addition to 3 Officers from Fire and Rescue services witnessed the drill and also participated in the review meeting that followed the drill.



Road Safety Month Observance - Jan 2019

Road safety week is a national initiative aimed at raising public awareness about traffic rules and to reduce casualties due to road accidents. To make people more aware of the traffic rules and to follow the rules while on road, we observe January as Road Safety Month every year.

In 2015, India signed the Brasilia Declaration and committed itself to reducing road accidents and fatalities by half. So far, the reduction in road accidents had been only marginal. In 2017, road accidents in India decreased by a mere 3.27% (YoY) with 464,910 accidents against 480,652 in 2016. Fatalities from these accidents saw an even smaller dip - just 1.9%. As many as 147,913 persons died in road crashes in 2017 against 150,785 in 2016. Kerala witnessed 38,470 road accidents in 2017 as against 39,420 in 2016. The fatalities due to the accidents were 4131 in 2017 as against 4287 in 2016. During the year 2018, we have had 14 accidents and 4 near misses involving vehicles moving

inside the Refinery. Even after conducting various awareness programmes on road safety, the statistics reveal that much more need to be done.



Five Approaches for Road Safety to avoid the vehicle accidents.

1. Keep your Eyes on the Road: Concentrating solely on driving enables you to make swift and effective decision for anything that is upfront.
2. Follow Road Safety Rules: It is important to keep an eye out for others and maintain good distance from other vehicles to enable more reaction time if something goes wrong.
3. Make way for Aggressive Drivers: The best thing to do in this case is defensive driving: try and get out of their way, allowing the reckless drivers to pass.
4. Drive in Well-Maintained Vehicles: Carrying out short pre-use checks can help your vehicle running without stopping in the middle of the drive.
5. Be In a Fit condition To Drive: Keeping check of personal health, including eye checks, heart conditions, blood pressure can be instrumental in avoiding mishaps on the road. It is well-known that most accidents occurred here could actually be prevented if people did the right things they were supposed to do, behind the wheel. It is the responsibility of each driver to follow the rules of the road, drive defensively and courteously, being safe and keeping others safe.

Have a Safe Journey!

Babu Joseph / Chief General Manager (HSE)

Cardiac care

Dr. Koshy Eapen, Cardiologist, Samaritan Hospital, Pazhanganad and team led the cardiac clinic held at our OHC on 11 December 2018.

Around 30 Employees and family members participated.



Diabetic clinic at KR

A team of endocrinologists led by Dr Harish, Amrita Institute of Medical Sciences (AIMS) rendered their services at the diabetic clinic organised by Kochi Refinery Occupational

Health Centre on 19 December 2018. Free check up and follow-up analysis was done for around 40 employees and family members at the half day camp.



IT man of KR bids adieu

M. L. L. Ramachandran, the IT man of Kochi Refinery bids adieu. "Once an IT guy always an IT guy," says LLR who retires as General Manager (Information Services) who is all set to pursue his second career at IIM, Kozhikode.

LLR majored in Computer Science from IIT, Mumbai after his BTech from CET, Thiruvananthapuram before joining KR in 1992 as Manager (Software Development). He has been involved in almost all key IT transformation projects of the Refinery, like Project MANTRA, the ERP implementation at KR, Project Synergy, the ERP consolidation of KR and BPCL and Project Aryabhata, the IT strategy mission for BPCL, to name a few.

In the last five years, he has been leading the Information Services functions, implementing world class systems including Aspentech, Asset Integrity Management System, LIMS, Electronic Document Management System and key applications like ePermit, eLog and Contractor's access control system. Several digital initiatives that he triggered are in progress. An IT professional by training and commitment, LLR is respected for his system thinking and openness to deliberate, involve and deliver impactful solutions.

His wife, Mrs. T R Hemalatha, a rank-holder for Engineering is also an alumna of CUSAT and IIM-K for her post graduations and is the Managing Director of Kerala State Electronic Development Corporation (KSEDC). They have been blessed with a son, Lakshman and daughter, Parvathy.

Their son, LR Lakshman is an alumna of Model Engineering College and IISc, Bangalore and is

working in Bangalore with ARM Holdings, a British MNC and market leader in smart-phones and tablet processors. He is married to S Sreelakshmi who is an alumna of Anna University and is working for Appsflyer headquartered in San Francisco.

LR Parvathy, an alumna of Amrita Viswa Vidyapeetami is working with Alliance Credit Union Bank, San Jose, California. She is married to Anil Ram Viswanthan, a rank holder of NIT Trichy and alumna of Cornell University who works for Apple, California. They have been blessed with a daughter, Leela.

He expresses his gratitude for the good opportunities received. "I have enjoyed working with and learning from my colleagues for the past 26 years both at KR and BPCL and am ready to move on to the next phase of my life.

Being part of the IT team all through has taught me that anything is possible when we believe in networking! My mother N Radha and my family joins me in wishing each one of you all the best and Happy New Year!

JwalaDhwani wishes LLR and his family more energising years ahead!

His address:

SRA 4, Ganapathi
Sanskrit College Road
Tripunithura 682301
Mob : 9446078193
Email : ramachandranll@gmail.com

Interview by : Kavitha Mathew / PR

Dinesh Chandran bids farewell

Mr. Dinesh Chandran P, DGMI/C Optimisation bids goodbye to Kochi Refinery after a career span of 37 years.

A Chemical engineer from Government Engineering, Thrissur, he joined KR as a junior Operations Engineer in 1983. He has worked in Manufacturing, Corporate Planning, Process Engineering, Shift Administration and R&D.



to me by this great Company and all my dear colleagues. I extend my best wishes to each one of you and your family members,' he shares in his farewell message to KR.

JwalaDhwani wishes Mr. Dinesh Chandran and his family many years of love and peace ahead.

His address:

Dinesh Chandran P

Kadamaruku Mana
House No. 43/1973 (40/2573)
Palarivattom P.O,
Kochi-25
Mob : 9446535139
E-mail : deuthi62@gmail.com

Mr. Dinesh Chandran and his wife, Anitha are blessed with three girls, Deepthi, Deuthi and Adithi.

"With a grateful heart I recollect the help, support, co-operation and guidance extended

Joy bids adieu

Mr. Joy Varghese A, bids adieu to BPCL-Kochi Refinery, with the joy of having worked in the largest Public Sector Refinery in the country, for more than 20 years.

Joy began his career in Indian Army. After training in Goa, he served as Wireless Operator in Corps of Signals at New Delhi, Kargil in Jammu & Kashmir, Kota in Rajasthan and finally in Ranchi, Bihar. Indian Army, Corps of Signals is a Corps and an arm of the Indian Army, which handles its Military Communications.

After his 17 years of service in Indian Army, he joined the erstwhile CRL in October 1998 in the Security Section of Kochi Refinery from where he bids adieu. He takes home fond memories of friends, associates, colleagues and a wonderful stint in KR.

He thanks BPCL Management, all his superiors, colleagues and friends for the support, guidance and co-operation received during his memorable journey with Kochi Refinery. He also conveys his sincere gratitude to all in Cochin Refineries School for giving the best education to his children.

Mr. Joy's wife Kunjumol is a home-maker and they are blessed with two children. Their son Aghil, after passing B.Tech in Electrical & Electronics Engineering is pursuing Post Graduate Diploma in Energy Systems in Centennial College, Toronto, Canada. Their daughter, Anisha Joy has



completed her B.Tech (Information Technology).

Post Retirement, Joy would like to devote more time on Agriculture activities.

JwalaDhwani wishes Mr. Joy and his family all the very best for a peaceful and healthy retired life.

His address:

Alikuzhy House, Mamala P.O.
Muriyamangalam - 682 305.
(M): 9495791697

Interview by : S Parameswar / HR

SERVICE CITATION

35 Years



Sukumaran Nair B
P&U Utl



Alocious N J
P&U Utl



Rejeev M C
Maintenance

30 Years



Jayan A
Finance



Devarajan Pillai P
Petchem



Ajith Kumar K
Maintenance



Ravisankar A
Manufacturing II

25 Years



Vijayakumar S R
AS - Inspection

20 Years



Vineeth M Varghese
HR



Natarajan V K
Maintenance
(20 years in Dec. 2018)

TRANSFER FROM OTHER SBUS

GENERAL MANAGER

HSE-Environment - Chandrasekhar N

ASSISTANT MANAGER

Finance - Deepa Chandran

CHIEF GENERAL MANAGER

Health Safety & Environment - Babu Joseph

MANAGER

Petchem - Krishnaprasad K C

TRANSFERS

REDESIGNATION

Dy. GENERAL MANAGER (Incharge)

Maintenance (PU) - Giridharan S

SUPERANNUATION



Mr. Sunny E J

who joined KR in HR – Security department in December 1995 is retiring from HR department



Mr. Joby P Symon

who joined KR in HR – Security department in July 1999 is retiring from OM&S department.



Mr. Prasad Clemence

who joined KR in HR department in June 1987 is retiring from P&CS department.



Mr. Jose K M

who joined KR in QC department in Mar 1986 is retiring from the same department



Mr. James Joseph J

who joined KR in P&U (Utilities) department in April 2001 is retiring from the same department



Mr. Antony K V

who joined KR in HR department in December 1983 is retiring from P&U department



Mr. Thomas V V

who joined KR in Manufacturing department in May 1982 is retiring from Projects department

CONGRATULATIONS

Mr. Rajendra Prasad K G, MFG –I has secured Second Class Boiler Attendant Certificate of competency from the Department of Factories and Boilers, Government of Kerala in August 2018. This certification is under the Boiler Attendant's Rules 2011.





KR Club activities launched with Melody Nights

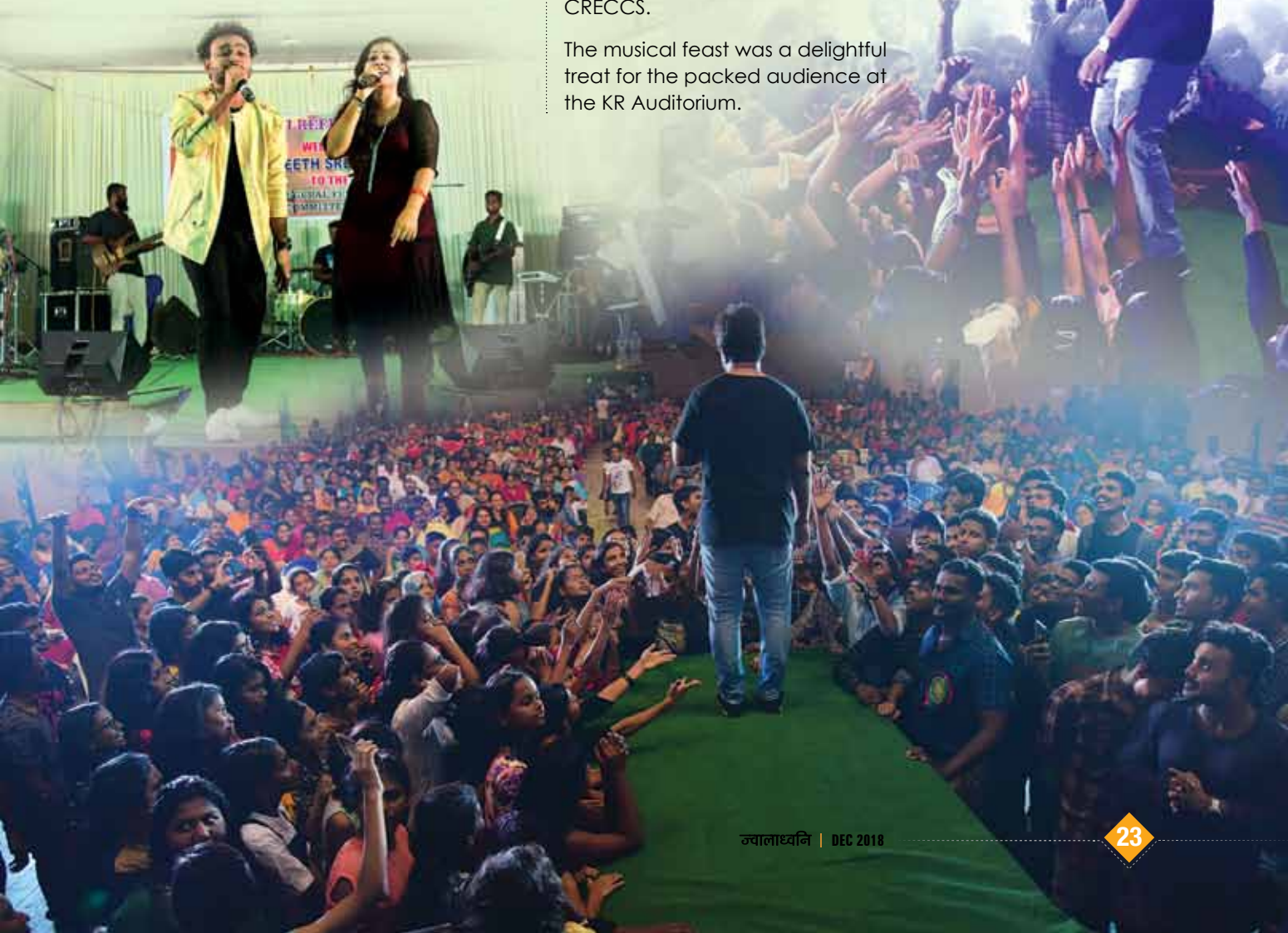
New KR Club committee launched the activities of the year with a grand musical event by popular cine artist and playback singer Vineeth Sreenivasan on 1 December 2018. Mr. PS Ramachandran, ED(Projects), Mr. Babu Joseph, CGM(HSE), Mr. Ajith Kumar K, GM(Maint) & President of KR Club spoke on the occasion.

Mr. Anil Kumar PN/Mfg is the new secretary, Mr. Binumon B is the joint

secretary and Mr. Sivadasan AK/ Finance is the treasurer.

Other elected members of the executive committee are M/s **Pradeep Kumar D**/P&U (IREP), **Jimmy Paul**/ Mfg-1 (CDU-2), **Sreekumar M**/ Mfg-1 (FCCU), **Gibin K Jose**, Mfg -1 (SRU-3), **Rajesh R**/Maint, **Ranjith EK**/Maint, **Praveen PV**/P&U (IREP), **Rajeev KC**(F&S), **S Yuvraj**/HR-Estates, **Anilkumar CS**/HR and **Suneesh MV**/ CRECCS.

The musical feast was a delightful treat for the packed audience at the KR Auditorium.





Special stars twinkle

An exhibition cum sale of products handmade by the differently abled children associated with our CSR projects was conducted on 3 December as part of the International Day of Persons with Disabilities.

Mr. Murali Madhavan, Chief General Manager (Operations), Mr. Ananthakrishnan G, Chief General Manager (Finance), Mr. Babu Joseph, Chief General Manager (HSE) and Mr. PG Ganesh, Chief General Manager (Project Technical) made the first sale to mark the inauguration of the sale.

Students from Adarsh Special

school, Sraddha Special School, Janey Centre and Faith India showcased their special skills at the stalls, exhibiting paintings, flowers, handbags, greeting cards, Christmas stars, decorations, etc. Employees actively participated by purchasing the marvels that they had created.

The programme was organized by the BPCL KR CSR Club, strengthening the theme of the day – Empowering persons with disabilities and ensuring inclusiveness and equality.



Together Committed to Energize the Society





Merry Christmas



Christmas comes to CRSchool

The magic of Christmas prevailed in the air of CRS. The atmosphere was awash with red and white- the Hallmark colours of Christmas. Festoons, stars, crib, Christmas tree, Santa Claus, carols and even reindeers made their appearance on the stage and all around the school. Father George was the Chief Guest in the festivities which was co-ordinated by Prithvi House on 21 December 2018.

A simple yet touching message was given by Father George Kurian which was followed by skits, carols, dances and finally the whole school erupted in the joyful celebration of Christmas. Students and teachers gathered in the courtyard of the school for a nostalgic photo of what may be the last Christmas in this premises.

Winning strokes

The creative genius of young Nithin A. N (Std. IX) found a platform in the popular magazine Tinkle. In a national level competition on comic sequence making and caricature drawing, Nithin's fertile imagination and agile fingers won him the First Prize. His picture is featured in the centre spread of Tinkle Magazine - a testimony to the thriving art culture nurtured by our school.



CONGRATULATIONS

Mr. C Sathish Kumar – (PGT Physics) has done our school proud by getting selected from a cross section of National and International CBSE Schools, for assisting and conducting ITPD (In-service Teacher Professional Development) for CBSE. This action research in Education is a first of its kind organized by CIET (Central Institute of Educational Technology), NCERT and supported by CBSE. The aim of this project is to address the educational problems faced by teacher educators.



Art Gallery



Crayon Drawing by **Avanthika**, Std - 1, Al-Ameen Public School Sreemoola Nagaram, D/o Subramannian KP/ P&U Electrical



कुदरत का शाप या वरदान

केरल के एक गाँव में दो दोस्त रहा करते थे, हसन और रमन। उनकी दोस्ती पूरे गाँव में मशहूर थी। दोनों जैसे दो जिस्म, एक जान थे। बचपन से ही दोनों एक साथ पले, बड़े, एक साथ खेलते, एक साथ स्कूल जाते, एक ही थाली में खाना खाते। ऐसी गहरी थी दोनों की दोस्ती। स्कूल में भी दोनों एक साथ ही बैठते। कभी अध्यापिका उन्हें अलग करके बैठने को कहती, वे दोनों रोने लगते और मानो आसमान सर पर चढ़ा लेते। इसलिए उन दोनों को अलग करने के विचार से ही सब दूर रहते।

पर समय और समाज के बदलते तेवर के साथ इन दोनों की दोस्ती भी बदलने लगी। धर्म के नाम पर बँटता समाज इनकी दोस्ती पर भी हावी होने लगा। ज़माने में फैले धर्म के नाम पर समस्याओं पर उन दोनों के विचार बदलने लगे और देखते ही देखते वे एक दूसरे के सामने आने से भी कतराने लगे।

पड़ोसी थे दोनों। अब दोनों के घरों के बीच के दीवारें उँची होने लगी। हसन की शादी हो गई। गाँव के सभी शादी में शामिल हुए सिवाय उसके दोस्त के। सालों बीत गए। पर हसन और रमन अपनी दोस्ती को भूले, अपनी छोटी सी दुनिया बसाकर खुशी से जी रहे थे।

आज हसन का बड़ा बेटा जुनैद दसवीं कक्षा में पढ़ रहा है। हसन की पत्नी फातिमा, बड़ी ही सुलझी और समझदार है। रमन की छोटी बच्ची गौरी एक साल की है। रमन की पत्नी गीता भी बड़ी ही सरल है। गीता और फातिमा कई बार अपने अपने पतियों को समझाती, उनके बीच की नफरत को कम करने की कोशिश करती, पर उन दोनों पर इन बातों का कोई असर न पड़ता।

पर कुदरत को इस प्यार और नफरत



का खेल क्या पता। केरल में बहुत तेज़ बाढ़ आई। कई घरों के आंगन में पानी भर गया।

जुनैद को तेज़ बुखार था और वह आराम कर रहा था। फातिमा कुछ काम में उलझी थी कि अचानक उसने घर के सामने बह रहे पानी में एक छोटा हाथ जैसा कुछ देख लिया। उसने बुखार से तपतपाते अपने बेटे को बुलाया और उसे पानी में दिखता हाथ दिखाया। जुनैद ने बिना कुछ सोचे पानी में छलौंग मारी और उस डूबते हाथ के पीछे तैरने लगा। समय रहते उसने उस हाथ को पकड़ लिया और पानी से बाहर निकालकर उसने देखा कि वह रमन की एक साल की बच्ची गौरी है। जुनैद जैसे तैसे गौरी को अपने घर ले आया और रमन के घर पर आवाज़ देकर बताया कि गौरी सही सलामत इनके घर पर है।

अब बाढ़ के रुकने का इरादा तो नहीं था। बारिश बढ़ती गई और पानी भी बढ़ता गया। आखिर पानी घर के अंदर भी घुसने लगा। लोगों को समझ आने लगा कि घर में रहना सुरक्षित नहीं है। कई मछवारे, जिनको लोग कभी इज्जत से नहीं देखते, अपनी नाव ले आए और लोगों को सुरक्षित जगहों पर पहुँचाने लगे। रमन के घर से सभी को सुरक्षित जगह पर पहुँचा चुके थे। अब रमन अपनी बेटी गौरी और अपने पुराने दोस्त हसन के लिए चिंतित होने लगा।

वह मछवारों के साथ नाव में हसन के घर पहुँचा। उसने देखा, हसन के

परिवार वाले आधे पानी में डूबे थे। पर उन्होंने गौरी को अपनी गोद में, पानी से ऊपर पकड़ा है ताकि गौरी भीग न जाए। बुखार से काँपता जुनैद भी पानी में खड़ा था। यह देख रमन की आँखें भर आईं। वह दौड़कर हसन के परिवार वालों के पास गया और एक एक कर सभी को नाव में चढ़ाने लगा।

हसन भी काफी थक चुका था। रमन ने हसन को हाथ दिया और नाव में चढ़ा दिया। हसन की माँ काफी बूढ़ी थी और बहुत थक चुकी थी। उनसे नाव में चढ़ा नहीं जा रहा था। आखिर रमन पानी में उतरकर झुककर खड़ा रहा। हसन की माँ रमन की पीठ पर पैर रखकर नाव में चढ़ गई। यह देख हसन भी समझ गया कि उनकी दोस्ती कितनी गहरी थी।

अब ये दो परिवार एक शिविर में हैं। यहाँ न जात है, न धर्म, न ऊँच है, न नीच है, सभी एक समान। यहाँ आकर हसन और रमन को समझ आया कि वे कितनी खोखली बातों के कारण एक दूसरे से दूर हुए थे।

सभी बाढ़ से दुखी थे तो यहाँ बाढ़ के कारण वापस ज़िंदा मिली पुरानी दोस्ती से हसन और रमन खुशी से डूब रहे थे। समझ नहीं आ रहा था - इसे क्या कहें कुदरत का शाप या वरदान!



अनु अप्पुकुट्टन/
परियोजना विभाग

ज़िंदगी

कहते हैं ज़िंदगी बड़ी होनी चाहिए, लंबी नहीं, परंतु आधुनिक युग में इसका मतलब शायद किसी ने समझा नहीं ज़िंदगी, रिश्तों का, खुशियों का, गमों का समामेलन हों ज़िंदगी सार्थक तब होती है जब आपस में प्यार होता है।

चाहे निभाना हो मित्रों का साथ
या सुननी पड़े अपनों की खट्टी मीठी बात
या समाज में हो निभाना एक आदर्श किरदार
रिश्ता ऐसा हो कि खुशियों का आदान-प्रदान हों

ज़िंदगी सार्थक तब होती है जब आपस में प्यार होता है।
किसने कहा जरूरी है धर्मों में बंटना है इंसान को
उसके बच्चे आपस में ही लड़े रहें, कहाँ गँवारा होगा भगवान को
समाज तो सत्य, अहिंसा, परमार्थ, प्रेम, इनसे गुलज़ार होना चाहिए
ज़िंदगी सार्थक तब होती है जब आपस में प्यार होता है।

प्यार होता है बच्चों के मासूम हँसी में
ऊँच-नीच, जात-पात के परे रखकर हुई दोस्तों में



कोमल देवांगन/
विनिर्माण विभाग

यहाँ अली है दिवाली में तो राम भी है रमज़ान में
अखंड भारत तो आपसी सहिष्णुता का त्योहार होना चाहिए
ज़िंदगी सार्थक तब होती है जब आपस में प्यार होता है।

प्रशासनिक शब्दावली

Reproduction - पुनरुत्पादन, प्रजनन
Repulsive force - प्रतिकर्षण बल
Requirement - अपेक्षा, आवश्यकता
Requisite - आवश्यक, अपेक्षित
Requisition - मांग, अधिग्रहण
Reservation - आरक्षण
Reserve capital - आरक्षित पूँजी
Residence - निवास, आवास
Residue - अवशेष
Resignation - त्यागपत्र, इस्तीफ़ा
Resolution - संकल्प
Resource - साधन, संसाधन
Resource person - विशेषज्ञ
Respectively - क्रमशः
Restricted - प्रतिबंधित, सीमित
Result oriented work - परिणामोन्मुखी कार्य
Resume - सारवृत्त, पुनः आरंभ करना
Retail - खुदरा
Retain - प्रतिधारित करना
Retention price - प्रतिधारण कीमत
Retirement - सेवानिवृत्ति

Retrenchment - छंटनी
Retrospective - पूर्वप्रभावी
Return - प्रतिलाभ, वापसी
Return of post - वापसी डाक
Revalidation - पुनर्वैधीकरण
Revaluation - पुनर्मूल्यांकन
Revamping - नवीनीकरण
Revenue - राजस्व
Reversion - प्रत्यावर्तन
Revise - परिशोधित करना
Revival - पुनःप्रवर्तन
Revocable - प्रतिसंहरणीय
Reward - पारितोषिक, पुरस्कार
Right - अधिकार
Rightful claimant - सही दावेदार
Risk - जोखिम, खतरा
Risk factor - जोखिम तत्व
Role - भूमिका
Roll - पंजी, नामावली
Rotation - घूर्णन, परिभ्रमण
Rotor - घूर्णक
Rough - कच्चा, मोटा



Round chisel - गोल छेनी
Round the clock - रात-दिन
Rounding off - पूर्णांकन
Routine - नेमी
Royalty - स्वत्व शुल्क
Rubber stamp - रबड की मोहर
Rules and regulation - नियम-विनियम
Rules of conduct - आचरण नियम
Ruling - विनिर्णय
Running cost - संचलन परिव्यय
Running repairs - चालू मरम्मत
Running time - चलन समय
Rural - ग्रामीण
Sabotage - तोड़ फोड़, अंतर्ध्वंस
Safe - निरापद, सुरक्षित



നേരാണ്..... പക്ഷേ..... കോറി ഡോറിന്റെ അവസാനത്തിൽ പിറകിലൂടെ അവൻ വന്ന് നിന്നെ ശല്യപ്പെടുത്തിയത്..... എന്റെ സ്നേഹിതന്മാർ കണ്ടില്ലായിരുന്നുവെങ്കിൽ എന്താകുമായിരുന്നു.....”

“ദേ... മനുഷ്യാ... രാവിലെ തന്നെ എന്നെ മാനസികമായി പീഡിപ്പിക്കാനാണുദ്ദേശമെങ്കിൽ..... ഗാർഹിക പീഡനത്തിനു കേസ് കൊടുക്കും..... ഓക്കേ.....”

n.s.baiju

സ്റ്റാമ്പിന്റെ തീ കെടുത്തി പോകാനൊരുങ്ങിയപ്പോൾ അയാൾ പുറകെ ചെന്ന് ഇത്രയും കൂടി പറഞ്ഞൊപ്പിച്ചു.....

മി...ടു...

അതേയ്... ഞാൻ ആ അഡ്വക്കേറ്റ് രാമമൂർത്തിയോട് വരാൻ പറഞ്ഞിട്ടുണ്ട്. അയാൾ പറയുന്നിടത്തൊക്കെ ഒരൊപ്പിട്ടു കൊടുത്തേക്കണം. രാവിലെ അടുക്കളയിൽ ചായ ഉണ്ടാക്കിക്കൊണ്ടിരുന്ന ഭാര്യയോട് അയാൾ പറഞ്ഞു.

“നിങ്ങൾക്ക് ഇതു എന്തിന്റെ കേടാണ് മനുഷ്യാ..... പത്തിരുപത്തഞ്ചു കൊല്ലങ്ങൾക്കു മുമ്പു നടന്ന ഒരു സംഭവത്തിനെ ഇപ്പോൾ കുത്തി പൊക്കിക്കൊണ്ടു വരാൻ...” ‘നിങ്ങളുടെ സംശയരോഗത്തിനും കുത്തിപ്പറച്ചിലുകൾക്കും ഇടയിൽകിടന്ന് ഞാൻ ജീവിച്ചു തീർത്ത ഇരുപത്തഞ്ചു വർഷമോ.....? ഇക്കാര്യം പറഞ്ഞ് എന്നെ നോവിക്കാത്ത ഒരു ദിവസമെങ്കിലും ഉണ്ടായിട്ടുണ്ടോ നമ്മുടെ ജീവിതത്തിൽ.”

“ഹും... കഴിഞ്ഞായാഴ്ചയിൽ പെട്രോഹൗസിൽ വച്ച് നടന്ന കല്ലാണവിരുന്നിൽ വച്ച് കണ്ടപ്പോൾ അവൻ നിന്നോട് പറഞ്ഞത് കേട്ടില്ലേ...? ‘സൂസി പണ്ട് കോളജിൽ വച്ച് ഉണ്ടായിരുന്നതുപോലെതന്നെ സുന്ദരി ആയിരിക്കുന്നു’ എന്ന്.

പണ്ടത്തെ ആ സംഭവം വച്ച് നിന്നെ ഒന്ന് സുഖിപ്പിച്ചതാണെന്നും, എന്നെ നിന്റെ മുഖിൽവച്ച് ഒന്ന് ഇകഴ്ത്തിയതാണെന്നും എനിക്കു മനസ്സിലായി. ഒരു മന്ത്രിമാമൻ വന്നിരിക്കുന്നു. അവനൊരു പണികൊടുക്കാനാകുമോ എന്ന് ഞാനും ഒന്നു നോക്കട്ടെ.

“പഴയ കേസ്സുകളെല്ലാം പൊടിതട്ടിയെടുക്കുന്നത് ഇന്നൊരു സ്റ്റൈലാ. പോരാത്തതിന് സാക്ഷികളും കേസ്സൊതുക്കിയ പ്രിൻസിപ്പാളും എല്ലാം ജീവിച്ചിരിക്കുമ്പോൾ.....”

“കാര്യം ശരിയാണ്... ഞങ്ങൾ കുറച്ചുപേർ നിന്റെ പുറകെ ഒലിപ്പിച്ചുകൊണ്ടു നടന്നു എന്നതു

“ഇത് മി...ടു... കേസ്സിൽ പെടുത്തി ഹൈക്കോർട്ടിൽ പൂട്ട് അപ്പ് ചെയ്യാൻ പോകുകയാണെന്ന് അവന്റെ പി.എ.യെ വിളിച്ചു നമ്മുടെ വക്കീൽ രാമമൂർത്തി പറയും..... മന്ത്രി മാമനെ ഒന്നു തളക്കാൻ പറഞ്ഞോ എന്ന് ഞാനൊന്നു നോക്കട്ടെ. ഒരു മന്ത്രി വന്നിരിക്കുന്നു.”

ഇനിയും ഇവിടെ നിന്നാൽ രാവിലത്തെ ചായകുടി കിട്ടില്ല എന്നറിയാവുന്നതുകൊണ്ട് അയാൾ ലിവിംഗ് റൂമിൽ പോയി ടി.വി. ഓൺ ചെയ്തു. വാർത്താചാനൽ തിരയുമ്പോളാണ് തെട്ടിക്കുന്ന ആ വാർത്ത അയാൾ ശ്രദ്ധിച്ചത്. മന്ത്രി കാറപടത്തിൽ മരിച്ചു.....

ഡൽഹിയിൽനിന്നും നെടുമ്പാശ്ശേരി എയർപ്പോർട്ടിൽ ഇറങ്ങി സ്വവസതിലേക്ക് പോകുമ്പോൾ കരിയാട് വളവിൽ വച്ചു നിയന്ത്രണം വിട്ടുവന്ന ട്രക്ക് കാറിൽ ഇടിച്ചാണ് അപകടമുണ്ടായത്. ഫ്ളാഷ് ന്യൂസായി എല്ലാ ചാനലിലും ഈ വാർത്തതന്നെ...

പുറത്ത് അഡ്വക്കേറ്റ് രാമമൂർത്തിയുടെ ഫോർച്ചുണർ വന്നു നിന്നപ്പോൾ അയാൾ സോഫയിൽനിന്നെണീറ്റു.... മൂന്നവദനനായി വാതിൽ തുറന്നു കൊടുത്ത് തിരിഞ്ഞപ്പോൾ ചായയുമായി വാർത്തകൾ ശ്രദ്ധിച്ചു നിൽക്കുന്നു ഭാര്യ. ബാറിൽ വച്ചുള്ള തലേദിവസത്തെ തങ്ങളുടെ പ്ലാനുകളെല്ലാം പൊളിഞ്ഞല്ലോ എന്നോർത്തപ്പോൾ വാക്കുകൾ കിട്ടാതെ അവരുടെ മുഖിൽ അയാൾ നിന്നു.....



ജോബി പി. സൈമൺ/
ഒ.എം & എസ്സ്



S. Yuvaraj/ HR-Estates

பொங்கலோ.....பொங்கல்..!

தமிழரின் முக்கிய பண்டிகை தைப்பொங்கலாகும். 12 மாதங்களில் தை மாதம் தனி பெருமை வாய்ந்தது. இம்மாதம் உலகிலுள்ள அனைத்து தமிழர்களும் "தமிழர் திருநாள்" எனவும் கொண்டாடுகிறார்கள். இது சூரியனுடைய பாதை மாறும் விஞ்ஞான உண்மையை எடுத்துக்கூறும் நாளாகும். பண்டைய தமிழ் இலக்கியங்களில் சிறப்பாக ஆயிராயிரம் பாக்களில் சூரியனை போற்றி வந்துள்ளனர். சூரியனால் விளையும் நன்மைகளையும், வேளாண் குடி மக்களின் முன்னேற்றத்தின் உற்ற துணையுமாதலால், மங்கல முகமாக வரவேற்கும் நாளாக தைப்பொங்கல் கொண்டாடப்பட்டு வருகிறது.

ஒரு படி மேலே சென்று "உழவர் திருநாள்" என அழைப்பதில் பெருமை உண்டு. "உழுதுண்டு வாழ்வாரே வாழ்வார்" என வள்ளுவரும், உழவுக்கும் தொழிலுக்கும் வந்தனை செய்வோம்" என பாரதி போன்றோரும் உயர்த்தி பாடப்பட்டவர்களின் திருநாளாகும்.

தை முதல் தேதி பிறக்கும் முன்னர் வீட்டை சுத்தம் செய்து வெள்ளை அடித்து, பொங்கல் கொண்டாட தயாராக ஏற்பாடுகள் நடக்கிறது. வேண்டாததை தீயிலிட்டு கொளுத்துவதை "போகி" என பொங்கலுக்கு முன் நாள் "பழையன கழிதலும், புதுவன புகுதலும்" என்ற கருத்துடன் கொண்டாடப்படுகிறது.

தை முதல் நாள் பொங்கலன்று முற்றத்தில் சூரிய பகவானை வரவேற்கும் விதமாக வண்ண-வண்ண பெரிய கோலங்களிட்டு புது அடுப்பு மூட்டி, புதுப்பானையில் புத்தரிசியில் சர்க்கரை பொங்கலும், மஞ்சள் கொத்து, கரும்புகளுடனும், காய் கனிகளையும் படைத்து வழிபடுகின்றனர். பொங்கல் பொங்கி வரும் நேரத்தில் அனைவரின்

அகம்-முகம் பொங்கி சந்தோஷத்துடன் "பொங்கலோ பொங்கல்" என ஆரவாரமிடுகின்றனர். அன்றைய தினம் தம்மில் பொங்கல் நல்வாழ்த்துக்கள் பகிர்ந்து கொள்கின்றனர்.

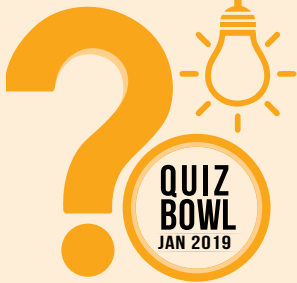
தை இரண்டாம் நாள் "மாட்டுப்பொங்கல்" கொண்டாடப்படுகிறது. உழவர்களின் உழைப்புக்கு உறுதுணையாக நிற்கும் ஆடு, மாடுகள், ஆநிரைச் செல்வங்களுக்கு நன்றி செலுத்தும் விதமாக கொண்டாடப்படுகிறது. அவைகளை குளிக்க வைத்த பின்னர் வண்ண பூச்சடித்து, மாலை சூட்டி, அலங்காரத்துடன் திலகமுமிட்டு கொண்டாடப்படுகிறது. அன்றைய தினம் தமிழர்களின் வீர விளையாட்டான "ஜல்லிக்கட்டு" நடத்தப்படுகிறது. சமீபகாலமாக ஜல்லிக்கட்டை உலகமே விரும்பி திரும்பி பார்க்கிறது.

தை மூன்றாம் நாளாகும் "காணும் பொங்கல்" அன்றைய தினம் ஊர் கலைஞர்களையும், உழைப்பாளிகளை கௌரவித்து மகிழ்கின்றனர். சிறுவர்களுக்கும், பெரியவர்களுக்கும் வெவ்வேறு பல போட்டிகள் நடத்தி மகிழ்கின்றனர். அன்றைய தினம் ஆடல்-பாடல்களில் மகிழ்ந்தும் அவரவர் தம் தம் உறவினர்களை கண்டும் மகிழ்கின்றனர்.

மேற்சொன்ன அனைத்தும் சங்க காலத்திலிருந்தே, அதாவது தொன்றுதொட்டு இப்பண்டிகை உவகையுடன் கொண்டாடப்பட்டு வருகிறது. இது உலக தமிழர்களின் உணர்வுகளோடு கலந்த ஒரு பண்டிகையாகும்.




2018 നവംബർ 11ന് കെ.ആർ ആഡിറ്റോറിയത്തിൽ നടന്ന ഷട്ടിൽ ബാഡ്മിന്റൺ ഡബിൾസിൽ വിജയികളായ പവർ ആന്റ് യൂട്ടിലിറ്റി ഡിപ്പാർട്ടുമെന്റിലെ ഷാഹുദ്ദീനും മകൻ ഷാഹുൽ അഹ്നാനും.




Quiz Master: **S. Parameswer (HR)**

Send your entries to Mr. SP Quiz Bowl,
Jwaladhvani desk, BPCL Kochi Refinery,
before 25.01.2019



1. Identify this logo. 
2. What is Bariatric Surgery ?
3. What is TED Talk ? What is the full form of TED in TED Talk?
4. What is the meaning of the English word 'Advertorial' ?
5. What is drone photography ?

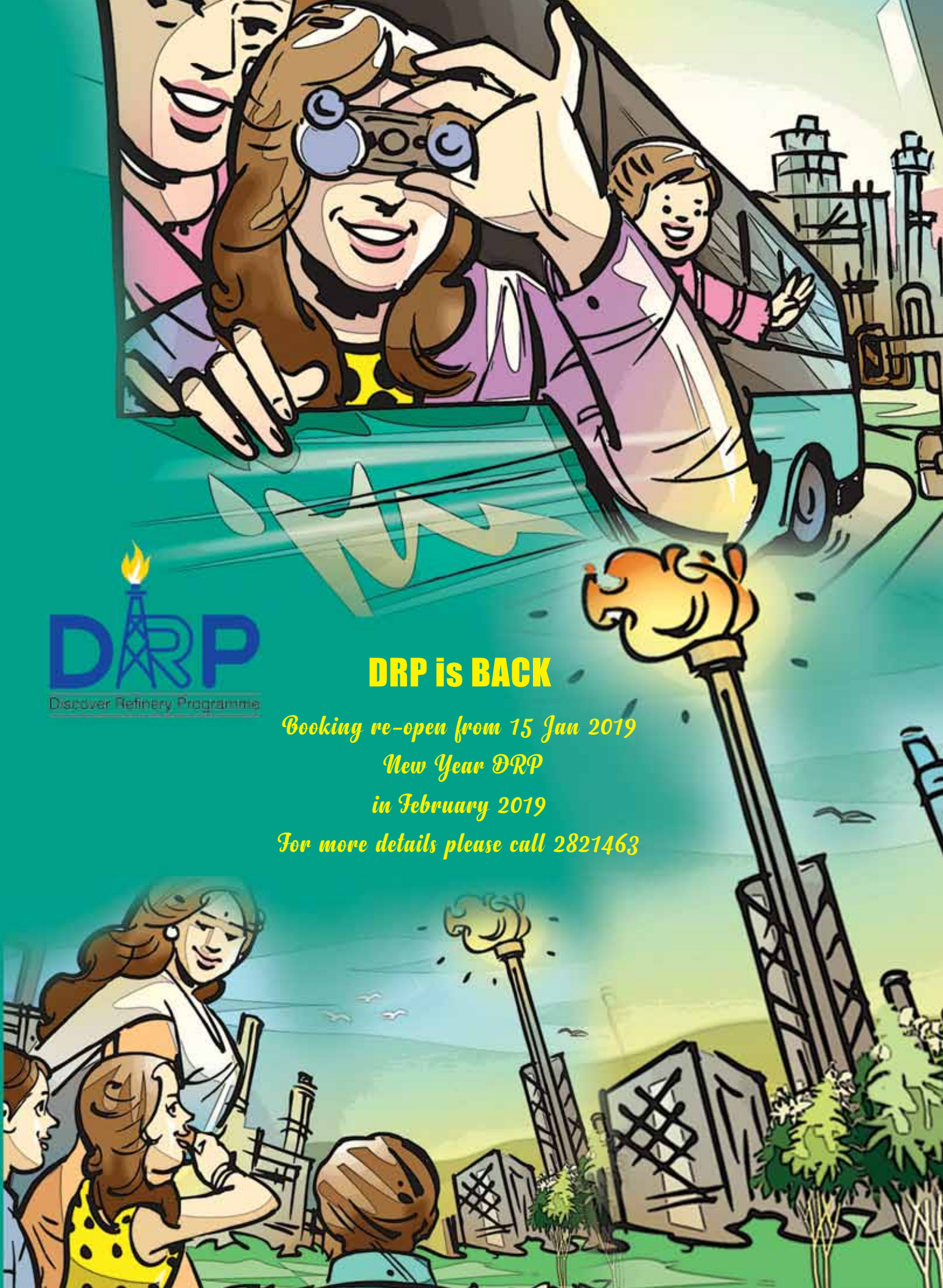
6. What is the difference between VFX and SFX in films ?
7. This is the only Country Club of its kind in India and ranked amongst the top 20 Clubs of the world spread over a hundred acres located in the southern part of Kolkata
8. Which event in Udaipur helped Mumbai airport to create a new record of handling 1007 flights in a single day ?
9. When the newly appointed RBI Governor Shaktikanta Das retired as Secretary from Govt of India in 2017 what parting gift did he receive from the Govt ?
10. What is Angel Tax ?
11. What is the new name of Allahabad ? What is the meaning of the that new name ?
12. Identify this logo 

Answers to QB-December-2018 :

1. South African Airlines 2. Garuda 3. Stock Markets
4. Manhattan 5. Mere Pyare Prime Minister
6. in the wake of its amalgamation with the non-banking financial company Capital First
7. Abu Dhabi 8. The Brent oil field is in the North Sea off Scotland
9. Un able to meet the latest safety norms , particularly the crash safety norms
10. Demonetisation 11. People's Bank of China 12. Saraswat Bank

Winner of QB-December-2018 : Vijay S, Advisory Services





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गैस मंत्रालय
भारत सरकार

ईंधन संरक्षण की ज़िम्मेदारी, जन गण की भागीदारी



✦ 16 जनवरी से 15 फरवरी 2019 ✦

शुभारम्भ द्वारा

श्री धर्मेन्द्र प्रधान

(पेट्रोलियम एवं प्राकृतिक गैस मंत्री, कौशल विकास और उद्यमिता मंत्री,
भारत सरकार)

कॉन्स्टीट्यूशन क्लब ऑफ इंडिया, नई दिल्ली
16 जनवरी 2019

