

पेट्रो प्लस PETRO PLUS



Energising Employees

VOL - IV / 4 DECEMBER 2014



DAKSH MANCH



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According to Steve Jobs, “Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. The only way to do great work is to love what you do.” It’s oft been said that if you love your job, you don’t have to work a day in your life. Many subscribe to this adage and go way beyond their brief to contribute meaningfully to the company’s goals. HRS has devised a unique platform called Daksh Manch to recognise and reward non-management employees, who have made an outstanding contribution to the organization and are role models of excellence. The initiative boosts the self-esteem of the individual and is a powerful tool to inspire others to follow the same path. Implemented across the organisation, it has been a huge success. Steve Maraboli wisely said, “Action separates the heroes from the cowards, the achievers from the complainers, the successful from the mere dreamers, the happy from the envious; it separates those who rise to the challenge of their goals from others who cower in the shadow of stagnancy.” Do read about our heroes in the feature article.

Vigilance Awareness Week also took the country by storm, with a plethora of programmes conducted across the country, all showcasing the theme, “Combating Corruption – Technology as an Enabler.” We bring you a glimpse of the multifarious activities at our locations.

We’ve introduced a new column - ‘Gen Next’ to feature views from our youngsters on various issues. Do write in with newsy items and let’s make it a ‘hip & happening’ page !

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DAKSH MANCH

A Platform for Outstanding Contributors

Attributes of a Daksh

★ Outstanding Performer and Keen Learner

- Consistent outstanding performance
- High level of proficiency and mastery in his job
- Constantly updates knowledge in newer areas of work and successfully applies the same
- Creates standards of excellence and sets an example for others to follow

★ Problem Solving Ability & Newer/ Better Way of Doing Things

- Proactively identifies and resolves complex issues / problems
- Responds positively to new beginnings, attitudes, behaviours, and / or changing demographics.
- Promotes and encourages colleagues to think boldly to implement new ways of doing work.
- Uses a logical thought process for performing work related activities
- Preferred resource in case of any problem/crisis situation.

★ Team Player

- Is a strong team player and always collaborates and cooperates with others for greater good of the company.

★ Discipline

- Observes adherence and respect towards workplace discipline, procedures and rules viz. punctuality, uniform

★ Boundarylessness

- Willingly shoulders additional responsibilities
- Initiative taking ability
- Open to taking up assignments in unfamiliar areas of work

Bharat Petroleum has always prided itself on its much vaunted vision, values and culture, which define who we are and what we stand for. That is the credo we live by, which underpins all our thoughts, word and deeds. Development of People has always been BPCL's forte, especially as its Core Vision Statement focuses on leveraging talent to achieve the pinnacles of success.

In the world of today, actions speak louder than words. Merely defining values and painting glowing pictures of a performance driven culture is not enough to inspire and motivate people. These values need to be visibly demonstrated and modelled. Employees connect more with their peers, whom they can relate to, and this plays a major role in influencing their behavior. True stories are the living proof of culture and they need to be carried forward for others to be inspired.

Excellence is doing ordinary things extraordinarily well.

There are several non-management staff, who have surpassed the definitions of 'Job' and have gone way beyond to contribute to BPCL, driven by their inherent self motivation and commitment. Just as they have transcended boundaries in their job sphere, by the same token, their contribution deserved recognition on a large scale, beyond the confines of individual locations.

With this objective in mind, 'Daksh Manch' was first launched by HRS North in the year 2012, to have a strong recognition platform for our staff. In addition, their stories needed to be carried forward, so that everybody learns and everybody grows – ultimately, this would lead to BPCL's growth and development.





The idea of 'Daksh Manch' evolved with the following purpose:

- To create role models of exceptional performance
- To recognize the exceptional contribution of unsung heroes at the workplace
- To provide a distinguished identity to deserving staff
- To provide a platform to share their success story to motivate and inspire others
- To enable line managers to share their experience of facilitating staff to enhance contribution.

Pioneered by HRS North, the 'Daksh Manch' platform was later on replicated by other Regions & Refineries. With the involvement of various line managers and senior leaders from various SBUs, five critical attributes were identified which would define Daksh - Outstanding Performance, Problem Solving Ability, Team Player, Discipline and Boundarylessness.

Thereafter, all the Line Managers were invited to send the nominations of their ace staff or the staff could nominate themselves for 'Daksh Manch' validating these attributes with live examples. Finally, the selected non-management staff were identified through a formalized and rigorous process involving an Inter-SBU jury.

The will to win, the desire to succeed, the urge to reach your full potential ... these are the keys that will unlock the door to personal excellence.

Confucius

The select staff were honoured during a special function, which also highlighted their achievements and success stories. They shared their experiences and sent glowing messages to their co-workers. Line managers, whose staff were selected for these special honours, were also called to share their experience with their 'Daksh' subordinate, which strengthened the bond between them.

'Daksh Manch' has become an aspirational platform for staff. The initiative drew appreciation from all quarters,

and the feedback was overwhelming. The initiative has been recognized in the prestigious 'Ideas' forum of BPCL and was announced as 'Winner' in 'Marketing-Systems & Process Improvements' domain under the 'Creative Stroke' category of the 'Ideas' award.

Every job is a self-portrait of the person who did it. Autograph your work with excellence.



'Daksh Manch' has achieved the following Renewed Performance Orientation :

- Re-engagement of staff
- With the buzz created, staff reached out to understand what makes a 'Daksh'
- Resurgence of a high performance driven culture through sharing of live stories of outstanding contributors.
- Created a pool of role models to inspire others and bring forth live examples to be emulated
- Pride and enhanced self-worth and self-esteem for staff who had really stretched themselves
- Promoted the recognition of excellence through a dedicated recognition platform for staff.

Their recognition has made them feel important and key players and now other staff aspire to be one among those in 'Daksh Manch.' There is something additional for staff to strive for and there is increased involvement. 'Daksh Manch' will sustain the momentum of a performance driven culture by driving it at the grass roots level. This pool of identified 'Daksh' people are live examples to be emulated and these numbers will multiply through this initiative in future.

It is not titles that honour people, but people that honour titles.

Niccolò Machiavelli

DAKSH: 2013-14



Western Region



A great morale booster for me, the Daksh award is an excellent recognition given by BPCL which will motivate all employees to excel at the workplace.

- Sharon Pires

When we work at the location, we don't realize that this work will be recognized at Ideas or at Daksh Sarvottam. We work solely with our passion and feel happy when the effort is recognized at platforms such as Daksh Sarvottam.

- Rajkumar Patel

Daksh Sarvottam Award Winners

- ★ Sharon Pires, Brand & PR
- ★ Rizwan Ahmed Nakhwa, ERP CC
- ★ Mukta Prabhu, SLC Maharashtra
- ★ Shashikant Dhayagude, Wai LPG
- ★ Rajkumar Patel, Borkhedi Depot
- ★ Dilip Joshi, Manglia Depot

Jury Winners

- ★ Betty Sequeira, LPG, HQ
- ★ Vijayprakash R. Ojha, Sewree Installation
- ★ Meena Subramanian, ER, HRS West
- ★ Rasikbhai V. Suthar, Ahmedabad Territory Office
- ★ Mukesh Kumar Omre, Bhitoni LPG
- ★ Vitthalbhai D. Thakor, Rajkot LPG
- ★ Raju Khadke, Jalgaon LPG
- ★ Surendra Kotian, Sewree Installation

This award will boost not only my morale, but will also help motivate others and help them excel in their field. I would like to thank BPCL as an organization and I shall always give more than 100% in all my endeavours.

- Rizwan Ahmed Nakhwa

Southern Region

- ★ P. Jayachandran, Bangalore (Retail)
- ★ G. Koilpillai, Tuticorin LPG
- ★ M. G. Ravikumar, HRS South
- ★ N. Y. Seshagiri Rao, Tirupathi AFS
- ★ K. Venkata Narayanaiah, Nellore (Retail)





Mumbai Refinery



Hall of Excellence

- ★ Chetan K Sangoi, Maintenance
- ★ Rahul Gaur, Operations
- ★ S.T. Pandhare, Maintenance
- ★ V. Prasad, Operations
- ★ J.D. Pereira, Senior Assistant
- ★ K.P. Suresh, Craftsman C/H
- ★ M.D. Thule, Craftsman
- ★ Ravindra Katakbound, Machinist
- ★ R.R. Nair, Process. Tech. C/H
- ★ Sanjeev Karangutkar, Process. Tech. C/H

Award of Excellence

- ★ Biju P N, Mfg.
- ★ Aby Paul, Mfg.
- ★ Sunil Kumar N S, OM&S
- ★ Antony M A, Maint.
- ★ Asokan K A, OM&S
- ★ Rajesh M, OM&S
- ★ Sajeev T, P&U
- ★ Mohammed Nizar P A, HR
- ★ Sirosh K Vijayan, Maint.
- ★ Mathiyalagan P, QC

Certificate of Appreciation

- ★ Perseval Pereira, Maint.
- ★ Shiller T G, P & CS
- ★ Bijo George, Mfg.

Kochi Refinery



Eastern Region



- ★ Prodip Kumar Ghosh, Regional Logistics, East
- ★ Satyen Bandyopadhyay, Retail Finance, East
- ★ Badan Chandra Purkait, Budge Budge Installation
- ★ Chhotrai Murmu, Durgapur LPG Plant



- ★ Harbans Singh, Lalru LPG
- ★ Chaten Singh, Lalru LPG
- ★ Narendra Kumar Tak, Salawas TOP
- ★ Ashok Kumar, Sultanpur LPG
- ★ Ram Avatar Sharma, Jaipur LPG

- ★ Madan Mohan Panwar, Ajmer LPG
- ★ Amar Nath, Mughalsarai Installation
- ★ Jagvir Singh, Panipat TOP
- ★ Nathu Lal Suthar, Udaipur LPG
- ★ Noor Ahmed, Bareilly LPG

The Daksh Manch Award is in line with the concept of the Arjuna & Dronacharya Awards. The staff, who have earned their laurels by performing exceptionally well on a continuous basis, were felicitated. In addition, the Line Managers, who also play a vital role in their performance, were recognized for their contribution. The Award functions witnessed many proud moments,

not just for the winners but also for their line managers, as they shared their staff's achievements and experiences with admiration. The winners were exhilarated and shared their heartwarming success stories on receiving the award.

As Abraham Lincoln observed, "That some achieve great success is proof to all that others can achieve it as well." Yes, all of us can strive to don the mantle of a 'Daksh' and be a beacon of change, worthy of emulation. Daksh Manch is yet another glorious milestone on Bharat Petroleum's journey of 'development of people.' Let's continue to forge ahead and build an organization of 'Daksh' staff, each one a jewel in BPCL's crown !

Excellence can be attained if you care more than others think is wise, risk more than others think is safe, dream more than others think is practical & expect more than others think is possible.



Vigilance Combats Corruption

Vigilance Awareness Week is celebrated across the country every year, as an initiative of the Government of India & Central Vigilance Commission (CVC) to promote transparency, probity and integrity in public life. This year, VAW 2014 (including 'Swachh Bharat Abhiyan' activities) was celebrated from 27th October to 1st November 2014 with gusto at all our locations.

In line with this year's theme 'Combating Corruption-Technology as an enabler,' a host of activities and awareness programmes were conducted. The VAW

banners were prominently displayed at strategic locations across all offices & operating locations. The week commenced with administering of the pledge. The activities included Inter School Debate, Painting, Poster Quiz & Skit competitions, Vendor, Contractor & Transporter meets; Quiz, Slogan, Debate & Rangoli Competitions; Presentations on Preventive Vigilance & Dealing with Corruption; Spot Quiz competitions for Contract employees/ tank lorries; Programs on Anti-corruption and lectures. All events were well covered by the electronic and print media.

Chairman's Office



VAW 2014 was inaugurated at CO on 27.10.2014 by the Chief Guest, Mr. Praveen Dixit, Director General - Anti Corruption Bureau, Maharashtra, by lighting the lamp in the presence of Mr. Manoj Pant, CVO, Mr. S.P. Gathoo, Director (HR), & Mr. P. Balasubramanian, Director (Finance). In his inaugural address, Mr. Dixit accented on the efforts taken by ACB Maharashtra to rein in the ills of corruption and emphasized the use of technology

to reach the masses. Mr. Pant, in his keynote address, spoke about the role of Vigilance and the objective of observing Vigilance Awareness Week as part of preventive vigilance.

Other activities included a debate on 'Can Technology help in fighting Corruption?'; a presentation on values for school children; quiz; presentations on Preventive Vigilance and Dealing with Corruption; painting competition for school children on 'Fighting Corruption'; Rangoli Competition and Skits by school children of Kendriya Vidyalaya I, II & III and Navy Children School.



Excerpts from Messages...

President of India

Corruption is a complex problem that needs multi-faceted action. One of them is the use of technology that can help promote openness and transparency. Use of modern technologies can play an important role in eliminating human interface in service delivery systems. It is the collective responsibility of citizens as well as government departments to adopt technology initiatives in combating corruption to maximize benefits.

Pranab Mukherjee

Vice-President of India

Eradication of corruption from our society is not only a legal obligation but also a moral duty of every Indian. Towards attainment of this goal, observance of 'Vigilance Awareness Week' plays an important role in promoting integrity through greater efficiency, transparency and accountability in government.

M.Hamid Ansari

Prime Minister of India

It is needless to point out that integrity of public servants and transparency in public offices is utmost necessary in making transparent and efficient administration free of corruption.

Narendra Modi

Central Vigilance Commissioner

A combination of e-governance, web-enabled technologies and transparent policy initiatives by Govt.Depts./Organisations can provide an efficient and effective service delivery system to the citizens. Innovative technologies of social media promote citizens' participation and enable reporting instances of corruption. The Commission believes that transparency and objectivity in governance hold the key to combating corruption. Effecting systemic changes with simplified procedures, minimum discretion and optimum use of technology is the way forward.

Rajiv

Chairman & Managing Director

Good Governance is not an act, but a habit that needs to be internalized and reflected in all our actions. In order to grow and expand our horizons, and explore all avenues to maximize business opportunities, our governance framework requires to be robust enough to endure the ever increasing complexities.

Integrity has been defined as 'adherence to moral and ethical principles', but to me it is more than that. It is our character, our inner voice, our undying resolve in ourselves that makes us comply with the acceptable norms. Considering this, we set our own standards.

S.Varadarajan

Chief Vigilance Officer

Technology plays an important role in making public dealings more transparent and efficient. Various initiatives like e-payment, e-tendering, electronic data exchange for transactions, automation, bill tracking system, file tracking systems, on line submission of information are some of the measures in this direction. I am happy to note that BPCL has shown keen interest to adopt the best practices by making use of technological interventions and innovations to maintain transparency in all activities.

Manoj Pant

Mumbai Refinery



Observance at Mumbai Refinery was inaugurated by Mr. T.K. Choudhary, IPS, and former Director General of Police (CID) Maharashtra. In his inaugural speech, he exhorted, "Technology has to be put to good use to prevent bad practices. For this, the mindset of the public should be changed. Every person should be accountable." He stressed upon the importance of administrative reforms which India needs today to counter the evil of corruption. He concluded by inviting all employees to work together to eliminate corruption.

Apart from an Online Vigilance Quiz, Slogan competition & Essay competition on the "Role of Technology in Fighting Corruption," a Vigilance Awareness lecture at CCOE, CBD, New-Mumbai and Training on 'Vigilance Administration' for E&C Dept, Do's & Don'ts pamphlets were distributed to lorry drivers entering the Refinery for loading of products. A Spot Prize Vigilance Quiz was held and a Drawing & Debate Competition at General Education Academy School, Chembur.

Integrity Clubs

As integrity is essential for a strong foundation in life, the Integrity Club (IC) was initiated to rekindle the age-old human values in school children in the age group of 11-16 years. IC was designed as a 'community group' in line with other co-curricular activities like NSS, NCC, Scouts etc. Through various activities and games, children learn distinct values, which they imbibe and manifest through ethical conduct and behaviour. The



Northern Region



VAW 2014 was inaugurated by Ms. Rashmi Sinha, Director CVC at Noida Regional Office. In her keynote address, she touched on Ethics and Transparency from all perspectives - be it citizen orientation, administrative reforms, simplification of processes and procedures or HR practices followed by the organization. She was highly appreciative of governance at BPCL and acknowledged that BPCL cases in CVC were few. She motivated

people to join the fight against corruption at all levels. An interesting technical workshop was conducted on CVC guidelines dealing with Tendering and Execution along with the legal proceedings that followed in the Courts, e-tendering, reverse auction etc. An essay competition and Quiz was also organized. In his valedictory address, Mr. D.N. Mathur, GM (LPG) lauded the wide ranging and meaningful observance of VAW.

Imparting Values



"Catch Them Young" initiative identifies children as future assets of the country and helps them cultivate values such as integrity, love, compassion, unity and patriotism.

The members of the IC are known as Young Champion of Ethics (YCE) and their motto is living values with a vision to create ethical values in society. They propagate these values in their families, neighbourhood, school, community and society at large to strengthen a value based culture in the country. This was considered as one of the best steps towards Preventive Vigilance. Presently, there are eight schools in and around Kochi Refinery and one school in Chembur, Mumbai where the Integrity Club is functioning under the guidance of Vigilance Department.

Southern Region



Dr. Ravi, IPS, Inspector General of Police and CVO of Aavin was the Chief Guest at the inaugural function and the pledge was administered by Mr. Santosh Kumar, Head Retail (South).

I&C, South held a meeting of the black oil transporters at Tondiarpet Installation and a Vendors and Transporters Meet was organized at Mangalore LPG. A Special drive was conducted to educate retail customers on Q&Q checks at various ROs.

Chennai AFS invited Mr. Rajasekharan, Dy. Director General of Civil Aviation (South), who spoke on the efforts taken by DGCA in implementing Online License issuance for transparency and emphasized the use



of technology. Indian Audit and Accounts invited Mr. N. Venkatremani, for a lecture on Combating Corruption - Technology as an enabler. Dr. B. Srinivasan, IRAS, Dy. Financial Advisor and Chief Accounts Officer, Southern Railways was the Chief Guest at the valedictory function and he shared his experiences of findings in various audits to detect frauds due to greed, adopting shortcuts and non-adherence to laid down guidelines and policies.

Eastern Region



VAW was inaugurated by Mr. Siddhartha Banerjee, then GM (Retail) East. In his address, he stressed upon "PVP" i.e. Purpose, Value and Principle to be followed by all. He further talked about many important

aspects of vigilance activities in our organization and the duties and responsibilities of each employee. Other programs included a debate on 'Can Technology fight Corruption?'; a Vendor Meet for contractors & consultants across different SBUs/ Entities; a Painting Competition for the children of staff members on 'Fighting Corruption' and a Quiz.

Kochi Refinery



The vigilance pledge was taken on 27.10.2014 by the employees in the Refinery, at City Office Kundannur, STF, SWSS and IREP Site office. Mr. Prasad K Panicker, ED (KR) administered the pledge in English & Mr. P.S. Ramachandran, GM (Projects) in Hindi.

At the BPCL-Vendors' Interactive meeting organized, Mr. B.K. Datta, Director (R) declared that good governance is the key for organizational success and growth. He enumerated the good governance and transparency initiatives being promoted in BPCL to the 73 contractors, legal advisors and M/s EIL (Consultant for IREP) who participated.

An Inter School Poster Competition was conducted on "Better Vigilance, Brighter Future" and "Promote Value Systems to Foster a Corruption Free Society." An Inter School Quiz Competition laid emphasis on



Vigilance and Anti corruption. Also held were a Quiz Competition, a crossword and an Unscramble the Jumble contest, a Spot Quiz for employees and contract employees and an Innovative Program by the Integrity Club at the IREP site for the public.

The Chief Guest of the valedictory function was Mr. Hormis Tharakan, IPS (Retd), former Chief of Research and Analysis Wing (RAW). He emphasized the need of implementing the latest technology in combating corruption and stated that CVC is taking the initiative to curb corruption by way of ensuring e-governance in government activities.

A Plethora of OISD Awards



C & MD receives the Best Near-Miss Reporting Award



ED (LPG) receives the Best Safety Performance Award

Every year, OISD Safety Awards are presented to those organizations which achieved exceptional safety performance. The criteria for selection of these Awards is based on various parameters like complexity of the facility, volumes handled, Safety Management system with minimum fires, accidents & losses.

LPG beat all records by winning the OISD award under 'LPG Marketing Organizations' for the year 2012-13 for the 5th consecutive year. BPCL has also been declared the winner for the best 'Near Miss Incident' Reporting LPG Marketing Organization for the 2nd consecutive year.

In a glittering ceremony organized by OISD on 3rd December 2014, these awards were received by our

C&MD, Director (M), ED (LPG), ED (HSSE) & Ch. Mgr LPG OPS & HSSE, LPG HQ from the Hon'ble Minister of State (I/C) MOP & NG, Shri Dharmendra Pradhan in the presence of Mr. Saurabh Chandra, Secretary, P&NG, Mr. Sandeep Pondrik, Jt. Secretary (R), P&NG, Mr. HIRAK Dutta, ED, OISD and other dignitaries.

OISD safety awards also include Individual Awards to the employees & contract workmen who have made significant contribution to enhance safety. Under the Individual Category, Mr. P.K. Rajeendran, from Maintenance, Kochi Refinery and Mr. P. B. Sawant & Mr. A. Mhatre, from Process Dept. Mumbai Refinery received the OISD Award for their exceptional alacrity and action in preventing a major accident.

Kerala State Energy Conservation Award



Kochi Refinery won the Kerala State Energy Conservation Award 2014 in the category of Large Scale Energy Consumers, from the Department of Power, Government of Kerala through the Energy Management Centre, in recognition of the commendable achievements towards

energy conservation and management during the year 2013-14. In a function held at Calicut, Mr. P.K. Thampi, DGM (Technical) I/C and Mr. Chacko M Jose, Chief Manager (E&E) received the award from Mr. Aryadan Mohammed, Hon'ble Minister for Power, GoK on 14th December, 2014, National Energy Conservation Day. Dr. M.K. Muneer, Hon'ble Minister for Panchayat & Social Justice, GoK and Mr. M.K. Raghavan, Hon'ble MP, were also present.

The award is in recognition of conscious efforts towards energy conservation including various steam optimization measures in units, utilities and off-sites; installation of Variable Frequency Drives for motors of pumps; additional heat recovery from HRSG2 flue gas; steam savings by isolating one column during SBPS production; steam savings by preheating naphtha feed in CDU2 NSU; preheat circuit modification in CDU1, and new anti-surge controller for Main Air Blower.

Best CSR & Sustainability Award



The Asian Centre for Corporate Governance & Sustainability, in partnership with International Finance Corporation (IFC) and co-hosted by BSE as our 'Exchange Partner' and Deloitte India as the 'Knowledge Partner,' honoured BPCL with the 'Company with Best CSR & Sustainability Award, 2014', at a glittering ceremony at the 2nd Asia Business Responsibility Summit, held on 8th December 2014 at the BSE International Convention Hall, Mumbai.

The objective of these awards is to raise the quality of Corporate Governance and Sustainable Development and to recognize the companies, Industry leaders and Directors, who are doing exemplary work in improving these standards in their respective companies. Started in 2006, these awards have assumed a coveted status and the event is a red letter day on the annual calendar of corporate India.

The award was presented to BPCL in recognition of the transformation of 90 villages in Southern India and 80 villages across Maharashtra and Rajasthan from water deficient to water positive dwellings, achieved through its flagship CSR Program 'Project Boond.' Our C&MD, Mr. S. Varadarajan and Director (HR) Mr. S.P. Gathoo received the award in the presence of Mr. N. Chandrasekaran, CEO & MD of TCS, Mr. Ashish Kumar Chauhan, MD & CEO, BSE, Mr. M. Damodaran-Ex Ch. SEBI, Mr. E. Sreedharan, Retd. I.E.S and ex-MD Delhi Metro, Ms. Ranjana Kumar, ex-CMD Indian Bank and NABARD, Mr. Harsh Mariwala, CMD, MARICO and other luminaries from the corporate and governance world.

Refinery Energy Performance Award



Kochi Refinery won the third prize in the Refinery Energy Performance awards for Furnace/Boiler Insulation Effectiveness. Mr. Saurabh Chandra IAS, Secretary, Ministry of Petroleum & Natural Gas gave away the award to Mr. Prasad K Panicker, ED (KR) at the 19th Refinery Technology Meet held at Chennai during 12-14 November, 2014.

The Oil & Gas Conservation Survey was organized by Centre for High Technology (CHT) at all Indian Public and Private Sector Refineries during Oil & Gas Conservation Fortnight (OGCF) 2014. The survey focused on the areas of Furnace/Boiler Insulation Effectiveness & Efficiency.

Arogya World Healthy Workplace Award

Mumbai Refinery received the Gold Level Arogya World Healthy Workplace Award 2014 for its excellent practices towards health and wellness. The award function, attended by Ms. Neenu Jain, Chief Manager Ben.&Admin and Dr. Vandana Shinde, Manager Medical Services, was held on 11th November 2014 at J.W. Marriott, Bangalore. About 18 corporates including Reliance Communication, L&T Powai, Ultratech Cement Ltd etc. were awarded.

Arogya World is a global health non-profit organization committed to changing the course of chronic disease in partnership with Public Health Foundation of India. The criteria for the Healthy Workplace Award were our tobacco policy, healthy eating, physical activity, work life balance and shifting mindset.



President's Award



Mr. Alag Davinder Singh from ERP CC was presented with the Best Employee Award by the Hon'ble President of India, Mr. Pranab Mukherjee at a glittering award function held at Vigyan Bhavan, New Delhi on 3.12.2014. This National Awards for the Empowerment of Persons with Disabilities function was organized by the Ministry of Social Justice & Empowerment, Department of Disability Affairs. A Gold Medal and a Certificate for his Outstanding Performance was given in appreciation of Mr. A.D. Singh's hard work, commitment and indomitable spirit. We wish him good luck and many more achievements in his future endeavours.

Lakshya Award

The Ideas Platform : its evolution and its significant role in driving a culture of innovation within BPCL on a sustained basis, was awarded the Best Project Runner-Up Award in the On-the-job-Achievers contest organized by NITIE in October 2014. 'Lakshya' is a confluence of the latest best practices, technological advancements and their implementation impact. It is a platform for practicing managers to present projects that have transformed innovative ideas into successful business solutions. The finalists included Titan, Maruti Suzuki, Piramal Healthcare, Tata Motors, Tanishq etc. Ms. Jyoti Gouda, Asst.Mgr. HR (Entities) represented BPCL under the category of General & HR Management.



SCOPE Business Quiz Bonanza



SCOPE (Standing Conference of Public Enterprises) organized the National Rounds of the first ever SCOPE Business Quiz Bonanza 2014-15 for the employees of public sector enterprises on 9.12.2014 at the SCOPE Convention Centre, New Delhi. This is a unique initiative by SCOPE to help public sector managers augment

their knowledge regarding business developments, new management concepts and innovative practices. Team BPCL, represented by Mr. U.S.N. Bhat, Chief Manager (P&CS) of Mumbai Refinery (what was very creditable was that he participated solo !) was declared Joint National Runners-Up of the SCOPE Business Quiz along with the team from SAIL Bokaro Steel Plant.

Chief Guest Mr. K.D. Tripathi, IAS, Secretary, Department of Public Enterprises presented prizes to the winners in the presence of Mr. C.S. Verma, Chairman, SCOPE & Chairman, SAIL, Dr. U.D. Choubey, Director General, SCOPE and Mr. Ashok K. Pavadia, IAS, Joint Secretary, DPE. Earlier, four regional rounds were held at New Delhi, Mumbai, Kolkata and Bengaluru in which 150 teams from various PSEs had participated. Team BPCL comprising Mr. U.S.N. Bhat and Mr. G. Krishnakumar had qualified for the National Finals during the regional rounds held at Mumbai. The eight National finalist teams were from NTPC, SAIL, BPCL, IOCL, FACT, NALCO and RBI.

PAHAL (DBTL) Review Meetings

On 29.11.2014, Shri Dharmendra Pradhan, Hon'ble Minister of State (Independent Charge), Ministry of Petroleum & Natural Gas held a meeting at Mumbai to take stock of the progress made in DBTL (Direct Benefit for Transfer of LPG). The DBTL scheme was re-launched in Wardha and Amravati Districts of Maharashtra.

After a presentation on the status of DBTL implementation in Maharashtra, the MOS was informed that the Oil Companies have put in concerted strenuous efforts to plan and execute smooth implementation of the DBTL scheme. They have also strived to ensure proper coordination between LPG Distributors, local Banks, Aadhaar / District authorities.



The Hon'ble Minister advised the Oil Companies to continue aggressively in their strides towards DBTL implementation in the balance districts where it is scheduled to be launched from 1st January 2015. He also spoke on marketing of 5 kg LPG cylinders and exhorted the Oil Companies to promote the sale of these cylinders in urban as well as rural markets.

On 6.12.2014, Dr. S.C. Khuntia, IAS, Special Secretary, MOP&NG reviewed the implementation of PAHAL (DBTL) scheme in Maharashtra at a meeting with senior bureaucrats of Government of Maharashtra, State Level Banking Coordinator, OMCs and UIDAI in Mumbai. He briefly touched upon the key objectives of this scheme and sought the cooperation of all involved for its successful and speedy implementation.

Coimbatore LPG Plays Host

Our C&MD, Mr. S. Varadarajan visited the 30 year old Coimbatore LPG Plant accompanied by ED (LPG), Mr. George Paul and RLM (South), Mr. P.K. Raghunathan on 21.11.2014, to the delight of the staff.

C&MD observed the quality and safety measures practiced on the shop floor and emphasized the need for enhanced and effective leveraging of technology in plant operations. He appreciated the team for good housekeeping and excellent maintenance of equipment, for a matured plant, commissioned in 1984.

The staff were thrilled to listen to C&MD's speech in their own vernacular language. They shared their experiences and dwelt on how technology had improved their work environment and various welfare steps taken by the Corporation that had energized their lives. ED (LPG) also congratulated the team for their coordinated efforts in winning many safety awards



consecutively in the past few years. RLM (South) energized the team to move ahead by consistent supply of safe quality cylinders to customers.

IREP Progress Reviewed



Mr. Oommen Chandy, Hon'ble Chief Minister of Kerala, reviewed the progress of the Integrated Refinery Expansion Project (IREP) at BPCL Kochi Refinery on 11.12.2014 at a meeting attended by ministers, senior

GoK and BPCL Executives and Trade Union representatives. Mr. P.K. Kunhalikutty, Hon'ble Minister for Industries & IT, Mr. K. Babu, Hon'ble Minister for Fisheries, Ports & Excise and Mr. V.P. Sajeendran, MLA were present. The BPCL team, led by Mr. S. Varadarajan, C&MD included Mr. P. Balasubramanian, Director (F), Mr. Prasad K. Panicker, ED (KR), Mr. Somasekhar S, DGM (HR) I/C and Mr. George Thomas, Chief Mgr. (Estates & Admin). The labour union represented by Mr. Anathalavattom Ananadan, CITU State President, Mr. R Chandrasekhar, INTUC State President, Mr. K.K. Ibrahimkutty,

INTUC District President and other leaders agreed to facilitate various pro-industry measures including 'round the clock' shifts at the project site at Kochi Refinery for speedy completion of the project.

High Speed Patrol Boat for SPM Surveillance



Mr. Ramesh Chennithala, Hon'ble Minister for Home and Vigilance inaugurated the high speed patrol boat for SPM surveillance at a function held at Willingdon Island Tourist Jetty on 25.11.2014. In his address, he said that surveillance of BPCL's Single Point Mooring (SPM) Terminal area in the Arabian Sea, 19.5 Km offshore, with a high speed patrol boat and a contingent of CISF Quick Reaction Team (QRT), would reinforce the security of the vital installation which is critical to the State economy. Adequate communication devices are also provided in the speed boat for the QRT to contact

the Port control, BPCL Control Room at Puthuvypeen, etc. during emergencies. Mr. Hibi Eden, MLA, Ernakulam, Mr. S. Sarma, MLA, Vypin, Mr. Paul Antony IAS, Chairman, Cochin Port Trust, Mr. B.S. Mohammed Yasin IPS, ADGP, Mr. K.G. James, District Police Chief (Kochi City), Mr. T.K.S. Chandran, DIG, Coast Guard, Captain Simon Mathai, Naval Officer In-Charge (Kerala), Indian Navy, were present on the occasion. For SPM security, BPCL had deployed Marine guards on the Maintenance and Support vessel located adjacent to the SPM on a round the clock basis.

BPCL and Government of Kerala Ink MoU

BPCL and Government of Kerala (GoK) signed a MoU charting out tax incentives to the Integrated Refinery Expansion Project (IREP) and Propylene Derivatives Petrochemical Project (PDPP) on 11th December, 2014. The MoU was signed by Mr. P.H. Kurian IAS, Principal Secretary (Industries & IT), GoK and Mr. S. Varadarajan, our C&MD at a function held at Thiruvananthapuram.

The MoU facilitates granting deferment of Sales Tax for 15 years for products to be produced through IREP and PDPP and also exemption of Works Contract Tax during the construction period. Mr. Oommen Chandy, Hon'ble Chief Minister of Kerala, Mr. P.K. Kunhalikutty, Hon'ble Minister for Industries & IT, Mr. K Babu, Hon'ble Minister for Fisheries, Ports & Excise, Mr. VP Sajeendran, MLA, Mr. E.K. Bharat Bhushan,



IAS, Chief Secretary, GoK, other senior officials and media personnel were also present.

Junior Finance Process Forum Ideates



The “Junior Finance Process Forum” (JFPF), instituted by Director (Finance), is a young team of Finance Officers, comprising of 15 members across SBUs/ Entities and representing CO/HQ and Regions. It is a unique opportunity for fresh minds to contribute to the Corporation beyond their routine roles.

The JFPF that will be a support team to the Finance Process Forum, will contribute to the Corporation’s Strategy (through ideation, out of the box thinking), make a knowledge network inside and outside the Organization, scan the business environment for best practices and processes and assess their applicability to BPCL, and review the existing finance policies, guidelines, practices and controls (across SBUs/ Entities).

Under the guidance of Director (Finance), Mr. P. Balasubramanian, the forum crafted their core

purpose statement : “We, a vibrant team of young professionals, are a trusted business partner enabling sustainable growth with good governance through collaboration, ideation and learning.”

In its first meeting held in Mumbai, on 21st & 22nd November 14, the forum has undertaken 4 projects with major financial implications that will enhance value for BPCL. The teams presented their project plans to C&MD, Director (HR), Director (Finance), and Finance Process Forum and had the opportunity to seek their valuable inputs.

Our C&MD, Mr. S. Varadarajan, in his address to JFPF, emphasized on the significance of listening and being guided by morals and principles. Director (HR), Mr. S.P. Gathoo, congratulated the young team and advised them to always keep in mind our core values and uphold our integrity.

Commercial LPG Sales Soar

Aiming to enhance commercial LPG sales, BPCL has entered into a long term tie-up for two years with M/s. Devyani International Ltd. (DIL) for supply of commercial LPG to all their outlets viz. fast food joints like Pizza Hut, KFC and Costa Coffee at around 250 locations across India. Mr. D.N. Mathur, RLM (North) and Mr. Sarbjeet Singh, AVP DIL signed the agreement as a major step towards corporate customer delight. This has strengthened our relationship with the prestigious high volume customer and will enhance BPCL's profitability and brand value.



Enhancing Product Credibility



Printing of auto generated batch number on invoice for product dispatch from all retail locations was inaugurated by Mr. N. Manohar Rao, GM (Operations) Retail at a function held at Manglia Depot on 2.12.2014. In his address, Mr. Rao expressed how this initiative will enhance the credibility of the product through the traceability of the batch number. This unique initiative was conceptualized by QA & Retail Operations. ERP CC had developed the system of auto generation of new batch number and its printing on the invoice. This will avoid all manual interventions and shall ensure that there is no omission in the batch number generation after fresh receipt into the tank.

The painstaking efforts taken by the team led by Ms. Savitha Rajeev, Mr. A. Debnath and Mr. L.C. Painadath from design to implementation within a short period of time were lauded by all. BPCL is the first in the Industry to adopt this system of printing of batch number on the invoice.

Union Leaders Enriched by Parivartan

Eastern Region was pleased to host Parivartan, the second module of Abhyudaya: An Emerging Union Leadership Development Program during 24th -26th November, 2014 at BPRLC, Kolkata. The faculty were Dr. I.G Kannan, External Trainer & Ex-Director ASCI



(Hyderabad) and Mr. D.V. Khobragade, our Internal Coach. Throughout the workshop, Dr. Kannan engaged participants by sharing his profound knowledge on trade unionism and the softer aspects which make a great trade union leader.

Mr. Khobragade enriched the workshop by sharing industry practices and inspiring stories related to self awareness and leadership in crucial times.

Faculty members and participants shared meaningful life experiences, making the platform highly interactive. The games and exercises provided better clarity on the concepts discussed. According to a participant, "Participating or interacting in a mixed group with members of other unions brought out our rivalries as well as commonalities, which helped participants to recognize issues better."

BPCL Signs MOU With IAF



After competitive bidding, Indian Air Force (IAF) awarded BPCL to construct and subsequently operate for three years, a Bulk Petroleum Installation (Aviation Storage Facilities) at Thanjavur (Tamil Nadu) Air Force Base on deposit basis, in September 2013. After internal approval from Ministry of Defence was received by IAF, an MOU for Construction, Maintenance & Operation was signed between IAF and BPCL on 13th November 2014.

At a ceremony held in Air HQ, Air Commodore D. K. Singh, Principal Director Stores, Air HQ and Mr. M.M. Somaya, ED (Aviation) signed the MOU in the presence of Air Vice Marshal R.P. George, Assistant Chief of the Air Staff (ACAS) Logistics and AVM J. B. Inamdar, ACAS, Procurement. Thanjavur became the 5th IAF base, where BPCL operates Aviation Storage Facilities, after Sirsa (Haryana), Suratgarh (Rajasthan), Gwalior (MP) and Phalodi (Rajasthan).

Amazon Inks Deal with BPCL

Bharat Petroleum gained a foothold in online retail space by partnering with the world's largest online (B2C) retailer, Amazon. An agreement was inked between BPCL's ARB, Retail set-up and Amazon's ATSP (Amazon's Indian arm in Logistics) for setting up a "Pick Up store" initiative at select BPCL retail outlets across the country. This unique initiative has been tried for the very first time by an online player in India.

During its pilot implementation across a few BPCL Retail Outlets in Mumbai and Delhi, a whopping number of 4000 packages have been delivered at BPCL ROs in 9 months. An online shopper can select a BPCL RO as a delivery point, get the package delivered there and pick it up at his/her convenience. Ms. Carmen D'Costa, then GM (Brand & ARB) Retail and Mr. Sandeep Yadav of Amazon sealed the deal on 3rd November 2014 by signing an agreement for a period of 3 years. The initiative will be rolled out in Bangalore, Hyderabad, Ahmedabad along with additional locations in Mumbai (MMR) and Delhi (NCR).

MAK Serve Garage Launched



Mechanics are the ground level Brand Ambassadors for any Lubricant Brand, and to enroll them into promoting MAK Lubricants, we had started the initiative of converting reputed mechanic garages to 'MAK Garages,' thereby creating a pull for the product and brand. For 2nd level Garage Branding, a pilot of M/s. M.B. Motor Garage, Mumbai was done through attractive creatives, highlighting MAK products and the garage services. Brand communication was centered on focus premium grades and included a striking two sided branded services pylon at the entrance. The transformed 'MAK Serve' garage was inaugurated on 1.11.2014 by Mr. K.P. Chandy, ED (Lubes). This activity is lined up for replication across the country with the triple objective of reinforcing brand visibility and availability, reassuring the customer of brand choice and relationship building with garage owners / mechanics.



Voting for Safety

Dr. Chhering Dorje, IPS, Addl. Commissioner of Police (East Region, Mumbai), Mr. Sangramsinh Nishandar, Dy. Commissioner of Police (Zone 6, Mumbai) along with



senior officials of RCF Police Station and members of the Quick Response Team (QRT) and Anti-Terrorist Squad (ATS) visited Mumbai Refinery on 8.12.2014 to understand the safety and security preparedness of our vital installation.

MySTAGE Enthralls



In a first of its kind event, a gala show titled 'MySTAGE' was held at SRO, Chennai on 4.12. 2014. This was a competitive event for the non-management staff of Southern Region that included BPCL Quiz, Mime, Skit on BPCL values, Pencil Sketching competition and other artistic non-competitive events. Nominations were received from locations across SR with exceptional performances that enthralled the audience. Mr. S.P. Gathoo, Director (HR) inaugurated this grand gala event, which saw the revival of latent talent of the staff unfold on the stage. The competitive events concluded with a musical and dance performance. The winners in all the competitive events were honoured with awards and certificates of recognition by Mr. M.V. Prabhakaran, DGM (HRS) South, Mr. P.K. Raghunathan, RLM (South) & Mr. N. Govindarajan, DGM (Engg Services).

Flare Gas Recovery System

As an improvement towards energy and environment, Mumbai Refinery has commissioned a Flare Gas Recovery System at DHDS, Hydrogen unit. Inaugurated by Mr. S.S. Sunderajan, ED (MR) on 4.11.2014, the system enables recovery of flare gas by compressing it in a liquid ring compressor and then condensing the compressed gases. The uncondensed gases will be sent to the Refinery fuel gas system and condensed hydrocarbons will be diverted to the hydrocarbon pool.



BPCL Scales New Heights

To streamline the usage of bulk fuels, Indian Army HQ requested BPCL to install HSD and SKO consumer pumps at their two locations in Bodh Kharbu (11,100 ft) & Khumbathang in District Kargil during the working season of June-Nov 2014.

Despite the challenges faced by the team of I&C, CPO & Retail Engineering i.e. transportation of fabricated tanks(4x20 KL U/G Tanks), dispensing units & other equipment thru Zojila Pass and some of the most difficult road conditions, total disruption in supply line for almost one month because of unprecedented flood situations in J&K and no prior experience of working in high altitude areas of Kargil, both consumer pumps were handed over to Army Units on schedule during the last week of November 2014 (when minimum temperatures were already dipping to -12 °C).



Journey in BPCL

8th July, 2014 is the day that changed me altogether. Yes, this was the day I started my career as a management trainee in BPCL. We were initially grouped at Mumbai. All the faces were new to me. We started our campaign at BPLC, Sewree in the presence of Director (HR), Mr. S. P. Gathoo.

The first two weeks we had an introduction to various SBUs and Entities. We were also granted a one day visit at Mumbai Refinery.

We were all getting together well. Then we were sent for field training. I was sent to one of the biggest states, Uttar Pradesh, where I had my field training at Mughalsarai Installation (Varanasi) for Retail, Allahabad (LPG) and Lucknow (Lubes). We were given good exposure in the field as well as operations. It was really a good experience and we were back in Mumbai in no time.

Our CSR visit at Jawahar Mukkada was fantastic. This was followed by HR initiatives such as Bridge to Success and other programs including the final presentation on field training. Finally in August, I was posted at Kochi Refinery.

It's been one year since I started my journey with BPCL. I still remember on 2nd September, 2014 the gate of BPCL – KR stood tall in front of me. I didn't know what was to come thereafter. The

first two weeks we had introductory training in various departments of the refinery. We were also taken through the entire refinery for an overview. This was followed by a certain set of programs organized at L&D.

One of the most exciting training events was the camp in Munnar, which was conducted by the Calypso Adventure Club. Munnar is one of the high altitude places in Kerala, which attracts tourists from all over the country. We had trekking, a camp fire and we even made our own raft and had a trip on it in the big lake. It was really awesome!

We had a very busy time hunting for houses to settle. We found all the advantages and disadvantages (high rent) of being in BPCL-KR and in Kochi. It was a difficult task for a group of bachelors to find a house. But finally, the big group melted to smaller ones and everyone settled in. In the meantime many of my friends were just getting used to the food and conditions around Kerala.

After the initial training, we were put into departments for functional training. I had my functional training only at OM & S department. We had a brief introduction about the dept. in a week's time. Also we had got into a ship while we were on NPSJ, which was for the first time in my life, so I had a feel good factor. At the end of the week, our postings came, and I was posted at E&C. After all the corporate and teamwork training the company gave us, we were all posted at a new place with new people and new jobs kept on coming.



Then the wonder in the refinery - Shutdown - came. Everyone started to get into vessels and all sort of equipment. It was during shutdown that we interacted with many people, found out what the refinery actually is and understood many things. One month went by in no time.

The CROA sports events was an equally good moment. This is where we came close to many of the seniors. There was a bunch of events for everyone to participate and we had our share in it. Our 'Gunners United' wasn't able to make a huge impact, but still we marked our presence. We proved that the future of the refinery is in safe hands by winning the 'Tug Of War.' A special thanks to all the organizers. Many events like this kept on coming. It strengthened our bonds and we felt we were moving forward as a team.

Again new lists, transfers, projects, games, permits and all kept coming in. IREP is progressing. One year went by like a whisker. Let's see what the future holds.....

Vijayaraghavan P. J.,
Engg. E & C, BPCL - KR

World Quality Day

On World Quality Day on 13th November, 2014, Director (Marketing)'s message accented on the theme for this year - 'Building a Quality World Together' - which focuses on the impact of unison in enhancing quality. He reminded us of our long-standing heritage of commitment to excellence, quality and innovation, which had served us well through more than 60 years of growth. He also encouraged all locations to organize events to proliferate our quality culture amongst all stakeholders.

The Quality Pledge was administered at locations and the significance of the quality of the products and services we offer and the importance of quality in enhancing the nation's prosperity was stressed. The week witnessed several activities and awareness programs for employees, customers, contractors, dealers, PCVOs and DSMs such as quiz contests, slogan contests, open day of lab for visits, mobile lab visit to ROs, video shows on Quality etc. coordinated by the Quality Assurance team. These programs helped in spreading awareness on the importance of quality and its contribution towards individual and organizational growth.

On-site Lubricant Testing

On 20.11.2014 the first ever mobile lab for lubes testing at the customer site was flagged off by Mr. S.N. Mandlik, Production Head, M/s. Hindustan Hardy Spicer (Lubes Direct customer) at Nashik. This joint initiative by P&AD, Quality Assurance, Technical Services and Mumbai Direct Lubes Territory Teams was conceptualized to maintain an edge in the highly competitive lubricant market. The Mobile lab then visited five important customers - Hindustan Hardy Spicer Ltd., Gabriel India Ltd., Mahindra UGINE Steel Co. Ltd., ALF Engineering Pvt. Ltd. and Mungi Engineers Pvt. Ltd. During the visit, 21 samples were tested in the mobile lab for important parameters like density, viscosity, pH, crackle and metals and on-site test reports were issued. Our customers were delighted with BPCL's excellent Lube Management Services.

Managing Difficult People

Brahmakumari Radhika had the audience spellbound with her presentation on positive/negative thoughts, importance of right attitude and understanding others, rather than having to compromise in any relationship, during a talk on 'Managing Difficult People' organized by ESE at SRO. She explained that conflicts are inevitable, mainly due to differences in belief systems, opinions and expectations. The session threw light on bridging the differences amongst each other and tools & techniques in managing difficult people.

Bollywood and Stress Management

Combining education with entertainment, ESE organized a talk by Dr. Anand Nadkarni, an eminent personality in the field of Psychological Medicine, on Bollywood and Stress Management at CO on 2.12.2014. The session started with how emotions generate thoughts and thoughts induce action. He demonstrated with the help of apt clippings, how the age old human reaction of fight, flight and freeze is still active in our genes. He then explained the three types of stresses - Distress, eu-stress (optimum stress) and nil-stress and their impact on human behavior. He emphasized the need to be in eu-stress to have a positive impact on your body and mind. Scenes from films like Tare Zameen Par, Laksh, Wake Up Sid, Burfi, Koshish and Munnabhai MBBS were shown to illustrate the subject.

Positive Parenting

“Ultimately we realize that there are only two lasting things that you can give your child – one is roots and the other is wings.” In today’s fast paced world, where parents are juggling between careers and homes, striking a balance between a total disciplinarian and a liberal attitude is a big challenge, as children’s emotional issues are at an all time high. Parents are faced with many situations they do not know how to handle. Dr. Shilpa Gupta, a Parenting Coach from the Centre for Child and Adolescent Wellbeing at Delhi addressed these concerns in an interactive session organized by ESE North at CRDC.

A Talk on the Art and Science of Parenting was also given by Dr. Deepika Dabke, a senior consultant psychologist, at CO and Sewree. She explained the mismatch between parents’ and children’s expectations. Maintaining open communication channels, accepting their emotions and responding at the right time in the right manner are key factors of effective parenting. Along with the 3A Principles of Aware, Acknowledge and Accept, she further underlined the importance of agreement between parents and children over certain key issues.

Innovation Clinic

The Innovation Clinic, conceptualized by the Innovation Engine – Amit Patnaik (Asst. Mgr. Ben.Admin.), Ingocha Singh (Asst. Mgr. ER), Vineetha K.K (Executive Admin.) led by K. Mahendra Kumar (Sr. Mgr. ER) – is a workshop for inculcating a culture of creativity and innovation within the HRS South team. The activities and challenges tested the participant’s problem solving abilities, lateral thinking skills and team work, while being immensely fun and enjoyable all the way through. The staff, both management and non-management, went back refreshed and invigorated with a spark of creativity ignited in their minds.

Extensive Engineering Course

E&P HQ organized an Extensive Engineering Course covering Safety, Advanced Engineering and Automation for our Site Engineers in JG B & C at NRO. In his inaugural address, ED (E&P), Mr. M.M. Chawla, emphasized on the need of working with utmost safety, quality and passion in life to achieve success. The topics covered were Safety, Security and online Work Permit Systems, Design and Layout of facilities involved in POL, LPG, Lubes, Aviation and MBLR jobs, relevant codes & standards, quality assurance in civil, mechanical & electrical jobs and specialized areas like Cathodic Protection, Roles of Vigilance, Contract Labor and Statutory approvals.

BROMA+ Implementation for I&C Consumer Pumps

I&C Business celebrated when the present scope of Bharat Retail Outlet Maintenance Application (BROMA+) was extended to cover I&C Consumer Pumps. The application, which was launched on 12.11.2014 by ED (I&C), Mr. R.P. Natekar, will put in place the mechanism of registering & monitoring Maintenance Complaints of I&C Consumer Pumps, to reduce the equipment down time. However, the benefits of BROMA are far reaching - various MIS reports available in the back end of the application will help in shifting the focus from Breakdown to Preventive Maintenance, optimize the maintenance cost of facilities, expedite bill payment and consistently maintain high service standards to our customers.

Women's Right to Property: Hindu Law



Historical Issue:

It was prevalent from time immemorial that women could hold property, but equality was denied and her right to dispose of the property remained limited, as she was considered to become too independent and neglect her marital duties. The Hindu Women's Right to Property Act, 1937 was one of the most important enactments that brought about changes to give a better deal to women. However, the Act did not give women absolute rights. Then came The Hindu Succession Act, 1956 which brought freshness and ended the derogatory principle that the woman takes only a limited estate. The Supreme Court put this controversy to rest by holding that the woman becomes the absolute owner under this Act.

Right Extended:

The underlying object of Section 14 of the Act is: (i) to enable a Hindu female to acquire and hold property as an absolute owner and (ii) to convert the right of a woman in any estate held by her as a limited owner into an absolute owner.

The point to be highlighted here is that the provision was retrospective, in the sense that it enlarged the limit of the estate into an absolute one. The Hindu Succession Act, 1956 abrogated all the rules of the law of succession, and reformed the personal law, giving woman a greater right to property.

Act before Amendment:

The Act dealt with property of a Hindu male dying intestate i.e. without leaving a will, settlement etc. as the same was to devolve on his son, daughter, widow, mother and other Class I heirs as per the Act. Thus, female heirs were granted limited property rights in the self acquired property of a deceased male Hindu.

Section-6, as stood before the amendment of 2005, that for joint (coparcenary consisting of grandfather, father, son and son's son) family property, the interest of a Hindu male, on his death, would devolve upon the surviving members of the joint family and not in accordance with the above said provision mentioning the heir ship. However, if the deceased had left a surviving female relative (daughter, widow, mother, and so on) or any male relative claiming interest through a female member i.e. daughter's son, the interest of the deceased in the joint family shall, irrespective of leaving a Will, Settlement etc. or not, be under this Act and not by survivorship. Resultantly, a Hindu male had dual charge over the joint family property, firstly by way of survivorship and secondly, as heir under Class I of the Act.

This position may be understood by way of an example that if X (who had an interest in the joint property) dies leaving behind his two sons, Y & Z and a daughter D. When he was alive, his sons were members of the joint family and thus, having interest in property to the extent of 1/3rd by way of survivorship and D (daughter) was not a member of this joint family. Now in case the daughter claims interest in this

property on the death of her father X, daughter D would get only 1/3 share out of the 1/3 share of her father in the joint family property by way of the Act. It means the sons, Y & Z will get 1/3 + 1/9 each whereas the daughter D will get only 1/9 share in the property amounting to sheer inequality.

Amendment: Gender Discrimination Abolished

The irony which emerges from the above discussion is that the provision of the Act remained gender discriminatory till the 49th year of India's independence. The amendment to this situation came in 2005, with the underlying principle to abolish this gender discrimination and it provided revolutionary provisions, giving the following rights to daughters:

In a Joint Hindu Family the daughter shall :

- (1) By birth acquire interest in joint property in her own right, like a son;
- (2) Have the same rights in the joint property as she would have had if she had been a son;
- (3) Be subject to the same liabilities in respect of the said joint property as that of a son.

It is worth mentioning here that the rights of the mother or widow in the joint family property has remained unchanged. They would be entitled to an equal share with other Class I heirs only, from the separate share of the father and her husband respectively. Therefore, effectively the amendment under Section 6 has brought down the share of the mother vis-a-vis daughters as daughters have become members in the joint family property (coparceners).

New Era Begun:

Currently, when a Hindu dies, his interest in the property of a Joint Hindu Family shall devolve under this amended Act, which included the daughters on equal footing as sons and not by survivorship. This would abolish the dual charge of male members and the joint property shall be deemed to have been divided as if a partition had taken place, where a daughter is allotted the same share as a son.

Thus, gender discrimination between a son and daughter has been removed to a large extent by the Amendment Act of 2005. Now, daughters can claim equal right in the self acquired/separate property intestate and also joint property. Any property to which a female Hindu becomes entitled to under this Amendment Act 2005, shall be a property capable of being disposed of by her by testamentary disposition i.e. by way of a Will.

Now there is no distinction between a son and a daughter in so far as the property rights in coparcenary property are concerned.

Rajesh Kumar

Dy. Manager (Legal) NRO



Ms. Carmen D'costa

A B.A. Honours in Psychology from Bombay University, Carmen has subsequently done her Post Graduate Diploma (FAM) in Marketing Management. She joined BPCL in June 1980 and her first posting was in the Marketing Coordination set-up. Carmen has successfully traversed many boundaries in BPCL. She was among the batch of the first four lady LPG Sales Officers that were chosen by BPCL for a field posting in the early '80s. This was purely a male bastion in the Oil Industry earlier and was a successful experiment that BPCL had attempted. Thereafter, in 1992, she was posted as Divisional Manager Pune and established the new Pune LPG Division - again, the first lady Divisional Manager in the Oil Industry in the country at that stage. During 1996-98, Carmen was actively involved in the huge restructuring exercise (Project CUSACS) that BPCL undertook with Customer Focus as its main objective. She was one of the founder members of the Brand Building team that was set up in BPCL in 1998. Besides being involved in building the BPCL Corporate Brand, she was instrumental in building the Bharatgas brand - 'Cook Food, Serve Love'. Carmen has been a key person in designing the Leadership Development Programme for BPCL (Project CALIBER - an offshoot of Project DESTINY) which was designed to take the Organisation to greater heights in the years to come. Today, this initiative has transcended into ASCEND. Carmen has had the distinction of being honoured in Delhi with the Women Achiever's Award 2011 for her excellent contribution to LPG / Petroleum Marketing, which was a felicitation by the Russian Centre of Science & Culture (RCSC) and Yaduvanshi Foundation. Post retirement, Carmen wants to indulge in her 'passion' of developing people.



Mr. P.C. Biswas

In 1983, Mr. Biswas joined BPCL as a Sales Officer at Madras, followed by Lucknow and then, Budge Budge in S&D. He has worked in Bulk Transport, Tank Farm, Tankers / Barges, Lube Plant, DU, TOP, LPG, Audit and lastly, retired as Manager, Railway Claims, ER on 31.12.2014. He was In-charge of Internal Audit, ER for about 12 years and also commissioned Rajbandh TOP. As he confides, "I had two appointment letters in hand of IOC and BPCL in 1983. I chose the culture of Burmah Shell and found a wonderful memorable organization, with scope to meet different people, different cultures, several places, on an all India basis. I believe that in every office job, there are many opportunities to generate developmental work, provided you have your own energy, self belief, confidence and clear vision. There is no unimportant job, no neglected departments, no downgradation; it is only lack of our self-confidence and self-respect. Job satisfaction is above all; it reflects on our office environment and impacts our family directly or indirectly. We should never compromise on this to lead a better tomorrow, loving our duty and performing well."



Mr. C. J. Aron

Mr. Aron started his career in the erstwhile Cochin Refineries Ltd. at Cochin in 1976 and subsequently, it was transformed as KRL in June 2000 and in August 2006, as BPCL. In his words, "The Corporation has provided various opportunities that have resulted in broad exposure in various fields and have positively helped me to begin a new chapter in my career. I am grateful to each one of you who have made my journey in BPCL a memorable experience. At the end of this exciting journey with BPCL, I leave with a deep sense of satisfaction, achievement and happiness and carry with me very pleasant memories, some great moments, strong relationships and a lot of genuine friendships. BPCL's culture fosters the growth of not only its employees but also their families. I owe most of whatever I have achieved - good reliable friends and a very satisfying professional experience - to this Organization and will cherish them for the rest of my life." He superannuated as Area Manager (Indl.) Kozhikode on 30.11.2014.



Mr. Manohar Pitale

His journey in BPCL started on 2.5.1978 in the erstwhile Data Entry Section of EDP Dept., then in the Data Control Section, Computer Operations, Finance Shared Services and he finally retired as Dy. Manager (IS Services), West on 30.11.2014. As he says, "It is time to express gratitude to my Company which provided tremendous respect, freedom and responsibility and gave me varied and challenging roles and assignments."



Lt. Col. Siddarth Barve Retires From TA



Second-In-Command (2 IC) of 414 ASC BN (Mktg.) TA, Kamptee, Lt. Col. Siddarth Barve, (our Chief Manager Quality Control, East) retired from the Indian Territorial Army on 31.12.2014 after more than 22 years of service to the nation. He got commissioned to the TA on 1.8.1992 in the rank of 2nd Lieutenant, rose to the rank of Lieutenant Colonel and also held an appointment as Second-In-Command of the Battalion. He

has given embodied services to the Army in case of national exigencies and Industry emergencies on various occasions. Notable among them were rescue operations

at Gandhidham, when the nation suffered a devastating earthquake on 26th January, 2001 in Gujarat.



The Army personnel of the Battalion pay their respects and pull the carriage carrying Lt Col Siddarth Barve on his retirement.

Endeavour Fellowship



Mr. Pranab Kumar Rakshit, Manager (R&D) CRDC was recently awarded with the 2015 Endeavour Executive Fellowship for pursuing research work in Australia. The Endeavour Scholarships and Fellowships are the Australian Government's competitive, merit-based scholarships providing opportunities for citizens of the Asia-Pacific, the Middle East, Europe and the Americas to undertake study, research or

professional development in Australia. The Endeavour Executive Fellowship provides financial support towards professional development opportunities for high achievers in business, industry, education or government. It is a great honour for him at the international level.

Academic Achiever

Priyanka, daughter of Suchitra Gunjekar, DGM (Audit) stood second in the B. Arch. examination conducted by Mumbai University and was felicitated by Dr. Rajan Welukar, Vice Chancellor, Mumbai University at a function held on 23.12.2014 at Sir Cowasji Jehangir Hall, Mumbai. During her internship with an Architecture Firm in Pune, she independently handled the documentation of restoration of an old temple - Sakhargad Nivasi Devi Temple at Kinahai. This involved making technical drawings, data compilation

and research on the social, political architectural and economical aspects of the project, for which the firm won the UNESCO Award.



AIMA - HR Quiz [Shakti] 2014

A total of 38 corporate teams from various companies like Mahindra and Mahindra, Viacom, Star India, Zensar Technologies, RBI, IOCL, Godrej & Boyce and HDFC Life etc. participated in the Western Regional round of the 2nd HR Quiz (Shakti) and 15th National Management Quiz (NMQ) organized by All India Management Association (AIMA) on 13.12.2014 at Mumbai. A mix of veteran and newbie quizzing enthusiasts fought it out and in a nail biting finish, with 3 out of 6 regional finalists on a tie-break and into sudden death, two teams from BPCL captured the top two spots of the Western Regional Finals and sealed their spot at the National Finals. We're proud of the winners - Tuhin Sarkar (ER) West and Jyoti Swarup Patnaik (Brand & PR) and the runners-up - Jai Ratan Ekka (T&D) and Manickavasagam V. (ER) Mumbai Refinery and wish them many laurels in future !



Winners



Runners-up

Children : The Essence of Life

Have you ever imagined what the world would be like without children? The words that instantly come to mind - Quiet, Lonely, Dull, Boring, Lifeless, Devoid of Activity. From the very moment a new life emerges, the very cry of a newborn brings joy to all around. It is a sign that God still loves the world and there is hope for the human race. Look at an expecting mother, there is so much she looks forward to... she is filled with anticipation, hope, joy and love. As the child grows, she is involved in her development every step of the way, each achievement becomes her own.

It is children that make families and with their growth, the family grows too. Come to think of it, there would be no parents without children, and what about families without children, unthinkable isn't it. There would be no schools, no kiddies bookshops, no toy stores and perhaps no fast food too. Life would be slow



and steady, not fast and happening. It is children who give us adults a new perspective and meaning to life and teach us so much in their own unique way.

They bring Creativity, Happiness, Initiative, Love, Determination, Resourcefulness, Enthusiasm, Naughtiness to life and make it fruitful. Your numerous qualities are an inspiration to each of us, everyday. Spontaneity, Joy, Humour and Vitality for life are bursting forth in you, you let your feelings show and you always speak the truth. Your innocence is beautiful and you love from the heart. Children everywhere, we need and love you, you add meaning and zest to life.

Wish each child a special and Happy Children's Day on 14th November and every day of the year !

- Sharon Pires,
Brand, PR & New Initiatives

OBITUARY



Mr. M. Punyakoti

After celebrating his 85th birthday on 5.7.2014 in style, Mr. Punyakoti expired on 21.9.2014 after a brief illness, leaving behind his wife, Devapriya, son and daughters.

Mr. Punyakoti had graduated from Madras

University and joined Pachaiappa's College, Chennai, as a Demonstrator. He then joined Burmah-Shell as a Depot Supdt. and was posted in Neyveli Depot, catering exclusively to Neyveli Lignite Corpn. A service oriented personality, he had a passion for working 24x7 to achieve the company's goals. Since there was no hierarchy, he used to fold up his sleeves, drive the bowser himself and deliver product in times of emergency to NLC, even beyond the call of duty. In 1964, realizing his potential

(patience, perseverance, tact and salesmanship) and career prospects, he was posted as a DSR in Neyveli and then, Trichy. He later on donned many a hat and was Installation Manager before taking over the reins of Senior Manager Inland Transport. His swan song was as Chief Divisional Manager, Madras Division and he retired in July 1987 after more than three decades of service.

He was a beacon of inspiration, assessing the situation quickly and aligning his radar accordingly. He was a polymath, capable of finding a solution to all problems with ease. A team man to the core, he believed in participative management. He had a 'gut feel' that enabled him to interpret body language and detect the subtle duels and tussles that would often be a precursor to a more defining moment. His actions were always based on a lot of experience. Regarded as an endearing personality, he was compassionate, sensitive, caring and broadminded, endowed with modesty, integrity and humility. He is remembered by everyone he came in contact with. Some of the current DGMs and GMs considered him as their Guru. His contribution to the growth of BPCL and instilling of values has been phenomenal.



Mrs. Snehal S. Darve

(Lata) Secretary, Employee Satisfaction Enhancement, CO expired on 26.12.2014 due to brain haemorrhage. She was 54 years old and is survived by her husband and daughter.

Mr. N.V. Gopalachari (Retd.) expired on 18.9.2014 after a brief illness, leaving behind his beloved wife, two sons and a daughter.

Mr. K.C.C. Raja (Retd.) expired on 29.9.2014 leaving behind a host of relatives and friends.

Parenting Styles



Granted that we all want to do the best for our kids, so that they grow up to be healthy, wealthy, witty and wise. ID these parenting styles.

THE STERN DISCIPLINARIAN

You believe in the "spare the rod and spoil the child," philosophy, to toughen your kids, with rigid adherence to rules and regulations.

Style High expectations. No communication. No logical reasoning for rules and limits.

Result Your child can be distrustful, fearful, revengeful, angry, and a big bully at school. Depression, anxiety, poor social skills, low self esteem can also result. A child of a tyrannical parent never laughs or smiles, and speaks very little."

LIBERAL - WITHIN LIMITS

You lay down ground rules about deadlines, pocket money, clearing up belongings, Net +TV timings – in consultation with the child. You set limits for acceptable behavior in Nani's house, while shopping, at a restaurant. You teach what is right and wrong (lying, cheating, bullying). You correct transgressions through softer acts of discipline, but once given you stay firm. You know all their friends by name, address, quirks. You allow your child to make decisions about what to wear, how to work out a study timetable, which friends to invite to a birthday party. You believe that carrots work better than sticks. You teach the power of "No", which is there to stay. You explain that rules are there to stay, too.

Style Consistency, praise, laughter, working within a framework, apology, chatting, playing games, outings.

Result Children who have been given leeway within limits, and freedom with responsibility, have clearly defined rules of appropriate behavior, value themselves highly, are more secure, and have greater respect and affection for their parents. This kind of parenting helps kids to achieve better grades and go further in school.

THE PAL, NOT PARENT

Your child calls you by your first name. You plonk yourself in the middle of their friends and swap confidences. You are the life 'n' soul of their parties. You offer them surreptitious sips of beer when they are 10 and let them drive when they are 12. There are no deadlines, and you ferry them to parties zestfully.

Style Juvenile."I'm a fun parent," you say. "No rules 'n' regulations for me." Which can drive your partner up the wall.

Result Your children are confused because they need a parent, not a pal - they already have plenty of those.

THE OVERACHIEVER

In the rush for an Alpha Child, you start reading, classical music, dance. You propel her to all manner of classes and courses, in every which direction. There's no time for fun, free play, friendships - not for you, not for her. You do this without

considering her special aptitudes and strengths. She just has to be the best in everything.

Style Hopelessly devoted to hurrying childhood, to make your offspring the brightest kid on the block.

Result Stress induced problems such as depression, antisocial behavior, anxiety, crying, stuttering, sleep issues. Physical symptoms include tummy upsets, bed wetting, burnout.

THE OVER INDULGENT

When you take your child out he runs amok. When you refuse to buy him a toy, he throws a tantrum. You write his notes and work on his school project.

Style Your child is always right and deserves the best of everything that was denied to you and you will do anything in the whole wide world to keep him happy. No discipline, because you are afraid of rejection from him.

Result Your pampered darling takes you for granted. He will grow from a bratty infant into a bratty child into a bratty adult. He will never be a leader and does not make friends easily because he only knows how to take, and is blissfully ignorant about the give factor in a relationship. The child will be rude, selfish, thoughtless, demanding, inconsiderate, bad tempered. He is unable to make decisions and develop self control.

THE SMOTHERER

You won't let your child use public transport, not even the school bus. No excursions, no parties, no contact sports.

Style Fearful, that something will happen to him in the jungle out there. Overprotective. Competitive.

Result You stunt his growth. He will grow up bored, cynical, joyless indecisive.

THE GENDER BASED

You start many sentences with "Boys do/don't", "Girls do/don't". Rohan has to change washers, tires, bulbs, while Ria sews buttons, sorts the laundry, cooks 'n' bakes. Rushad is told "strong men don't cry" even after his pet dog died; while Ria is allowed to shed buckets.

Style You believe in sexual stereotypes and slot your children into neat little boxes.

Result You are closing half the world to Ria and Rohan who grow up believing that men are doers and initiators and women are passive and submissive.

BE READY TO ADAPT

If you've discovered your parenting style, it doesn't mean that finders are keepers. You can change with the years. And even if both parents have different modes, the twain *can* meet. For a secure child you have to back each other up, which means that you need to be jointly clear about boundaries. Or else your children, who can be master manipulators, will play one against the other.

BPCL Bags Bombay Gold Cup Hockey Title

BPCL were crowned champions of the 49th All India Bombay Gold Cup Hockey tournament held at Mumbai when they beat Indian Oil in an absolute cliffhanger via penalty shoot out 10-9. In the high scoring final, the scores were tied at 5-5 at the end of regulation time. With just 12 minutes of play left in the second half, BPCL led IOC 5-3 and looked set for a comfortable win. However, the proverb "A match is never won till the final whistle blows" was proved right as IOC, in a span of 4 minutes, scored 2 goals to equalize and take the game to a penalty shoot out. BPCL's goalkeeper Swinder Singh thwarted IOC shooters thrice, ensuring a well earned win.



*Standing (L – R) : Tushar Khandker (captain), Prabhdeep Singh Powar, Kuttappa, William Xalco, Mohd. Amir, Hariprasad, Irshad Ali, Ajay Saroha, Swinder Singh, Lalith Upadhaya, Jarnail Singh
Sitting (L – R) : Sher Singh, Manpreet Singh, Ravi Pal, Gurpreet Singh, Harjeet Singh, Varun Kumar Sharma, S. V. Sunil, Birender Lakra.*

At present 4 players from BPCL viz. Birender Lakra, Manpreet Singh, S. V. Sunil and Lalith Upadhayay are part of the Indian Hockey team. Our 3 scholarship players

Harjeet Singh, Varun Kumar & Harmanpreet Singh were part of the Indian Junior Hockey team which won the prestigious Sultan Johar Cup title in Malaysia.

BPCL Wins PSPB Kabaddi

BPCL won the PSPB Kabaddi Championships defeating arch rivals ONGC 49 – 37 in the finals which were played at the BPCL Refinery Sports Club. BPCL had lost to ONGC last year in the finals at Ahmedabad.

BPCL looked very much in control of the match at the halfway stage as they led ONGC by 24 – 2 at one stage. However the flow turned against them and with 8 minutes left for the final whistle, BPCL had a narrow lead of 36 – 33. Our ace raider and Asian Games Gold Medalist Surjit Kumar proved why he is rated so high in the Kabaddi circle, as he trapped 3 ONGC players in the crucial raid. Encouraged by this, the team thwarted the opposition and emerged victorious. Our new recruit, Girish Ernak was adjudged as the "Best Catcher" & Asian Games Gold Medalist Surjit Kumar won the "Player of the tournament" trophy.

Saina's Smashing Success

Olympic bronze medalist Saina Nehwal (BPCL) won the China Open Super Series Premier Badminton event defeating 17 year old Akane Yamaguchi of Japan in straight sets 21-12, 22-20 to clinch her third title of the season. Saina controlled the shuttle and pace of the game and forced her younger opponent to commit errors. Earlier in this season, Saina won the Australian Open and the Syed Modi International Grand Prix.



Little Green Fingers

Children love interacting with nature. We can instill interest in the environment at a young age, to ensure that they remain staunch advocates for environment protection in future.

Gardening

It's true we are losing the green cover, but you can make your child an instrument of change by starting with your own backyard, terrace or lawn. All you have to do is help him follow the five-step plan of gardening:

- After eating a fruit, do not throw away the seeds; save them somewhere.
- Ask your child to plant the seed in a flowering pot and ensure that he waters it every day.
- When the seed grows to a substantial height, help your child plant it in a big garden area and take care of it as usual.
- See that the plant reaches maturity.
- Try growing other multiple varieties of plants.

Gardening is ideal for getting kids outside in the fresh air and helps them learn about everything, from the food chain and environmental issues to biology and horticulture. Here are some fun gardening projects you can enjoy with your children:

- Let them sow seeds in pots to grow their own herbs to use when cooking family meals - it's a great way to get kids interested in both gardening and food.
- Count how many different insects you can spot in the garden.
- Create a sensory garden with plants that have strong scents or interesting textures
- Get arty and draw the different plants and flowers in your garden.
- Create a treasure hunt - make a list of ten things children need to find in the garden. Items could include a snail shell and a petal from a shrub in bloom.
- Make a compost heap - this is a great way to teach children about recycling and how plants grow.
- Make a bird feeder to feed birds visiting your garden. You can then keep a record of all the different bird species you can spot throughout the year.

For more ideas and tips on gardening, consult gardening websites and magazines. These

mediums provide essential gardening information, including aspects such as manuring, weeding and pruning. Also, see if your child would like to practise ornamental techniques like bonsai or topiary.

Environment Photography

This is one of the few professional fields where there is no age limit for starting out. All your child needs to have is a top-quality digital or mobile camera. The environment is an excellent subject to ignite his interest in photography. It may be the local park or garden or scenery on a trip. Give your child feedback from time to time. Help him organise a mini-exhibition at home and invite all your relatives and his friends over. Get him to blog his pics and create a portfolio of his best shots. If possible, try enrolling him in a photography or photo-editing workshop and motivate him to participate in photography contests.

Environment scrapbook/magazine

Children can create their own colourful scrapbook on the environment. They could also pen some essays and poems. And if your child's drawing skills are good, inspire him to draw or paint in it. Throw in pages of all this content and you have in your household a junior magazine editor!

Once the magazine is done, teach your child how to segregate the topics, put in page numbers, prepare the contents page and check everything. As the magazine cannot be formally published, it can be treated as a scrapbook or a rough magazine. Motivate your child to create more such books. If you're conscious about saving paper, the magazine can be made on PowerPoint or any other software or application. Indeed, a perfect way to endow your child with organisation, management and creative skills!



Joint Venture

Imagine waking up every morning to excruciating bodyache and sore, stiff limbs, painful swelling in your wrists and ankles...

WHAT IS RA?

Rheumatoid Arthritis (RA) is one of 108 types of arthritis and though a small proportion of men do suffer from it, most victims are women, ironically in their child-bearing years of 14 to 45. About 1% of the Indian population suffers from it. The exact cause is still not known. Considered an auto-immune disease, it occurs when your own immune system attacks the joint linings (synovial membranes) that protect and lubricate your joints. The membranes become inflamed, causing your joints to feel warm, painful and swollen.

While it's not entirely clear why the immune system turns rogue to cause RA, theories abound: there's a strong genetic component that makes certain people more susceptible than others and certain triggering factors in the environment, such as a viral infection or a chemical. Just like diabetes and hypertension, RA too is multi-factorial.

RECOGNIZING RA

The onset of RA can be sudden and severe, or more commonly, it can be subtle, involving swelling in only one or two joints. The most recognizable symptoms of RA are morning stiffness and persistent and prolonged pain in the peripheral joints, which is bilateral (i.e. occurring in both the joints), which may cause difficulty in doing routine tasks like holding objects, rolling out chapattis, turning a door knob, trouble climbing and going down stairs. But often the first signs are fatigue, weakness, low-grade fever or loss of appetite and weight that lasts beyond 2 weeks.

DIAGNOSIS

Two types of blood tests are generally done to detect RA – to check inflammation bio markers like ESR (Erythrocyte sedimentation rate) and CRP (C-reactive protein). If the ESR is more than 30 or CRP is elevated, confirming inflammation, the likelihood of RA is high. Blood tests including Rheumatoid Factor (popularly known as RA test), anti-CCP, MRI and digital X-rays further help in detecting RA. However, clinical examination is vital to confirm RA.

TREATMENT

Like diabetes and hypertension, RA is a chronic disease; it can be controlled but not cured. Most GPs

simply prescribe non-steroidal anti inflammatory drugs (NSAIDS) that may relieve pain symptoms, but don't provide long-term benefits by addressing the underlying cause. If the inflammation in the joints is allowed to persist due to inadequate treatment, certain chemicals and enzymes may be released that begin to eat away at cartilage and bone. Damage to tendons and ligaments around the bone also may occur. Over time, the muscles around the joint can become weak, and the joint may eventually be destroyed. This destructive process is what RA drugs seek to slow or stop.

Indeed, early detection and aggressive treatment is the new mantra of rheumatologists, who understand that the debilitating nature of this disease does not restrict itself only to the joints. Having RA may put you at increased risk for developing heart disease equivalent to that of having diabetes. In some severe cases, where RA has permanently damaged the joint, a joint replacement surgery is recommended to regain mobility.

Traditional disease-modifying antirheumatic drugs (DMARDs) like Methotrexate are commonly a first-line treatment. Biologic response modifiers are newer biotechnology medicines which are expensive though cost effective. Oral corticosteroids like Prednisone or a Corticosteroid injection into a specific joint are also used.

Simple dietary changes may improve your symptoms. Certain foods may help reduce your inflammation like Fish oil (omega-3 fatty acids, found in oily fish, help reduce joint pain, morning stiffness and other RA symptoms); Extra-virgin olive oil (Oleocanthal, a substance in some extra-virgin olive oils, shows potential as an anti-inflammatory); Fibre (Whole grains, fruits and vegetables - all high in fibre - have been shown to lower blood levels of the inflammation marker C-reactive protein). Some foods (snacks, fried foods, margarine, meats, corn oil and safflower oil) can increase inflammation. Some evidence indicates that frying or grilling meat at high temperatures produces compounds that may increase inflammation. Try steaming, boiling, baking or broiling your food instead.

The chronic nature of RA makes patient education of utmost importance, as RA not only affects the victim but their near and dear ones too. The side-effects of life-long medication pills make many patients drop out of the treatment midway, which can have a negative outcome. Joints are supposed to be mobile and hence, even if it feels painful, some amount of daily physical exercise which can be something as simple as 30 mins walks, is critical. Physiotherapy is also essential, right from day one. Thus just like high BP or diabetes, RA too can be managed and a patient can lead a normal life with proper treatment and weight control.

अभ्युदय : नेतृत्व विकास कार्यक्रम

उभरते संघ नेतृत्व को मजबूत करनेवाला अभ्युदय एक अनोखा अभिक्रम दि. 6 नवंबर 2014 को पश्चिम क्षेत्र में शुरू हुआ जिसमें प्रत्येक यूनियन अर्थात पेट्रोलियम एम्पलाईज यूनियन (पीईयू), भारत पेट्रोलियम कर्मचारी यूनियन (बीपीकेयू) और पेट्रोलियम कर्मचारी नवनिर्माण यूनियन (पीकेएनयू) के 7 सदस्यों ने भाग लिया। हमारे अध्यक्ष एवं प्रबंध निदेशक श्री एस.वरदराजन ने अभिक्रम का उद्घाटन किया। इस अवसर पर हमारे निदेशक (मासं), श्री एस.पी. गट्टू तथा महाप्रबंधक (मासंसे), श्री आर.आर.नायर उपस्थित थे। श्री आर.आर.नायर ने अपने भाषण में प्रतिभागियों को इस अभिक्रम के बारे में तथा व्यापार की चुनौतियों को पूर्ण करने के लिए सामूहिक प्रयासों की आवश्यकता के बारे में बताया। तत्पश्चात अध्यक्ष एवं प्रबंध निदेशक ने अपने मुख्य भाषण में व्यापार के



परिदृश्य एवं आनेवाली चुनौतियों के बारे में बताया। श्री एस.पी. गट्टू ने यूनियनों में नेतृत्व पाइपलाइन के निर्माण पर जोर दिया। कार्यक्रम में प्रतिभागियों को वैश्विक आर्थिक परिदृश्य, अंतरराष्ट्रीय व्यापार यूनियन प्रणाली एवं ऊर्जा क्षेत्र से परिचित कराया। बाद में पूर्व यूनियन कार्यकर्ता श्री अरविंद श्रोती ने रचनात्मक यूनियन सक्रियता पर सत्र लिया। लोगों ने इसे शिकायत से सहयोग तक परिवर्तन की दिशा में एक कदम के रूप में फीडबैक दिया।

इरिम्पनम में टैंकर परिचालन पर कार्यशाला

इरिम्पनम इन्स्टलेशन में आयोजित टैंकर परिचालन पर कार्यशाला का उद्घाटन श्री एन मनोहर राव, महाप्रबंधक (परिचालन) रिटेल ने किया। उन्होंने टैंकर से उत्पाद प्राप्त करते समय विभिन्न सुरक्षा तथा जेटी सुविधाओं के अनुरक्षण पर जोर दिया। कार्यशाला में लोकेशन प्रभारियों और देश के तटीय लोकेशनों के टैंकर परिचालन से जुड़े अधिकारियों ने भाग लिया। कार्यशाला की प्रमुख विशेषता थी जेटी को विजिट जिससे प्रतिभागियों को ज्यादा अनुभव मिला। जहाज के मालिक एवं समुद्री सर्वेक्षक द्वारा दिये गये अलग व्याख्यान से प्रतिभागियों की प्रशिक्षण प्रक्रिया को एक नया आयाम प्रदान किया है।

टाटा मोटर्स ने कार्यशाला चलाई

लखनऊ एलपीजी टेरिटरी में टाटा मोटर्स द्वारा लॉरी ड्राइवर्स के लिए वाहन की सुरक्षा, अनुरक्षण तथा सुरक्षित गाड़ी चलाने की आदतों के प्रति एक दिवसीय कार्यशाला चलाई गई। टाटा मोटर्स हमारे एक अमूल्य व्यावसायिक ग्राहक हैं। कुल 47 प्रतिभागियों ने कार्यक्रम में हिस्सा लिया जिसमें क्लास रूम और फील्ड सत्र दोनों शामिल थे। कार्यक्रम की शुरुआत एबीसीडी (एक्सेलेटर, ब्रेक, क्लच और ड्राईविंग लाइसेंस) से हुई। टाटा मोटर्स की टीम ने सुव्यवस्थित रूप से ग्रुप को अनुरक्षण, सुरक्षा, टूबल-शूटिंग तकनीकों के बारे में हिन्दी में समझाया।



पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय द्वारा कार्यालयों का राजभाषा निरीक्षण

कर्नाटका : दिनांक 03.11.2014 को श्री डी एस रावत, संयुक्त निदेशक, राजभाषा, पेट्रोलियम और प्राकृतिक गैस मंत्रालय द्वारा राज्य समन्वयक कर्नाटका (रिटेल/एलपीजी/आईएंडसी/लूब्स) कार्यालय का राजभाषा कार्यान्वयन संबंधी निरीक्षण किया गया। श्री रावत ने बेंगलुरु की हिन्दी प्रगति को बरकरार रखने के उद्देश्य से बेंगलुरु कार्यालय को 10(4) के अंतर्गत अधिसूचित करने का सुझाव दिया। इस अवसर पर श्री ए पी वर्मा, राज्य समन्वयक, कर्नाटका, चारों व्यवसाय इकाई के प्रादेशिक प्रबंधक, हिन्दी समन्वयक, निगम कार्यालय से श्रीमती सुषमा जाधव, वरिष्ठ प्रबंधक, राजभाषा, दक्षिण क्षेत्र से श्री रमन मलिक, मुख्य प्रबंधक, रिटेल एवं श्रीमती एम एस मैथिली, उप प्रबंधक, राजभाषा उपस्थित थे।



मेरठ: दिनांक 31.10.2014 को श्री डी.एस. रावत, संयुक्त निदेशक (राजभाषा विभाग), पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय द्वारा मेरठ प्रादेशिक कार्यालय एवं डिपो (रिटेल) में राजभाषा निरीक्षण एवं हिन्दी कार्यशाला का आयोजन किया गया। सर्वप्रथम श्री एन. कृष्णामणि जी, प्रादेशिक प्रबंधक, मेरठ व श्री उपेन्द्र मिश्रा जी, प्रबंधक (हिन्दी), उत्तर द्वारा पुष्पगुच्छ देकर उनका अभिनन्दन व स्वागत किया गया। श्री डी.एस.रावत जी ने देश के संविधान में हिन्दी के महत्व के बारे में विस्तार से बताया। श्री डी.एस.रावत जी द्वारा यह सुझाव दिया गया कि अधिक से अधिक हिन्दी ई-मेल के माध्यम से हिन्दी के प्रयोग को बढ़ावा दें ताकि निर्धारित लक्ष्यों को प्राप्त किया जा सके, साथ ही उन्होंने कार्यालय के हिन्दी क्रियाकलापों पर संतोष व्यक्त करते



हुए उपस्थित सभी अधिकारियों एवं कर्मचारियों की सराहना की। राजभाषा निरीक्षण व हिन्दी कार्यशाला की समाप्ति पर श्री ओम प्रकाश, हिन्दी समन्वयक, मेरठ द्वारा धन्यवाद ज्ञापन दिया गया।

‘एक साथ - बीइंग टूगेदर’

वाडिलूब एलओबीपी ने ‘एक साथ - बीइंग टूगेदर’ का सफलता पूर्वक शुभारंभ किया। यह क्वालिटी सर्किल की एक पहल है जिसमें गुणवत्ता में सुधार एवं कार्यस्थल के वातावरण को बेहतर बनाने के लिए विभिन्न कार्यक्षेत्रों के अधिकारियों कर्मचारियों, एवं कामगारों को शामिल किया गया। इसमें सामूहिक रूप से विभिन्न पहलुओं जैसे गुणवत्ता, लागत, उत्पादकता और सुरक्षा आदि के सुधार और इन्हें बेहतर बनाने का प्रयास किया गया। कार्यक्रम के बारे में जानकारी ओडिसी के श्री अविनाश बामभानी द्वारा दी गई।



राजभाषा रोलिंग ट्रॉफी से पुरस्कृत



कोच्चि स्थित सार्वजनिक क्षेत्र उपक्रमों में उत्कृष्ट निष्पादन करने के लिए कोच्चि रिफाइनरी को टोलिक द्वारा वर्ष 2013-14 की राजभाषा रोलिंग ट्रॉफी प्रदान की गई।



कोच्चि रिफाइनरी ने उत्कृष्ट हिन्दी इनहाउस पत्रिका का द्वितीय पुरस्कार भी जीता।

बच्चों ने मनाया बाल दिवस



मुंबई रिफाइनरी, सीएसआर टीम ने 14 नवंबर के बाल दिवस के अवसर पर भारत पेट्रोलियम के पीले टी शर्ट और नीली टोपी में सजे माहुल गांव के बच्चों को सुबह 9.00 बजे बस में बिठाकर नेहरू सेंटर, नेहरू प्लेनेटेरियम के लिए रवाना किया। नेहरू सेंटर में 'डिस्कवरी ऑफ इंडिया' और बाद में नेहरू प्लेनेटेरियम में 'सौर मंडल की सैर' यह शो देखकर बच्चे बेहद खुश हुए। बच्चों ने कहा 'आज का दिन हमारे लिए यादगार रहेगा और इस प्रकार 'बाल दिवस' हम सभी ने पहली बार मनाया। सभी बच्चों ने बीपीसी को धन्यवाद दिया।

माहुल बचत समूह की महिलाओं का अभ्यास दौरा

माहुल गाँव के विकास हेतु मुंबई रिफाइनरी कई कदम उठाती आई है। इसी में से एक हैं, महिलाओं के बचत समूहों की स्थापना। कम से कम लागत में कौन-कौन से व्यवसाय किए जा सकते हैं? उसकी मार्केटिंग कैसे की जाएँ? आदि जानकारी देने के लिए मुंबई रिफाइनरी की सीएसआर टीम ने दिनांक 21 नवंबर, 2014 को इन महिलाओं के लिए अभ्यास दौरे का आयोजन किया। बेहतरीन

ढंग से व्यवसाय करनेवाली बचत समूह की अन्य महिलाओं से मिलने हेतु उन्हें कर्जत ले जाया गया। जहाँ उन्होंने उन कामयाब महिलाओं के काम को देखा। अंत में माहुल की महिलाओं ने कहा कि 'बीपीसीएल के कारण ही आज हमें अपनी शक्ति का पता चला है और अब हम भी इस प्रकार कोई नया व्यवसाय कर सकते हैं' यह विश्वास हमारे अंदर जागृत हुआ है।



हिन्दी कार्यशाला

अहमदाबाद प्रादेशिक कार्यालय (रिटेल/एलपीजी/आईएंडसी/लूब्ज) में हिन्दी कार्यशाला एवं हिन्दी यूनिकोड इंडिक सॉफ्टवेयर प्रशिक्षण कार्यक्रम का आयोजन किया गया। इस अवसर पर चारों प्रादेशिक कार्यालयों के प्रादेशिक प्रबंधक सहित श्री विद्याधर जोग, उप प्रबंधक (हिन्दी) पश्चिम उपस्थित थे। हिन्दी समन्वयक एवं प्रबंधक विपणन समन्वयन (आई एंड सी) श्री सलिल चव्हान ने सभी रजिस्टर एवं फॉर्म्स द्विभाषी रूप में बनाकर कार्य आरंभ करने का आग्रह किया। इस अवसर पर श्री सैबल मुखर्जी, प्रादेशिक प्रबन्धक (रिटेल), श्री अमित गर्ग, प्रादेशिक प्रबन्धक, आई एण्ड सी, श्री अभिषेक श्रीवास्तव, प्रादेशिक प्रबन्धक (लूब्ज) तथा श्री एस धानपाल, प्रादेशिक प्रबन्धक, एलपीजी ने सभी कर्मचारियों से आग्रह किया कि आज से अधिक से अधिक कार्य हिन्दी में करें।



दिनांक 15.11.2014 को हरियाला एलपीजी प्रादेशिक कार्यालय के कर्मचारी एवं अधिकारियों के लिए हिन्दी कार्यशाला एवं हिन्दी यूनिकोड इंडिक सॉफ्टवेयर प्रशिक्षण कार्यक्रम का आयोजन किया गया। श्री विद्याधर जोग ने कार्यशाला के दौरान इंडीक सॉफ्टवेयर का प्रयोग तथा इंस्टालेशन एवं प्रोत्साहन योजना, विभिन्न फार्म्स, टिप्पणी, धारा 3(3) के कागजात, मानक पत्रों के जरिये पत्राचार बढ़ाना, राजभाषा नियम, अधिनियम आदि के बारे में विस्तार पूर्वक जानकारी दी। इस अवसर पर प्रादेशिक प्रबन्धक श्री धनपाल तथा



हिन्दी समन्वयक श्री पियुष गुजराथी ने सभी उपस्थितों से आग्रह किया कि आजसे हिन्दी पत्राचार तथा रजिस्ट्रों में प्रविष्टियाँ आदि कार्य हिन्दी में आरंभ करें।

व्यापार एवं यूनियन बैठक

किसी भी कामयाब संगठन के लिए संगठन के लक्ष्य में उसके मानव संसाधनों को जोड़ना आवश्यक होता है और इसी दिशा में एक मंच का निर्माण किया है जो मासंसे, उत्तर द्वारा सूचना, शक्ति एवं यूनियन के प्रतिनिधियों को नये अभिक्रमों, उपलब्धियों, निगम की दृष्टि और चुनौतियों के बारे में परिचित कराने हेतु बनाया है। नोईडा रीजनल कार्यालय में आयोजित इस इवेंट में उत्तर की तीन यूनियनों से 21 प्रतिनिधियों ने भाग लिया।

श्री यू.सी.उपाध्याय, उप महाप्रबंधक (मासंसे) उत्तर ने अपने स्वागत भाषण में, संगठन की दीर्घकालिक सफलता के लिए ऐसे अभिक्रमों की आवश्यकता बताई। श्री डी.एन.माथुर, आरजीएम (एलपीजी) उत्तर द्वारा उद्घाटन के बाद एलपीजी व्यापार प्रस्तुतीकरण किया गया। बैठक में ग्रामीण एवं शहरी बाजारों के विकास के लिए रिटेल गठबंधन और कार्यनीति बढ़ती स्पर्धा, नेटवर्क चैनल, प्रमुख परियोजनाओं, व्यापार प्रक्रियाओं में सुधार आदि बातें बताई गईं। साथ ही, एलटीएस के बाद मा.सं. नीतियों में परिवर्तन, नॉन-मैनेजमेंट स्टाफ को लाभ एवं अन्य नये विकास के बारे में भी चर्चा हुई। यह इवेंट एक उच्च स्तरीय परस्पर संवादात्मक सत्र के रूप में हुआ जिसमें यूनियन के सदस्यों ने कंपनी की विपणन कार्यनीति उत्पादकता वृद्धि, बिक्री में वृद्धि, वर्कमैन के कार्य और मा.सं. के अभिक्रमों के बारे में प्रश्न पूछे और अपने अमूल्य सुझाव भी दिये। प्रतिभागियों ने इस इवेंट को काफी सराहा। उनके अनुसार यह एक अच्छा प्रयास था और पहली बार हमें किसी ने इतनी जानकारी दी है।



पीसीआरए चालक प्रशिक्षण कार्यक्रम

21 नवंबर 2014 को इरुगुर इन्स्टलेशन में पीसीआरए चालक प्रशिक्षण कार्यक्रम का आयोजन किया गया। ड्राइवरों को प्रत्येकी 30 के समूहों में बाटा गया, जिसमें रक्षात्मक ड्राइविंग, सुरक्षित ड्राइविंग, ईंधन संरक्षण एवं सड़क के संकेत आदि के बारे में कक्षा सत्र एवं वास्तविक प्रदर्शन के माध्यम से प्रशिक्षण दिया गया। पीसीआरए के अधिकारियों द्वारा ड्राइवरो से प्राप्त फीड बैक/प्रतिक्रिया से यह पाया गया कि वे इस प्रशिक्षण कार्यक्रम से बहुत खुश थे तथा उन्होंने भविष्य में भी इस प्रकार के कार्यक्रम आयोजित करने का आग्रह किया।

आपदा नियंत्रण प्रबंधन का प्रदर्शन

तोंडियारपेट संस्थापन द्वारा आपातकालीन तैयारियों के परीक्षण को दोहरे परिदृश्य में लिया। परिदृश्य था टैंक लॉरी के कम्पार्टमेंट में आग जो विस्फोट में परिवर्तित हुई तथा इसके आगे मैनिफोल्ड क्षेत्र के पम्पहाउस में मोटर स्पिरिट गिरा होने के कारण आग का लगना। झोन 1 से 4 (चार टीम) अग्निशमन टीमों ने प्रदर्शन द्वारा अपनी तत्परता एवं क्षमता का प्रदर्शन किया। उनकी सहयोगी टीम भी आग पर नियंत्रण के लिए अतिरिक्त होज एवं फोम सोल्युशन के साथ पूर्ण रूप से तैयार थी। बचाव दल द्वारा घायलों को तुरन्त सुरक्षित स्थान पर पहुंचाया गया एवं प्राथमिक चिकित्सा देने के पश्चात अस्पताल ले जाया गया। तमिलनाडु अग्नि बचाव सेवा, तोंडियारपेट ने बाहरी सहायता दल के रूप में सम्मिलित हो कर आग पर प्रभावी ढंग से नियंत्रण किया। अपोलो अस्पताल से एम्बुलेन्स तुरंत ही साइट पर समय पर पहुंच गई थी। संपर्क दल ने इसकी सूचना सभी बाहरी एजेंसियों को दी। प्रादेशिक प्रबन्धक रिटेल (चेन्नई), संयुक्त निदेशक, औद्योगिक सुरक्षा एवं स्वास्थ्य निदेशालय तथा तेल विपणन कंपनियों के पारस्परिक सहायता सदस्यों ने इस ड्रिल को देखा एवं इस ड्रिल के लिए जो परिदृश्य चुना गया था उसकी भी सराहना की।



एक सुरक्षित दीवाली

पटाखों का प्रयोग करते समय असावधानी, लापरवाही या अज्ञान के कारण कोई आग दुर्घटना ना हो इस बात को ध्यान में रखते हुये तिरुनेलवेल्ली डिपो ने दीपावली के पूर्व दिनांक 24/10/2014 को अपने कर्मचारी, अनुबंध कामगार एवं चालक दल के लिए एक जागरूकता कार्यक्रम का आयोजन किया। श्री वेतुमपेरूमल, स्टेशन ऑफिसर, टी.एन.फायर एन्ड रेस्क्यु सर्विसेस ने 100 लोगों की सभा को पटाकें का प्रयोग करते समय क्या करे एवं क्या नही करें के बारे में महत्वपूर्ण जानकारी दी। प्रबंधक परिचालन (आईएंडसी) एवं क्षेत्रीय प्रबंधक ने सभी को इन सूत्रों का पालन करने का निवेदन किया।



सुरक्षा दिवस

इरूगुर इन्स्टलेशन में 11 अक्टूबर 2014 को सुरक्षा दिवस के रूप में मनाया गया। सभी अनुबंध कर्मचारियों ने इस कार्यक्रम में उत्साहपूर्वक भाग लिया। कार्यक्रम में सम्मिलित सभी कर्मचारियों को उनके कार्यों से जुड़े खतरों/जोखिमों के बारे में हिन्दी एवं स्थानीय भाषा में जानकारी दी गई। कार्यस्थल को साफ सूथरा रखने के बारे में भी जानकारी दी गई। इस कार्यक्रम में एक सूरक्षा प्रश्नोत्तरी का भी आयोजन किया गया।

सुरक्षा दिवस एवं स्वास्थ्य जांच शिविर

जोबनेर टर्मिनल साइट पर 10 अक्टूबर 2014 को सूरक्षा दिवस के रूप में मनाया गया। इस अवसर पर जयपुर पाइपलाइन टर्मिनल पर एक स्वास्थ्य जांच शिविर का आयोजन किया गया। इस अवसर पर वैभव अस्पताल के डॉ. वैभव को आमंत्रित किया गया था। इस शिविर में रक्त चाप, मधुमेह आदि की जाँच की गई एवं यदि आवश्यक लगा तो साइट पर ही ईसीजी एवं एचडीएल, एलडीएल रक्त परीक्षण की भी व्यवस्था की गई थी। जयपुर साइट में आयोजित इस स्वास्थ्य जांच शिविर में 176 कामगार लाभान्वित हुए।

अग्निशमन प्रशिक्षण

सुरक्षा और अग्निशमन के प्रति जागरूकता सुनिश्चित करने के उद्देश्य से बकानिया डिपो में दिनांक 29.11.2014 को कम्पनी के सभी कर्मचारियों, कॉन्ट्रैक्ट कर्मचारी और सुरक्षा कर्मचारियों के लिए बुनियादी अग्निशमन प्रशिक्षण कार्यक्रम आयोजित किया गया। इस प्रशिक्षण में 30 लोगों ने हिस्सा लिया। इस प्रशिक्षण में श्री साजिद खान, एएफओ, भोपाल ने अग्निशमन की बुनियादी जानकारी दी और दैनिक डिपो परिचालनों के बारे में बताया। विभिन्न प्रकार के अग्निशमन उपकरणों की जानकारी दी गई और सेफ्टी क्विज़ आयोजित की गई। इस प्रशिक्षण से बकानिया लोकेशन में 'सेफ्टी फर्स्ट' लागू करने में सहायता होगी।

इरूगुर इन्स्टलेशन में संकट नियंत्रण प्रबंधन योजना

इरूगुर इन्स्टलेशन में 25 नवंबर 2014 को औद्योगिक सुरक्षा एवं स्वास्थ्य के संयुक्त निदेशक की सहमति, मार्गदर्शन एवं पर्यवेक्षण के तहत, डीसीएमपी ड्रिल का संचालन किया गया जिसमें फायर फोर्स अधिकारियों तथा केएमसीएच हॉस्पिटल, कोयंबटूर ने टैंकों की कूलिंग एवं बचाव गतिविधियों में सहायता कर ड्रिल में सक्रिय भाग लिया। इसका समग्र फीडबैक काफी सकारात्मक रहा और संपूर्ण टीम के प्रयासों की सराहना की गई।

विश्व एड्स दिवस के अवसर पर स्वास्थ्य चर्चा का आयोजन

01 दिसंबर को विश्व एड्स दिवस के अवसर पर मुंबई रिफाइनरी की सीएसआर टीम ने प्रॉडक्ट डिस्पैच और मेडिकल सेंटर के सहयोग से एक कार्यक्रम का आयोजन किया जोकि विशेष रूप से एड्स बीमारी का शिकार होनेवाले समूह को ध्यान में रखते हुये किया गया। इसमें 100 से अधिक टैंक लॉरी ड्राइवर और क्लिनर शामिल हुए। इस कार्यक्रम में एड्स के बारे में जागरूकता निर्माण करने के लिए दर्शकों को एक फिल्म दिखाई गई। इसके बाद रिफाइनरी मेडिकल सेंटर के डॉ. कदम और डॉ. वंदना शिंदे ने इस बीमारी के बारे में अधिक जानकारी देते हुए उपस्थित ड्राइवरों और क्लिनरों की शंकाओं का समाधान किया।



स्वास्थ्य जांच शिविर



झांसी एलपीजी टेरिटररी ने विश्व हृदय दिवस के अवसर पर लायन्स क्लब, झांसी की सहायता से कंपनी के कर्मचारियों, चालकदल, अनुबंध कर्मचारी, एवं सुरक्षा कर्मचारियों के लिए एक दिवसीय विशाल स्वास्थ्य जांच शिविर का आयोजन किया। श्री अजय कुमार पटेल, क्षेत्रीय समन्वयक (एलपीजी) झांसी ने इसका उदघाटन किया। नेत्र विशेषज्ञ डॉ. ठीगरा ने मोतियाबिंद पर एक प्रस्तुति पेश की, साथ ही मधुमेह रोगियों को वर्ष में दो बार नेत्र दृष्टि जांच की सलाह दी। अन्य डॉक्टरों की टीम ने सभी सदस्यों के रक्तचाप की जांच की। पाँच डॉक्टर एवं उनके दो सहायक टीम सदस्यों द्वारा 70 प्रतिभागियों के स्वास्थ्य की जांच की गई। अंत में श्री रामेश्वर पी कोरी, एचएसएसई अधिकारी, झांसी एलपीजी प्लान्ट ने सभी को धन्यवाद दिया।

स्वास्थ्य चर्चा

वाडीलूब इन्स्टलेशन द्वारा 11 अक्टूबर 2014 को हड्डी एवं जोड़ों की समस्या पर एक स्वास्थ्य चर्चा का आयोजन किया। इस अवसर फोर्टीस अस्पताल के डॉ. सचिन भोसले ने अपनी प्रस्तुति में हमारी मुद्रा/पोश्चर जीवन शैली और आदतों का हमारी हड्डियों एवं जोड़ों पर कैसे प्रभाव पड़ता है के बारे में बताया, साथ ही हड्डियों और जोड़ों को मजबूत रखने के लिए कुछ साधारण टिप्स/सूत्र बताये, जो हमें एक स्वस्थ जीवन जीने में मदद करेगा।

स्वास्थ्य शिक्षा कार्यक्रम

करूर रिसीविंग टर्मिनल ने प्रशासन विभाग दक्षिण के सहयोग एवं डॉ. रेड्डीज फाउंडेशन फार हेल्थ एज्युकेशन की सहायता से ऑस्टियोपोरोसिस एवं किडनी के बारे में एक स्वास्थ्य शिक्षा कार्यक्रम का आयोजन किया। डॉ. एस नटराजन ने ऑस्टियोपोरोसिस के आम लक्षणों उसके कारणों पर एक व्याख्यान दिया। डॉ. वेलरविंद ने किडनी की कार्यप्रणाली एवं उससे संबंधित विषय पर सत्र लिया उन्होंने यह भी बताया कि उच्च रक्तचाप, मधुमेह, धूम्रपान, शराब जंक फूड के कारण भी किडनी पर प्रतिकूल प्रभाव पड़ता है।

स्वास्थ्य कार्यक्रम

पीसीआरए की सहायता से टैंक लॉरी ड्राइवर्स के लिए 3 दिवसीय कार्यशाला का आयोजन किया गया जिसमें ड्राइवर्स के स्वास्थ्य और सुरक्षित गाड़ी चलाने की आदतों पर प्रकाश डाला गया। वीडियो, प्रस्तुतीकरण और व्याख्यानों द्वारा टैंक लॉरी क्रू के मानसिक एवं शारीरिक स्वास्थ्य तथा सुरक्षित गाड़ी चलाने की आदतों को व्यापक कवरेज दिया गया जो सड़क सुरक्षा तथा पर्यावरण सुरक्षा एवं ईंधन मितव्ययिता द्वारा संरक्षण के प्रति योगदान हो। टैंक लॉरी क्रू ने इसके प्रति जबरदस्त उत्साह दर्शाया और स्वास्थ्य, सुरक्षा, पर्यावरण के उच्च स्तरीय मानकों के पालन की शपथ ली।

सीडीयू-4 प्रोजेक्ट साइट पर स्वास्थ्य जांच

सीडीयू-4 प्रोजेक्ट का निर्माण कार्य बड़ी तेजी से हो रहा है। अधिकांश कार्य 70 मीटर की ऊँचाई पर हो रहा है। अतः एक विशेष जाँच शिविर का आयोजन किया गया है जिसमें इस निर्माण के ऊँचाई पर काम करनेवाले सभी वर्कमैन तथा पर्यवेक्षकों के लिए हाइट पास टेस्ट भी कराई गई। करीब 812 वर्कमैनों की चिकित्सा जाँच इस शिविर में कराई गई। श्री डी.बी.कांबले, उप महाप्रबंधक (एफ एंड एस) ने शिविर का उद्घाटन किया। सीडीयू-4 टी के इस अभिक्रम से साइट पर एचएसई कार्यान्वयन को अधिक मजबूत कर दिया है।

एड्स जागरूकता अभियान

बकानिया एलपीजी सयंत्र ने सयंत्र के सभी अनुबंधित कर्मचारी, सुरक्षा कर्मचारी, वाहन चालक दल तथा भारत पेट्रोलियम के कर्मचारियों के लिए दिनांक 28.11.2014 को 'एड्स जागरूकता अभियान' का आयोजन किया। कार्यक्रम के मुख्य अतिथि व वक्ता, मध्यप्रदेश एड्स कंट्रोल सोसाइटी के निदेशक श्री पंकज पाल व उपनिदेशक श्री प्रभाकर तिवारी थे। कार्यक्रम में एड्स, इसके कारण, रोकथाम एवं उपचार पर चर्चा की गई, तथा इससे संबंधित पुस्तिका सामग्री का वितरण किया गया। बकानिया एलपीजी बॉटलिंग प्लांट के इस कदम की सभी ने भरपूर सराहना की।



योग शिविर



20 दिसंबर 2014 को सलावास टीओपी ने उनके कर्मचारी, पीसीवीओ चालक दल तथा अनुबंध कर्मचारियों के लिए एक योग शिविर का आयोजन किया। योग शिविर का मुख्य उद्देश्य पीसीवीओ चालक दल जो 24x7 सड़क पर गाड़ी चलाते रहते हैं, को योग की जानकारी देना था। यह शिविर स्वास्थ्य साधना केन्द्र जोधपुर के सहयोग से आयोजित किया गया था। जिसके प्रमुख डॉ. अजय थे जिन्होंने विभिन्न प्रकार के योगासनों की जानकारी दी, साथ ही दवा के दुष्प्रभाव, स्वस्थ आहार के बारे में जानकारी दी। लगभग 100 टैंकलॉरी चालक, अनुबंध कामगार, सुरक्षा कर्मियों तथा निगम के कर्मचारियों एवं अधिकारियों ने इसमें भाग लिया।

पश्चिम क्षेत्र में संपूर्ण स्वास्थ्य सप्ताह मनाया गया

अच्छे मानसिक और शारीरिक स्वास्थ्य के प्रति जागरूकता पैदा करने के उद्देश्य से मानव संसाधन सेवाएं पश्चिम क्षेत्र द्वारा दिनांक 17 नवम्बर, 2014 से 21 नवम्बर, 2014 के दौरान सीओ, वाडीलूब, मेकर टॉवर एवं शिवड़ी में संपूर्ण स्वास्थ्य सप्ताह के साथ साथ स्वास्थ्य पर विभिन्न वार्ता एवं शिविरों का आयोजन किया। वेलनेस सप्ताह का उदघाटन श्री आर. आर. नायर, महाप्रबंधक (मासंसे) पश्चिम क्षेत्र के प्रेरणादायक संबोधन के साथ शुरू हुआ। सप्ताह के दौरान जुम्बा सत्र, डेंगु एवं मलेरिया की रोकथाम एवं नियंत्रण पर वार्ता, मधुमेह की रोकथाम एवं नियंत्रण एवं अवयव दान के बारे में भी जानकारी दी गई। सप्ताह के दौरान रक्तदान

शिविर का भी आयोजन किया गया। भारी मात्रा में कर्मचारियों ने इन सभी कार्यक्रमों में भाग लिया।



नराकास (पश्चिम) के तत्वावधान में हिन्दी संगोष्ठी का आयोजन

हिन्दी कक्ष द्वारा अध्यक्ष कार्यालय में नगर राजभाषा कार्यान्वयन समिति (मुंबई उपक्रम) के तत्वावधान में 'एक्यूप्रेशर चिकित्सा विज्ञान - आरोग्य के लिए वरदान' इस विषय पर हिन्दी संगोष्ठी का आयोजन किया गया। संगोष्ठी के व्याख्याता थे डॉ दिलीप बढिए और कैप्टन चिंतामन जोग। इस कार्यक्रम के आरंभिक सत्र की अध्यक्षता श्री ई रोज़ारिओ, उप महाप्रबंधक, एचआरएस (पश्चिम) और श्री प्रदीप कुमार अय्यंगार, मुख्य प्रबन्धक, प्रशासन (सीओ) ने की। श्री रामविचार यादव, वरिष्ठ प्रबन्धक, हिंदुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड और टोलिक सचिव ने स्वागत भाषण दिया। मुंबई के विभिन्न उपक्रमों से २५ हिन्दी अधिकारियों ने तथा अध्यक्ष कार्यालय के करीब ६० कर्मचारियों ने इस संगोष्ठी का लाभ लिया। समग्र रूप से यह कार्यक्रम बहुत ही सफल रहा और सभी ने इसकी तारीफ की।



अक्टूबर 2014 - एक हैपनिंग मन्थ

पीसीआरए, हैदराबाद और विशाख द्वारा ऑंगोल डिपो में 3 दिवसीय ड्राइवर प्रशिक्षण कार्यक्रम आयोजित किया गया जिसमें 158 पीसीवी कू प्रशिक्षित किये गये और 88 ड्राइवरों को प्रशिक्षण प्रमाणपत्र दिया गया। आरओ, बीपी-ऑंगोल में परिवहन कार्यशाला भी चलाई गई जिसमें ईंधन संरक्षण, सुरक्षित वाहन चलाने की आदतों, स्वास्थ्य एवं व्यवहार पर प्रशिक्षण प्रदान किया गया।

दिनांक 16 और 17 अक्टूबर 2014 को कर्मचारी, ठेका कर्मचारी, पीसीवी कू और ई एंड पी साइट के ठेका कर्मचारियों के लिए स्वास्थ्य जाँच शिविर चलाया गया। 15 अक्टूबर को ग्लोबल हैन्ड वॉश डे मनाया गया। बीपीसीएल के उक्त अभिक्रमों की सभी ने प्रशंसा की।



बधाई नरेश!



उरण एलपीजी प्लान्ट में कार्यरत हमारे कर्मचारी श्री नरेश एन. म्हात्रे को लेबर वेल्फेयर बोर्ड महाराष्ट्र सरकार द्वारा वर्ष 2013 के लिए 'गुणवंत कामगार पुरस्कार' से सम्मानित किया गया। श्री भास्कर जाधव, महाराष्ट्र कामगार कल्याण मंत्री द्वारा यह पुरस्कार प्रदान किया गया। इस अवसर पर श्री राजेन्द्र गावित, राज्यमंत्री एवं लेबर वेल्फेयर बोर्ड के अध्यक्ष तथा श्री नरेंद्र सिंह नागबिरे, आयुक्त, लेबर वेल्फेयर बोर्ड उपस्थित थे। श्री म्हात्रे को उरण एलपीजी प्लान्ट के कर्मचारियों एवं ठेकेदार के स्टाफ को सुरक्षा प्रशिक्षण देने में दिखाये गये निष्पादन के आधार पर इस पुरस्कार हेतु चुना गया। भारत पेट्रोलियम के यह समर्पित कर्मचारी उरण गांव के गरीब एवं जरूरतमंद लोगों के लिए भी समाज कल्याण गतिविधियां चलाते है। प्लान्ट में उत्पादकता बढ़ाने में तथा प्लान्ट की सुरक्षा में उनका योगदान रहा है।

गुणवान नरेश

घरवालोने नाम नरेश रख दिया।

बिता वक्त, बिती घड़िया।।

नाम सार्थ हो, ऐस्य काम कर दिया।

इस नरेश ने तो कमाल कर दिखाया।।

विविध सामाजिक कार्य का बिड़ा उठाया।

रायगड, झेड.पी. ने सन्मानित किया।

रायगड भूषण, पुरस्कार प्राप्त हुआ।।

भारत की अग्रगण्य गैस कंपनी बी.पी.सी.एल. के

फायर वाटर पंप हाऊस में काम किया।

सुरक्षा का पाठ पढ़ाया।।

किर्ती सृजकर महाराष्ट्र सरकार का

दरबार भी हडबड़ाया।

गुणवंत कामगार, पुरस्कार बहाल किया।

सभी ने फिर अभिनंदन किया।

किया काम सार्थ हुआ।।

नितिन खोत

कार्यकारी अधिकारी

उरण एल.पी.जी. प्लान्ट

सेवा निवृत्ति



भारत पेट्रोलियम में श्री आर पी सिंह जी की नियुक्ति मुम्बई रिफाइनरी में दिनांक 03.06.1985 को हुई थी। करीब 30 साल का यह सफर मुम्बई रिफाइनरी से प्रारम्भ होकर मथुरा डीयू, पियाला एलपीजी प्लांट, कानपुर डीयू, कानपुर फजलगंज, दिल्ली रिटेल टैरीटरी, मथुरा रिटेल टैरीटरी से होते हुए पुनः दिल्ली रिटेल टैरीटरी तक रहा। उनके इस सफर के सभी सहयोगी जिनका उनके जीवन में बहुत प्रभाव पड़ा, उन सभी के प्रति उन्होंने अपनी कृतज्ञता व्यक्त करते हुए कहा कि साथियो आज मैं जिस मुकाम पर पहुंचा हूँ उसके लिए मैं और मेरा परिवार भारत पेट्रोलियम के सदैव ऋणी रहेंगे।



श्री रघुनाथ

अटेंडेंट रिटेल लॉजिस्टिक्स, नोएडा दिनांक 30.11.2014 को सेवानिवृत्त हुये। इन्होंने लगभग 33 वर्षों की सेवा पूर्ण की।



श्री प्रेम सिंह

राज्य समन्वयक कार्यालय, सांगानेर जयपुर में कार्यरत फाइलिंग अटेंडेंट दिनांक 31.10.2014 को कॉर्पोरेशन से सेवा-निवृत्त हुए। उन्होंने कॉर्पोरेशन में लगभग 33 वर्षों तक सेवा की।

दीर्घ सेवा सम्मान



श्री कमल कांत
उप प्रबंधक (प्रशासन सुविधाएं) मासंसे,
नोएडा कार्यालय : 30 वर्ष



श्री राजेश कुमार मिश्रा
सहायक,
इंदौर टेरीटरी : 35 वर्ष



श्री नितिन कोठारी
सहायक,
मांगलिया डिपो : 35 वर्ष



श्रीमती पुष्पा गौतम
स्टेनो असिस्टेंट-1, मासंसे,
नोएडा कार्यालय - 25 वर्ष



श्री त्रिलोकी नाथ
एलवीडी, मासंसे,
नोएडा कार्यालय - 25 वर्ष



श्री शीशपाल सिंह
एलवीडी, मासंसे,
नोएडा कार्यालय - 25 वर्ष

शैक्षणिक उपलब्धि

श्री अनिलकुमार हत्तीवाले, उपप्रबंधक (एलपीजी), जलगांव की सुपुत्री स्नेहल एमएससी बायोटेक में उत्तर महाराष्ट्र विश्वविद्यालय में वर्ष 2014-15 के लिए सर्वप्रथम घोषित की गई और इस उपलब्धि के लिए उन्हें स्वर्णपदक प्रदान किया जाएगा।



निधन सूचना



श्रीमती लोगमबल विक्रम
असिस्टेंट, बिज्ञवासन इन्स्ट्रलेशन का दिनांक 16.12.2014 को आकस्मिक निधन हुआ। वे 49 वर्ष की थी। उनके परिवार में पति, एक बेटी एवं एक बेटा है।



श्री हीरालाल सैनी
ऑपरेटर, जयपुर एलपीजी प्लांट का दिनांक 20.12.2014 को आकस्मिक निधन हुआ। वे 57 वर्ष के थे। उनके परिवार में पत्नी एवं चार पुत्र हैं।



श्री विशाल तेलंग
सहायक प्रबंधक(ऑप्स.), भटिंडा एलपीजी का दिनांक 27.12.2014 को आकस्मिक निधन हुआ। वे 38 वर्ष के थे। उनके परिवार में पत्नी एवं दो बेटियां हैं।



श्री के.जी. शेठ्टी
मुंबई रिफाइनरी के कैंटीन में कार्यरत जीओ का दिनांक 1.10.2014 को दुखद निधन हो गया। वे 44 वर्ष के थे। उनके परिवार में पत्नी एवं माताजी है।



श्री संजय शंकर अंधले
ऑपरेटर, मनमाड संस्थापन का दिनांक 3.10.2014 को असामयिक निधन हो गया। वे 43 वर्ष के थे। उनके परिवार में पत्नी, दो पुत्रियां एवं पुत्र हैं।



श्री महाश्रय प्रसाद
तकनिशियन, रिटेल गोरखपुर का दिनांक 25.08.2014 को दुःखद निधन हो गया। वे 59 वर्ष के थे। उनके परिवार में पत्नी एवं दो पुत्र हैं।

हम शोक संतप्त परिवारों के सदस्यों के प्रति अपनी शोक संवेदनाएं व्यक्त करते हैं व ईश्वर से प्रार्थना करते हैं कि दिवंगत व्यक्तियों की आत्मा को शांति प्रदान करें।

Living Long, Living Good



Dr. Shigeaki Hinohara, Japan, turned 101 last year. As a 97 year old Doctor, he was interviewed, and gave his advice for a long and healthy life. Shigeaki Hinohara is one of the world's longest-serving physicians and educators. Hinohara's magic touch is legendary: Since 1941 he has been healing patients at St. Luke's International Hospital in Tokyo and teaching at St. Luke's College of Nursing. He has published around 15 books since his 75th birthday, including one "Living Long, Living Good" that has sold more than 1.2 million copies. As the founder of the New Elderly Movement, Hinohara encourages others to live a long and happy life, a quest in which no role model is better than the doctor himself.

Doctor Shigeaki Hinohara's main points for a long and happy life

* **Energy comes from feeling good, not from eating well or sleeping a lot.** We all remember how as children, when we were having fun, we often forgot to eat or sleep. I believe that we can keep that attitude as adults, too. It's best not to tire the body with too many rules such as lunchtime and bedtime.

* **All people who live long regardless of nationality, race or gender share one thing in common: None are overweight.** For breakfast I drink coffee, a glass of milk and some orange juice with a tablespoon of olive oil in it. Olive oil is great for the arteries and keeps my skin healthy. Lunch is milk and a few cookies, or nothing when I am too busy to eat. I never get hungry because I focus on my work. Dinner is veggies, a bit of fish and rice, and, twice a week, 100 grams of lean meat.

* **Always plan ahead.** My schedule book is already full until 2014, with lectures and my usual hospital work. In 2016 I'll have some fun, though: I plan to attend the Tokyo Olympics!

* **There is no need to ever retire, but if one must, it should be a lot later than 65.** The current retirement age was set at 65 half a century ago, when the average life-expectancy in Japan was 68 years and only 125 Japanese were over 100 years old. Today, Japanese women live to be around 86 and men 80, and we have 36,000 centenarians in our country. In 20 years we will have about 50,000 people over the age of 100...

* **Share what you know.** I give 150 lectures a year, some for 100 elementary-school children, others for 4,500 business people. I usually speak for 60 to 90 minutes, standing, to stay strong.

* **When a doctor recommends you take a test or have some surgery, ask whether the doctor would suggest that his or her spouse or children go through such a procedure.** Contrary to popular belief, doctors can't cure everyone. So why cause unnecessary pain with surgery I think music and animal therapy can help more than most doctors imagine.

* **To stay healthy, always take the stairs and carry your own stuff.** I take two stairs at a time, to get my muscles moving.

* **My inspiration** is Robert Browning's poem "Abt Vogler." My father used to read it to me. It encourages us to make big art, not small scribbles. It says to try to draw a circle so huge that there is no way we can finish it while we are alive. All we see is an arch; the rest is beyond our vision but it is there in the distance.

* **Pain is mysterious, and having fun is the best way to forget it.** If a child has a toothache, and you start playing a game together, he or she immediately forgets the pain. Hospitals must cater to the basic need of patients: We all want to have fun. At St. Luke's we have music and animal therapies, and art classes.

* **Don't be crazy about amassing material things.** Remember: You don't know when your number is up, and you can't take it with you to the next place.

* **Hospitals must be designed and prepared for major disasters,** and they must accept every patient who appears at their doors. We designed St. Luke's so we can operate anywhere: in the basement, in the corridors, in the chapel. Most people thought I was crazy to prepare for a catastrophe, but on March 20, 1995, I was unfortunately proven right when members of the Aum Shinrikyu religious cult launched a terrorist attack in the Tokyo subway. We accepted 740 victims and in two hours figured out that it was sarin gas that had hit them. Sadly we lost one person, but we saved 739 lives.

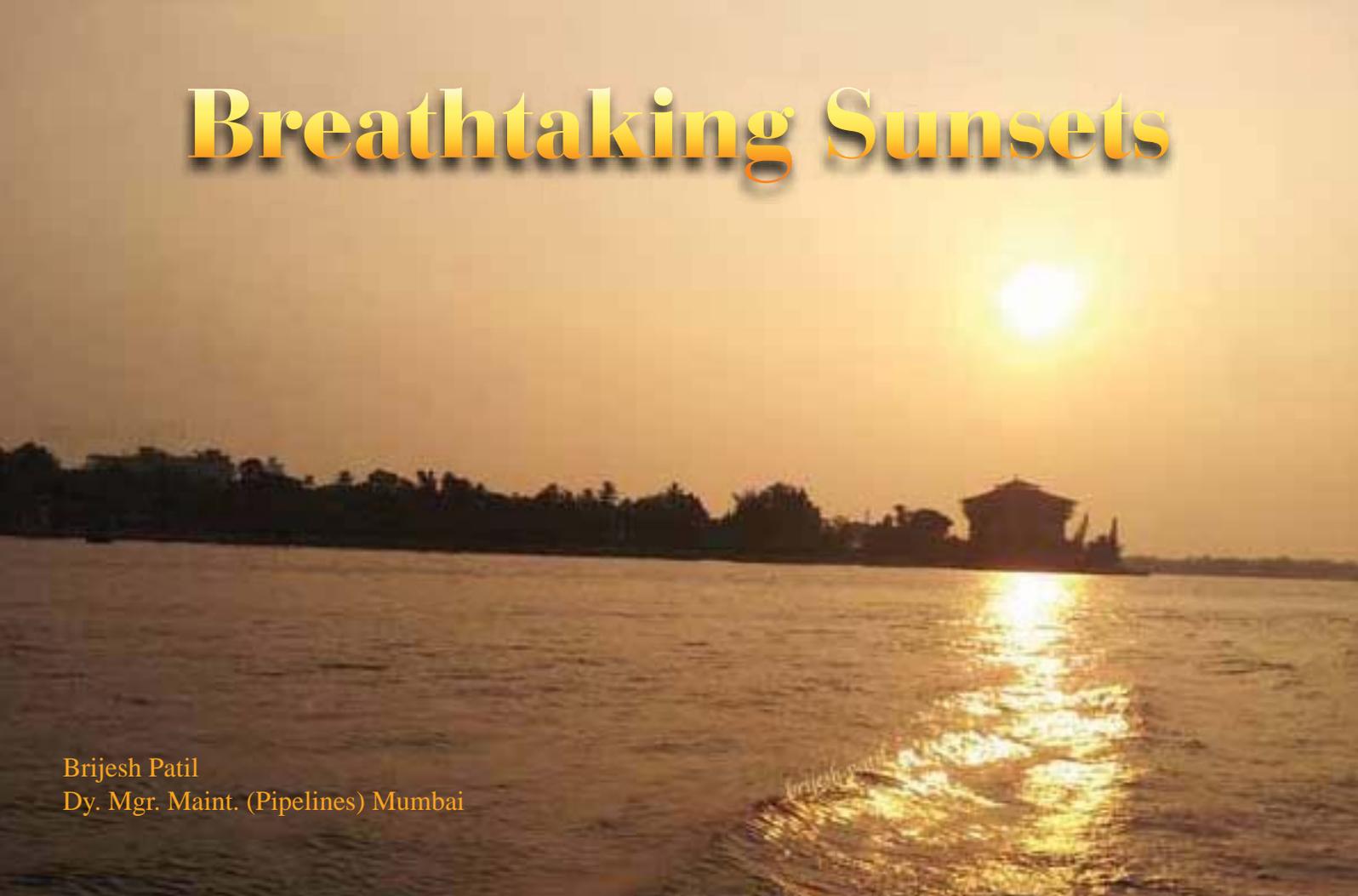
* **Science alone can't cure or help people.** Science lumps us all together, but illness is individual. Each person is unique, and diseases are connected to their hearts. To know the illness and help people, we need liberal and visual arts, not just medical ones.

* **Life is filled with incidents.** On March 31, 1970, when I was 59 years old, I boarded the Yodogo, a flight from Tokyo to Fukuoka. It was a beautiful sunny morning, and as Mount Fuji came into sight, the plane was hijacked by the Japanese Communist League-Red Army Faction. I spent the next four days handcuffed to my seat in 40-degree heat. As a doctor, I looked at it all as an experiment and was amazed at how the body slowed down in a crisis.

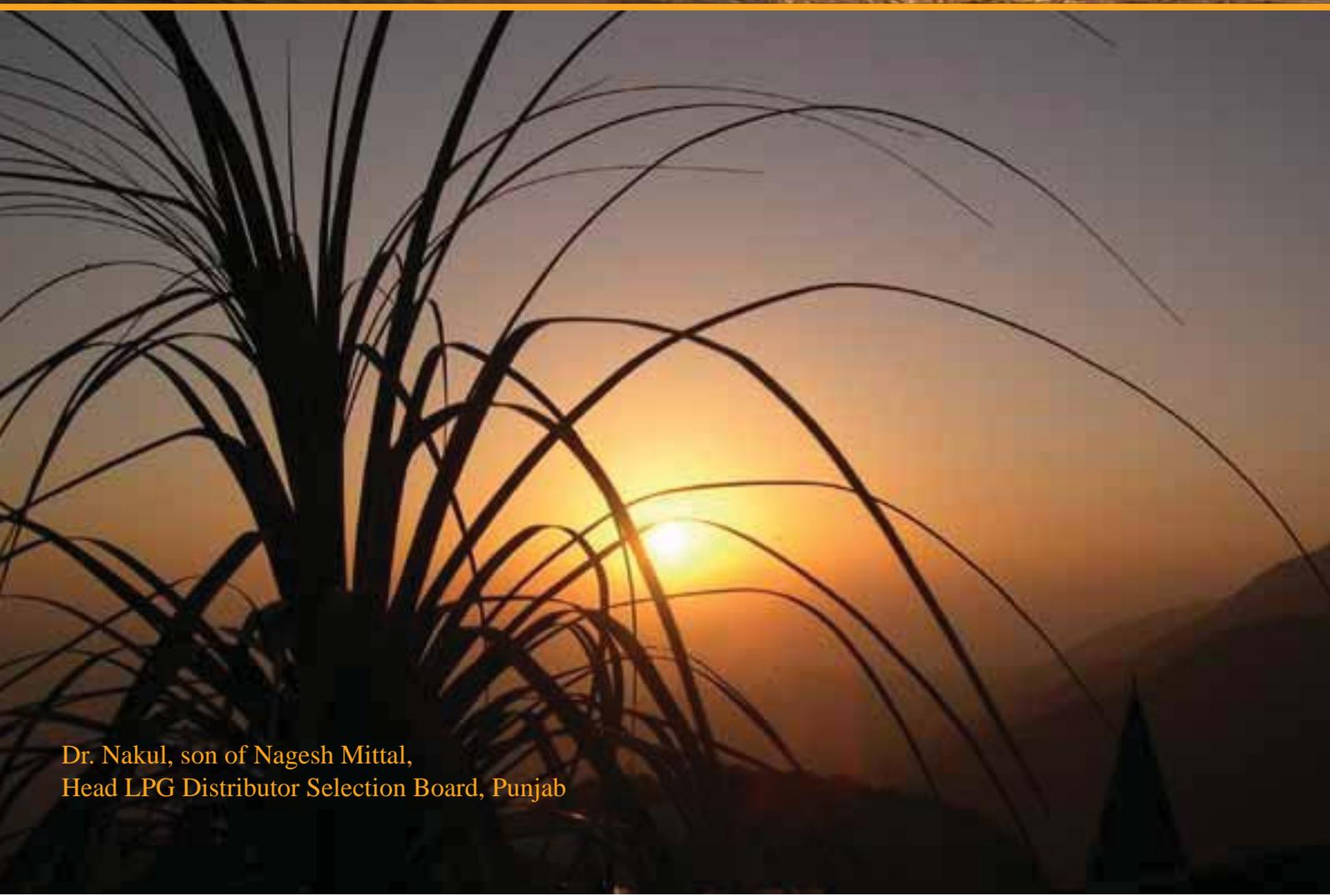
* **Find a role model and aim to achieve even more than they could ever do.** My father went to the United States in 1900 to study at Duke University in North Carolina. He was a pioneer and one of my heroes. Later I found a few more life guides, and when I am stuck, I ask myself how they would deal with the problem.

* **It's wonderful to live long.** Until one is 60 years old, it is easy to work for one's family and to achieve one's goals. But in our later years, we should strive to contribute to society. Since the age of 65, I have worked as a volunteer. I still put in 18 hours seven days a week and love every minute of it !

Breathtaking Sunsets

A wide-angle photograph of a sunset over a large body of water. The sun is a bright, glowing orb in the upper right quadrant, casting a shimmering, golden path of light across the water's surface. In the distance, a dark silhouette of a building with a gabled roof is visible on the shoreline, surrounded by trees. The sky is a soft, hazy orange and yellow.

Brijesh Patil
Dy. Mgr. Maint. (Pipelines) Mumbai

A close-up photograph of a sunset. The sun is a bright, glowing orb partially obscured by the dark, silhouetted blades of tall grass in the foreground. The grass blades are long and thin, arching across the frame. The background shows a soft, hazy orange and yellow sky with a faint silhouette of a mountain range in the distance.

Dr. Nakul, son of Nagesh Mittal,
Head LPG Distributor Selection Board, Punjab