



കോർശ്യാ ഡാഇജെസ്റ്റ്

# COSHYA

## DIGEST

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A PUBLICATION OF COCHIN SHIPYARD LIMITED

QUARTERLY IN-HOUSE-MAGAZINE



Cover page : Aluminium Welding Process

Front Inner Cover : Fast Patrol Vessel ICGS Aadesh built and delivered by Cochin Shipyard to Indian Coast Guard.

Back Outer Cover : From the archives



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The views and opinions expressed in the articles are those of the authors' and do not necessarily reflect the official policy or position of Cochin Shipyard Ltd.



# From the CMD's Desk

My dear colleagues,

I am happy to present you with the second edition of our house magazine 'Coshy Digest', covering information on CSL.

This would be my last message to you through this medium as I lay down office on completion of my tenure in CSL on 30 Dec 2015. It has been more than eight years since I joined as Director (Operations). My innings subsequently as the C&MD for the last five years has indeed been very satisfying.

It has been my good fortune to have been part of some of the milestone events of Shipyard over these years. The keel laying of the first Indigenous Aircraft Carrier, the first technical float out and thereafter her ceremonial launching would remain etched in my memory for ever. The successful journey of CSL from inception to date could not have been possible without the wholehearted support and efforts of the entire CSL team.

The IAC is the most prestigious project and I am truly gratified at the efforts made by CSL in its construction. I am confident that the yard will continue to work with the same commitment, passion and zeal and deliver a first class ship to the Indian Navy. The Ministry of Shipping and the Ministry of Defence have reposed their faith in CSL and I am sure we would live up to their expectation.

The yard responded positively to the requirement of a Buoy Tender Vessel for the Department of Lighthouse & Lightships and delivered the vessel ahead of schedule. I am citing this to highlight the fact that Ministry of Shipping have been very supportive to all our requests including new building orders.

We have been able to accomplish the construction of the FPVs to the fullest satisfaction of the Coast Guard, delivering the last few vessels ahead of schedule. This reestablishes the fact that CSL is a high achiever amongst all shipyards in the country.

In response to the GAIL Tender, we are going ahead with our preparations for building LNG vessels in association with partners who are international leaders in this niche field. Contract for construction of four passenger vessels for the A&N Administration is expected to be finalized soon. In addition, a contract for three offshore vessels from SCI is in advanced stage of finalization.

The New Dry Dock and the ISRF projects are underway. Once completed, I am certain that CSL would firmly



establish itself as the leading yard in India capable of building a wide range of vessels.

I am glad to mention that amongst all these, we have not lost sight of the needs of the local community. We are building two Ro-Ro vessels for the Cochin Corporation to be used by commuters in backwaters of Kochi. This would ease traffic congestion on the roads, reduce pollution and would be a signal contribution of CSL to society and environment.

I am happy to report that our financials are good. Government has approved IPO proposal to generate money for our expansion programme.

I am happy that CSL has found its leader from within. With Mr Madhu S Nair at the helm of affairs in CSL, I am sure, there would be no looking back for CSL.

I have no hesitation in stating that CSL, in the past eight years has presented me the most cherished moments in my life. I have made lot of friends both inside and outside the yard. I would take this opportunity to express my deepest personal gratitude to each member of the CSL family for their unstinted efforts to take this shipyard forward. I wish CSL and all my colleagues here a bright future.

I wish you all a very happy new year 2016.

Jai Hind.



## Shri Madhu S Nair Assumes as Chairman & Managing Director



Born on 05 Jan 1966, Shri Madhu S Nair took over as the Chairman & Managing Director of Cochin Shipyard on 1 January 2016.

He assumed charge from Commodore (Retired) K Subramaniam.

A native of Guruvayoor, Kerala, he did his Bachelor of Technology (Naval Architecture and Ship Building) from Cochin University of Science & Technology in first class and Masters in Engineering (Naval Architecture and Ocean Engineering) from Osaka University, Japan.

He has 27 years of professional experience with Cochin Shipyard Ltd, since joining as Executive trainee in June 1988 in the entire gamut of shipyard management. He steered the yard's efforts at formulating partnerships in LNG carrier construction and developing dredgers, chemical tankers and passenger vessels. He was the key driver in forging alliances with international technology partners. He was also instrumental in conceptualizing the Small Ship Division, and key player in bagging international contracts while he was heading the Marketing Division.

He is trained in shipbuilding systems at IHI Shipyard at Kure, Japan and undergone JICA Specialized training at Overseas Vocational Training Centre (OVTA), Tokyo and Osaka International Centre, Osaka, Japan and did research in Joining & Welding Research Institute, during Masters in Engineering at Osaka University, Japan.

He is a member of various professional bodies including The Royal Institution of Naval Architects, UK (RINA), Institution of Naval Architects, India and Member, Board of Studies (NA&SB), Cochin University of Science & Technology.

Mr Madhu S Nair's family consists of his wife Rameetha K who is an M Tech in Computer Science, working as Scientist 'F' in DRDO, NPOL, Cochin and daughter Parvathi Madhu a 2<sup>nd</sup> year student at IIT Madras and Son Krishnan Madhu a Class III student in Bhavan's Varuna Vidyalaya, Kochi.



## NEW YEAR MESSAGE

My dear colleagues,

At the outset, let me wish each and every one of Cochin Shipyard family a very Happy, Prosperous and Peaceful year ahead.

It is with a great sense of pride, that I have assumed charge as Chairman & Managing Director of our great shipyard yesterday. Contrary to certain negative perceptions about our country, I can say with absolute confidence that a commoner like me becoming CMD of CSL is a positive reflection of the vitality, truth and the robustness of our democratic systems. I am aware of the enormous responsibility bestowed on me due to the high expectations of the CSL family in particular and the public at large about the future of our company. As embodied in our Vision statement we are today a company which is admired for our achievements, respected for our ethics and trusted for our excellence in service. We have reached this stage by sustained and committed efforts from all sections of the CSL family – presently serving and those who served with us in the past.

After the initial years of learning, CSL rapidly grew in stature since 2002 when we secured our first export order from NPCC and subsequent order for a series of tugs for Saudi Arabia. The next major break came with a series of six bulk carriers for the Clipper group and strong move into the sophisticated offshore vessel segment. The crowning glory has been when the Indian Navy reposed faith in CSL to build its most ambitious and prestigious project – The Indigenous Aircraft Carrier. With the completion of the entire hull structure and



underwater machinery, the IAC today epitomes the best of CSL for the entire Nation to be proud of. During this period CSL delivered more than 35 high performance specialised vessels to demanding clients in West Europe, USA and to our own Shipping Corporation of India. The Coast Guard too has found that CSL is a very dependable partner to whom we are now delivering vessels ahead of contracted timeframes. Last year CSL added another feather in its cap when we delivered the Buoy tender vessel to DGLL two months ahead of schedule.

On the ship repair front CSL today repairs more than 100 ships per year. The quality of our repairs and the timely completion has come in for praise from many in the industry. We have forged MOU arrangements with LDCL, DCI and DGLL and today are a favoured repairer to the Indian Navy and the Coast Guard.

CSL has also endeared itself to the society at large with decisive interventions on the Corporate Social Responsibility (CSR) front. We have undertaken projects focussing on Education, community development, tribal upliftment, healthcare and various other schemes most of which have come in for high acclaim by eminent personalities. CSL has been actively participating in the Prime Minister's Swachh Bharat Mission and has completed various projects in this area. Various CSR awards with the latest being the best Miniratna PSU Award from the India Today Group is testimony to our CSR activities. CSL has also adopted robust Corporate Governance models and has also put in significant emphasis on areas like energy conservation and protection of environment.

With such a large canvas of activities, it is only natural that CSL has caught the imagination of the Ministry of Shipping who have been greatly supportive of CSL in all its endeavours. You are aware that the Government of India has outlined a very ambitious growth vision for our country and have various programmes towards realising this growth potential. The Make in India Programme, Skill India programme and Digital India programme are some of the flagship programmes of the government which present themselves with immense opportunities for CSL to be part of the larger India growth story.

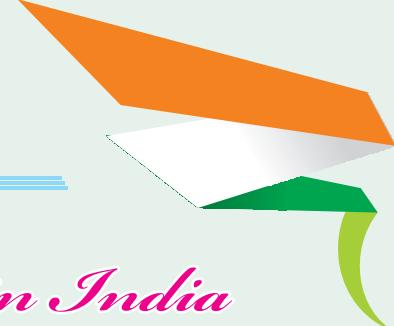
With clear focus on substantial growth CSL is outlining various ambitious projects like construction of LNG vessels, construction of new Dry Dock, completion of ISRF project, setting up of Basic Design and R&D Centre and a Skill Development Academy, details of which would be shared with you in due course.

On this auspicious occasion, I can promise you that the future looks exciting and bright for CSL. I am also convinced that India is poised on the cusp of a significant and long growth story. Needless to say such exciting times will also have its fair share of pains and would need unstinted support, commitment and above all significant hard work from each one of us.

While I assure you that maximum effort will be taken to have all stakeholders involved as we move forward, I request you to trust the CMD and the senior management of CSL, to do matters which are in the best interests of the company and the country. I take this opportunity to seek the unstinted support of each and every one of the CSL family. I once again wish you and your families a very happy, peaceful and prosperous 2016.

Jai Hind

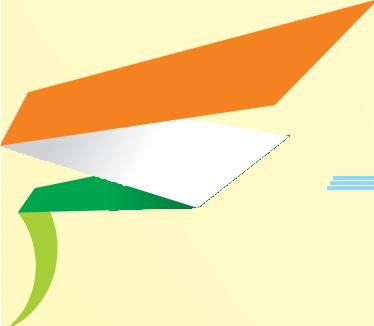
**MADHU S NAIR**  
C&MD, CSL



## CSL - The first Indian Shipyard to have acquired License Agreement for Containment Technology from M/s GTT France



The CEO of GTT, France, Mr. Philippe Berterottiere handing over the license agreement to the CMD, Cochin Shipyard Ltd., Cmde K. Subramaniam, for building LNG ships using their patented Mark-III technology, in the presence of the Union Minister for Road Transport & Highways and Shipping, Shri Nitin Gadkari, in New Delhi on December 21, 2015. The Minister of State for Petroleum and Natural Gas (Independent Charge), Shri Dharmendra Pradhan is also seen.



## Ceremonial Events

### DELIVERY OF FAST PATROL VESSEL (BY 515) TO INDIAN COAST GUARD

CSL delivered "ICGS Arinjay", the fifteenth vessel in the series of twenty Fast Patrol Vessels to the Indian Coast Guard on 12 Oct 2015, more than 2 months ahead of contractual schedule. The Protocol of Delivery and Acceptance was signed between Shri Sunny Thomas, Director (Technical), CSL and Commanding Officer (Designate) of the vessel Cmdt. Ajay Kumar Mudgal. DIG T.P. Sadanandan, Principal Director (Materiel), DIG G. Devanand, CGRPS (KOC) and other senior officials of ICG and CSL were present on the occasion. The vessel will be operated from the Coast Guard Station at Okha, Gujarat.



### KEEL LAYING OF THE FIRST DOUBLE ENDED RORO FERRY FOR COCHIN CORPORATION

The keel of the first double ended RoRo Ferry being built for the Kochi Municipal Corporation was laid by Shri V R Raju, Secretary, Kochi Municipal Corporation at a ceremony at Cochin Shipyard on 19 Oct 15. Prominent members of the Corporation as well as Cmde K Subramaniam, C&MD, Shri Paul Ranjan, Director (Finance), Shri Sunny Thomas, Director(Technical) and senior officials of CSL and the Corporation were present on the occasion.

The vessels, equipped with two Nos of azimuth thrusters for easy manoeuvring and other modern equipment, are expected to provide a great relief to the water transportation problems in the city. The contractual delivery date of the first vessel is in June 2016 and the second vessel will follow three months thereafter.



## Ceremonial Events

### KEEL LAYING OF TWENTIETH FAST PATROL VESSEL

The keel of the last vessel (BY-520) in the series of 20 Fast Patrol Vessels being built by CSL for Indian Coast Guard was laid on 04 Nov 2015 at CSL by Shri AKK Meena, IAS, JS&AM(MS), Ministry of Defence, Govt of India. Cmde K. Subramaniam , CMD, CSL, Rear Admiral IPS Bali, TM(MS), Shri Dhananjay Kumar, IDAS, FM(MS), IG SK Goyal, DDG(M&M), ICG, DIG T.P. Sadanandan, PD(Mat), ICG, DIG G. Devanand, CGRPS(KOC), Shri D Paul Ranjan, Director (Finance), CSL and Shri Sunny Thomas, Director (Technical), CSL and other senior officials of CSL and ICG witnessed the event.



### INAUGURATION OF WELDING SIMULATOR

Cmde K Subramaniam, Chairman & Managing Director inaugurated the welding simulator, one of the most advanced welding training systems. Welding Simulator is suitable for training the welders in Shielded Metal arc welding (SMAW), Gas Tungsten Arc Welding (GTAW) and Gas Metal Arc Welding (GMAW) with recording and post analysis facility. Mock up welding with virtual work pieces is possible. Torches and Holders of the Welding Simulator are realistic tools with weight and cable size similar to that in real welding situation. Suitable alarm message will be displayed when the trainee selects wrong parameters. Ethernet connectivity is also provided for online support. Provision for recording and analysis of the process parameters is also possible. It allows trainees to work with real 3D objects combined with virtual computer-generated images to give them the most realistic welding experience possible. The system can be networked and controlled by the tutor for the optimal teaching tool. This training method reduces costs and training hours. It also allows them to repeatedly practice their technique without any physical risks and gas emissions.

### LAUNCHING OF NINETEENTH FAST PATROL VESSEL

Cochin Shipyard launched the nineteenth of the 20 Fast Patrol Vessels (BY 519) being built for Indian Coast Guard. The vessel was named "ICGS Atulya" and launched by Smt Hema Subramaniam, wife of Cmde K. Subramaniam, Chairman & Managing Director, Cochin Shipyard Limited in a ceremony held at CSL on 07 Dec 2015.

DIG G Devanand, Coast Guard, Refit and Production Superintendent, Kochi, Shri D Paul Ranjan, Director (Finance), Shri Sunny Thomas, Director (Technical & Operations) CSL and other senior officials of CSL and ICG were present on the occasion.





कोचीन शिप्यार्ड लिमिटेड  
COCHIN SHIPYARD LTD

## Ceremonial Events



Cmde Subramaniam C&MD, flagged off the Patrolling Vessel for the CISF unit Cochin Shipyard on 29 December 2015.



Cmde Subramaniam C&MD, laid foundation stone for the Director's Enclave at Panampilly Nagar on 29 December 2015



## MANAGEMENT SYSTEM CERTIFICATE

CSL is awarded with the Management System Certificate for design, development and construction of ships, repairs, maintenance and overhaul of ships and offshore structures. Training of Marine Engineers and conducting Fire Fighting and First Aid courses of METI are certified. Certification by DNV GL is of global relevance for a Shipyard like CSL which is being reckoned internationally.

DNV-GL is one of the leading global providers of accredited management systems certification.

The Three segments CSL has been certified to be in conformity to the Management system Standard are:

- ISO 9001-2008 - which is an international standard related to Quality Management System, focusing on meeting customer expectations and delivering customer satisfaction.
- ISO 14001:2004 - Conformity to environment management system
- OSHAS 18001:2007 - is an Occupation Health and Safety Assessment Series for health and safety management systems

## COCHIN SHIPYARD LIMITED ADJUDGED THE BEST CSR & SUSTAINABILITY AWARD

India Today, the leading media group has conducted a study on the Best Indian PSU to find out which of the country's public sector undertakings are contributing the most towards various aspects of nation building.

PSUs were evaluated across four segments; Maharatna, Navaratna, Miniratna and other PSUs.

Shri M.D Varghese, General Manager (IR& Admin) Head CSR, Cochin Shipyard Limited, received the award for the best PSU in CSR & Sustainability, in the Miniratna segment, in the India Today PSU awards, 2015 at a glittering function in New Delhi on 14th December, 2015. The prestigious award was received from Ravi Shankar Prasad, Union Minister for Communication and Information Technology, Govt. of India in the esteemed presence of Piyush Goyal, Minister of State (Independent Charge) for Power, Coal and New and Renewable Energy, Govt. of India.



## KERALA STATE ENERGY CONSERVATION COMMENDATION CERTIFICATE 2015

For the second consecutive year, Cochin Shipyard has been awarded for the best Energy Management practices. The award was constituted by the Energy Management Cell (EMC) and was given away by Shri Aryadan Muhammed, Honourable Minister of Power, Government of Kerala on 14 Dec 2015, in a function held at Thiruvananthapuram.

The award was received by the team from CSL led by Shri AN Neelakandhan, General Manager (Tech).



Innovation



## LNG Membrane Technology Licensing by GTT, France

Towards our endeavour to acquire the prized LNG Ship Building Technology in the context of the GAIL LNG vessel requirements, we have on 25 November 2015, successfully completed a Mark-III Flex Mock-Up, which has been certified by GTT, France.

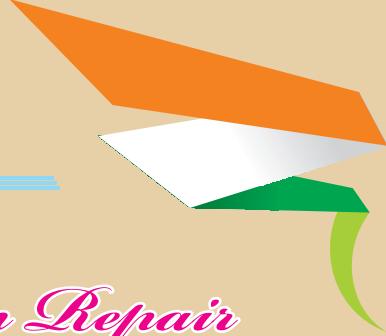
With this, CSL has completed all requirements to be licensed by GTT to build ships for any client world-wide using their patented Mark-III Technology.

CSL has become the first shipyard in India to obtain this coveted license from GTT. This is a great achievement for CSL and India, especially considering the fact that only a

handful of shipyards in Korea, Japan, China have been certified till now by M/s. GTT (apart from one yard each in Spain, Taiwan and Philippines who are not active users).

Our association with Samsung Heavy Industries (SHI), Korea and the training and support rendered by them has helped us a lot in achieving this feat.

With this achievement, CSL fulfills all conditions of the GAIL Tender and is ready to submit bids to potential bidders. We feel this achievement by CSL is worth showcasing at the highest levels under the background of the "Make in India" program.



## MOU WITH TECHCROSS INC, KOREA



CSL signed an MoU on 04 Nov 2015 with TechCross Inc, Korea who is one of the reputed and leading manufacturer of Ballast Water Treatment Plants, at a function held at CSL. Mr. Sunny Thomas, Director (Tech) signed the MoU on behalf of CSL and Mr. Kyowon Park, CEO signed the MoU on behalf of TechCross.

With the ratification of the 2004 IMO Convention on Ballast Water Management nearing entry-into-force ("EIF"), CSL's association with M/s TechCross to enter this business segment is very crucial. CSL is also in talks with other leading manufacturers of Ballast Water Treatment plants in order to provide different kinds of latest and affordable technology to the choice of our esteemed customers. Presently CSL aims to receive co-operation from TechCross in the following areas.

- Technical and Engineering Support from TechCross.
- Service Support from CSL to TechCross.
- Joint Marketing
- Preferential price tier system

## MoU with DCI for Repairs

Cochin Shipyard Ltd signed a Memorandum of Understanding with M/s Dredging Corporation of India (DCI) on 02 Nov 2015 for carrying out the Dry dock repairs and emergency repairs of all DCI dredgers and floating crafts in CSL for a period of 5 years.

Shri Sureshbabu N.V, CGM(SR) signed the MoU on behalf of CSL and Dr GVR Murthy, GM(Tech), signed the MoU on behalf of DCI. This MOU is mutually beneficial to both the Public Sector Undertakings under the same Ministry.





# कोचीन शिपयार्ड में राजभाषा कार्यान्वयन



भारत सरकार की राजभाषा नीति के सफल कार्यान्वयन केलिए तथा अधिकारियों एवं कर्मचारियों के बीच राजभाषा हिन्दी के प्रचार-प्रसार बढ़ाने के उद्देश्य में हिन्दी कक्ष भरसक प्रयत्न कर रहे हैं। तिमाही के दौरान राजभाषा कार्यान्वयन के क्षेत्र में की गई गतिविधियों का ब्यौरा निम्न दिया जाता है:

## हिन्दी पछवाडा समारोह

राजभाषा हिन्दी के महत्व को अधिकारियों एवं कर्मचारियों के बीच जागृत करने के उद्देश्य में कोचीन शिपयार्ड में दिनांक 14 से 28 सितंबर, 2015 तक हिन्दी पछवाडा समारोह बड़ी उमंग से मनाया गया। इस सिलसिले में हिन्दी में श्रुतलेख, अनुवाद, टिप्पण और आलेखन, हिन्दी/अंग्रेजी समान शब्द लेखन (आज का शब्द), पत्र लेखन, गद्यांश वाचन, ललित गान, स्मृति परीक्षा, प्रश्नोत्तरी आदि विविध प्रतियोगिताएं अधिकारियों व कर्मचारियों की अच्छी भागीदारी से सफल रूप से आयोजित की गई। तकनीकी कर्मचारियों ने भी बड़ी उत्सुकता के साथ प्रतियोगिताओं में भाग लिये। हिन्दी पछवाडा समापन समारोह में अध्यक्ष व प्रबंध निदेशक द्वारा नकद पुरस्कार और प्रमाणपत्र वितरित किया गया। प्रतियोगिताओं में पुरस्कार न प्राप्त सभी भागीदारों को सांत्वना पुरस्कार भी दिया गया।



वर्ष 2014-15 के दौरान हिन्दी में अधिकाधिक कार्य करने हेतु स्वर्गीय श्री शंकर दयाल सिंह स्मृति पुरस्कार अध्यक्ष एवं प्रबंध निदेशक से प्राप्त करते हुए श्रीमती श्रीजा एस, कनिष्ठ वाणिज्यिक सहायक





### हिन्दी में वादविवाद प्रतियोगिता

हिन्दी पश्चिमांश समारोह के सिलसिले में विशेष कार्यक्रम के रूप में एर्णाकुलम में कोच्ची कॉरपरेशन के अधीन आनेवाले स्कूलों के उच्च माध्यमिक कक्षाओं के छात्रों केलिए दिनांक 14 अक्टूबर, 2015 को हिन्दी में एक वादविवाद प्रतियोगिता आयोजित की गई। छात्रों की सक्रिय भागीदारी से कार्यक्रम अत्यधिक सफल हुई। प्रतियोगिता में प्रथम, द्वितीय और तृतीय पुरस्कार क्रमशः केन्द्रीय विद्यालय नं. 2, कोच्ची और केन्द्रीय विद्यालय द्रोणाचार्य, फोर्ट कोच्ची को प्राप्त हुआ। विजेता छात्रों को नकद पुरस्कार और प्रमाण पत्र वितरित किया गया। साथ ही, पुरस्कार न प्राप्त सभी छात्रों को प्रमाणपत्र, नकद पुरस्कार के साथ मेमन्टो भी दिया गया।



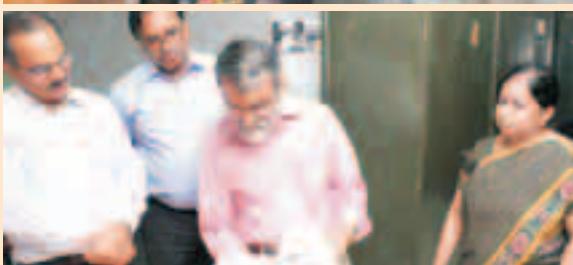
### हिन्दी कार्यशाला

हिन्दी कार्यशाला दिनांक 05 दिसंबर 2015 को आयोजित की गई। कुल 11 कर्मचारियों ने कार्यशाला में भाग लिया। श्री ओ रमेश, उप प्रबंधक (राजभाषा), एच ओ सी एल कार्यशाला संकाय थे। उन्होंने सरल ढंग से हिन्दी कार्यशाला के महत्व की जानकारी कर्मचारियों को प्रदान की। भागीदारों के अपने अपने कार्यों में प्रयोग किए जाने वाले विविध वाक्यांशों को उन्होंने अनुदित करके बता दिया, जो भागीदारों को बहुत ही उपयोगी रहा। कार्यशाला के भागीदारों को अपने कार्यालय के अधिकाधिक कार्य हिन्दी में करने केलिए कार्यालय सहायिक प्रदान किया।

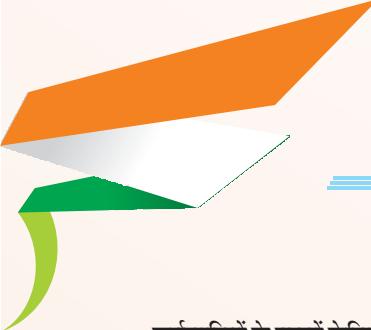


### हिन्दी पुस्तकालय

सीएसएल के कर्मचारियों के बीच हिन्दी के प्रयोग को बढ़ावा देने की दृष्टि में, एक हिन्दी पुस्तकालय शुरू किया है। दिनांक 04.11.2015 को आयोजित एक सरल समारोह में अध्यक्ष एवं प्रबंध निदेशक ने पुस्तकालय का उद्घाटन किया।



## राज भाषा



### कर्मचारियों के बच्चों केलिए नकद पुरस्कार

राजभाषा हिन्दी को बढ़ाने के उद्देश्य में चालू वर्ष के दौरान, कर्मचारियों के बच्चों जिन्होंने दसवीं कक्षा में हिन्दी में उच्च अंक प्राप्त किया है, उन्हें नकद पुरस्कार योजना आरंभ की गई है। तदनुसार, इस वर्ष में कुल छह बच्चों ने नकद पुरस्कार जीत लिया जो हिन्दी पछवाड़ा के समापन समारोह के अवसर पर अध्यक्ष एवं प्रबंध निदेशक द्वारा प्रदान किया गया।



### राजभाषा की उन्नति आपके हाथ में ...

- हिन्दी में हस्ताक्षर करें ।
- हिन्दी पत्रों का उत्तर हिन्दी में ही दें और हिन्दी में हस्ताक्षरित अंग्रेजी पत्रों का उत्तर भी हिन्दी में देने का प्रयास करें ।
- हिन्दी भाषी राज्यों को भेजे जानेवाले लिफाफे पर पते हिन्दी में लिखें ।
- धारा 3 (3) के अधीन आनेवाले सभी पत्र जैसे : परिपत्र, प्रशासनिक रिपोर्ट, कार्यालय आदेश, करार, निविदा पत्र, निविदा सूचना को अनिवार्य रूप से द्विभाषिक रूप में जारी करें ।
- हिन्दी प्रतियोगिताओं में भाग लें ।
- हिन्दी पुस्तकालय की पुस्तकों, समाचार पत्र व पत्रिकाओं का लाभ उठाएँ ।
- हिन्दी में छोटी-छोटी टिप्पणियां लिखने का प्रयास करें ।
- फाइलों के ऊपर विषय द्विभाषिक रूप में लिखें ।
- हिन्दी में बातचीत करें ।
- अपने सहभागियों को हिन्दी में काम करने की प्रेरणा दें ।



# वाह! क्या नजारा है।

श्रीमती कला पत्मनाभन  
(कप्तान पी ए पत्मनाभन की पत्नी)

क्या लिखूँ... कैसे लिखूँ... कितना लिखूँ... आखिर इस इंडिजिनस एयरक्राफ्ट कैरियर (आई ए सी) के बारे में लिखने के लिए है क्या?... क्या जानती हूँ मैं इसके बारे में... फिर भी कलम हथ में लिए शुरुआत कर ही डाली.. सच्चाई की उड़ान भर ही डाली... भारतीय नौसेना और कोचीन शिपयार्ड के सहयोग की कथा को अनवरत करने की कसम खा ही डाली...।

आठ साल पहले का वह खुबसूरत पल मुझे अच्छी तरह याद है। मैंने पहली बार आई ए सी का नाम तब सुना, जब मेरे पति का संबंध इस महान परियोजना से डाइरेक्टरेट ऑफ नेवल डिजाइन, दिल्ली में कार्यरत होने पर सन २००७ में हुआ। दूरभाषयंत्र की हर एक ध्वनि का उत्तर आई ए सी, सी एस एल, कोचीन इत्यादि की शब्दावली के बारे अधूरा रहता। ये शब्द मेरे सिर के ऊपर से निकल जाते, पर थीरे-थीरे इन शब्दों को सुनने की आदत-सी पढ़ गई।

फिर शुरुआत हुआ कार्यालयीय यात्राओं का सिलसिला.. लगता था कि कोचीन के अलावा भारतीय नौसेना को कोई और जगह दिखाई ही नहीं देती थी। एक यात्रा के उपरांत सुस्ती छाने की नौकरत आने से पहले ही दूसरी यात्रा की शुरुआत हो जाती। परिदेव का घर में कम और कोचीन में ज़्यादा समय बीतने लगा। इस विरह की भरपाई, लेकिन, बड़े प्यार से की जाती... केले के चिप्स के पैकेट और प्लम केक से। कुछ दिन बाद काली मिर्च, इलायची जैसे खड़े मसाले भी सूटकेस में अपना स्थान पाने लगे, जिनकी खुशबू से पूरा घर महक उठता। हालांकि मुझे यह जात था कि सी एस एल पहँचने के बाद एक पल के लिए भी फुरसत न होती, फिर भी सी एस एल और डब्ल्यू आ टी के बीच एक सुचारू और सशक्त व्यवस्था लागू थी, जो न केवल नौसौनिकों की देखभाल करती, परंतु उनके परिवार का भी भरपूर ध्यान रखती थी।

इसी दौरान समाचार पत्रों में आई ए सी के बारे में लेखों पर नजर पड़ी। आई ए सी के कील लेइंग और जलावतरण के बारे में पढ़कर यह एहसास हुआ कि भारत के लिए यह अन्तंत गौरव की बात है कि यह जहाज भारतीय नौसेना और कोचीन शिपयार्ड के समन्वय से उत्पन्न देश का पहना स्वर्णिमत एयरक्राफ्ट कैरियर है।

लगातार कई वर्षों तक विमानवाहक की बातें सुन-सुनकर उसे देखने के लिए जी ललचाया, मन में उत्सुकता जाग्रत हुई, आंखों में प्यास जागी.. और आखिर सपनों के साकार होने का वक्त आ ही गया। गत वर्ष, मेरे पति का तबातला डब्ल्यू आ टी

राज भाषा

में हुआ, जो कोचीन शिपयार्ड में स्थित है। आहा!! मैं उस विराट जहाज को देख पाऊँगी... पर, मेरी कल्पना के पंख उड़ने से पहले ही कट गए, जब जात हुआ कि विमानवाहक अब भी ड्राई डॉक में था और उसे देखना चार्जित था। आशा की छोटी-सी चिंगारी अचानक सुलग पड़ी, जब एम जी रोड पर आए-जाते, मरसी होटल के ठीक पीछे जहाज की एक झालक दिखाई दी। मुझे अवगत कराया गया कि इसी विशाल भाग से वायुयान उड़ान भरेंगे। यदि विमानवाहक का एक भाग इतना बड़ा और गंभीर था, तो पूरा जहाज दिखने में कैसा होगा?

वक्त कछुए की चाल चल रहा था। नेवल बेस में रहते, शहर में आते जाते, एम जी रोड पर बस इस विशालकाय प्रतिमा के एक भाग मात्र को देखकर साँसें-उसाँसे भरती। यह सिलसिला कई महीनों तक चलता रहा। उचानक, जून के महीने में वेंडुरुथी ब्रिज पर मैंने एक भारी भीड़ देखी। इस ब्रिज को अब भारत के विशालकाय विमानवाहक (आई ए सी) विक्रांत के नाम से पुकारा जाने लगा है। पूछने पर पता चला कि विक्रांत डॉक से निकलकर तैरने की तैयारी कर रहा था। छाटे बच्चों की तरह मेरे मने भी मैं लड्डू फूटने लगे।

अगले दिन, विद्यालय से घर लौटते वक्त, कौतूहलवर्श मेरी नजर जब सूर्य की किरणों से प्रकाशित पानी की ओर मुड़ीं, तो मेरी आँखें खुलीं की खुलीं रह गई... विक्रांत भरपूर गाम्भीर्य दर्शाते हुए भारत के गौरव प्रतीक की भूमिका बखूबी निभा रहा था। मेरे आठ वर्षों की कठोर तपस्या का सुखद फल मिला...। नामकरण के अनुरूप ही यह जहाज असीम, अनंत एवं अक्षय प्रतीत हो रहा था। एम जी रोड पर आते-जाते जिसकी गर्व से भरी ऊँची नाम मुझे दिखाई देती थी, आज वह काया भी मेरी नजरों के सामने अवतरित होकर मुझे अभिभूत कर रही थी। वाह! क्या नजारा था!

आज भी, प्रातःकाल जब अपने बगीचे की हरियाली और ठंडी हवा का आनंद उठाने के लिए घर की दहलीज पार करती हुँ तो अनायास ही क्षितिज में लाल रंग के क्रेन पर नजर पड़ती है, जिसपर कोचीन शिपयार्ड के अक्षर स्पष्ट दिखाई देते हैं। यह प्रभावशाली क्रेन कोचीन शिपयार्ड की शक्ति को झलकाता है, जो मेक इन इंडिया को साकार करते हुए भारतीय नौसेना के सर्वशक्तिमान युद्धपोत का निर्माण कर रहा है। साथ में हजारों की तादाद में इस जहाज को नेपथ्य में रखते हुए गिर्वचने वाली सेल्की से आम जनता खुशी के समुद्र में डुबकियाँ ले रही हैं।

इस गौरवशाली विमानवाहक विक्रांत से जुड़े हुए लोगों को मेरा सलाम एवं हार्दिक शुभकामनाएँ। स्वयं को भी इस जहाज का हेस्सा मानते हुए मैं गौरवान्वित महसूत करती हुँ। अब उस दिन की प्रतीक्षा है, जब यह युद्धपोत तरंगों पर हिँड़ोले लेते हुए भारतीय नौसेना और कोचीन शिपयार्ड के आत्मसम्मान और आत्माविश्वास की मिसाल दुनिया भर में कायम करेगा।





## Welcome New Recruits

**Shri Vulli Haranath** has been appointed as Assistant General Manager (Mechanical) in E-5 grade and posted to Ship Building Division. He holds a degree in mechanical engineering and has over twenty years of experience in various companies, including shipyards.



**Shri Rajeev K** has been appointed as Assistant General Manager (Mechanical) in E-5 grade and posted to Projects - U&M department. A mechanical engineering graduate from NIT Calicut, he has experience of more than two decades in the Indian Navy and GRSE.

**Shri Nitin Narayan** has been appointed as Senior Manager (Electronics) in E-4 grade and posted to Utilities & Maintenance Department. He is an Electronics & Telecom Engineering graduate and has over 12 years experience.



**Shri Subramanian K K** has been appointed as Assistant General Manager (HR) in E-5 Grade and posted to Personnel & Administration Department. He holds a Masters Degree in Personnel Management & Industrial Relations and has over 21 years of experience in the field.

**Shri Shibu P** has been appointed as Senior Manager (Civil Engineering) in E-4 Grade and posted to Civil Engineering Department. He is a Civil Engineering Graduate from TKM College Kollam. He joins CSL with vast experience at various levels in different establishments.



**Shri Nagesh Krishna Moorthy** has been appointed as Assistant General Manager (Mechanical) in E-5 Grade and posted in IQC Department. He is a Graduate Mechanical Engineer and also holds a Masters Degree in Industrial Tribology and Maintenance Engineering. He carries with him vast experience in the Indian Navy at different capacities.

**Shri Anoop Das** has been appointed as Assistant General Manager (Mechanical) in E-5 Grade and posted in SB-IAC. He is a Graduate Mechanical Engineer and also holds a Masters Degree in Industrial Tribology and Maintenance Engineering from IIT Delhi. He carries with him vast experience in the Indian Navy at different capacities.





## Welcome New Recruits



**Shri Anil KC** has been appointed and posted in SR department as Senior Manager (Mechanical) in E-4 Grade. He is a Graduate Mechanical Engineer from TKM Engineering College, Kollam. Prior to joining CSL he was working with National Aluminium Company Ltd., Bhubaneswar.



**Shri Suresh Babu V** has been appointed and posted in SB-IAC as Assistant General manager (Electrical). He is an electrical engineering graduate from Bangalore. He has over 25 years of experience in the field.



**Shri Ashok Raj N** has been appointed and posted as Senior Manager (Electrical-SB-IAC) He holds a Bachelors Degree in Electrical and Electronics Engineering and is well experienced at different various organizations.



**Shri Radhan R** has been appointed as Senior Manager (Electrical) and posted in SB-OF. He holds a Bachelors Degree in Electrical and Electronics Engineering and is well experienced in the field at different organizations.



**Shri Sunil Sivan** has been appointed as Assistant General Manager (Electrical) in SR Dept. He is an Electrical Engineering graduate from Naval college of Engg. INS Shivaji and has worked with Indian Navy and later with Garden Reach Shipbuilders and Engineers, Kolkata.



**Shri Shibu John** has been appointed as Assistant General Manager (Finance). He is a Cost Accountant (ICWAI)and has more than two decades of experience in the field.



**Shri P C Hari Raja** has been appointed as Assistant General Manager (Naval Architect). He did his degree from CUSAT and PG from IIT Delhi, in Naval Architecture. Prior to joining CSL, he served the Indian Navy for 23 years.



**Shri A G Arif** has been appointed as Senior Manager (Civil Engineering). He did his Bachelor's Degree in Civil engineering from CUSAT. He has 15 years experience in various organizations in the field.



Congrats on your promotion

**CGM (HR&Trg)**



Shri K J Ramesh  
2782

**GM**



Shri Rajesh Gopalakrishnan  
3132

**DGM**



Shri Jayan K Thampi  
3179

**AGM (HE&GA)**



Shri Girish K S  
3276

**AGM (BD)**



Shri Binoj Shankar  
3283

**AGM (U&M-Electrical)**



Smt Jayasree K K  
3284

**AGM (Admn) to CMD**



Shri Sambath Kumar P N  
3190

**MANAGERS PROMOTED AS SENIOR MANAGERS**



Shri Roby Varghese  
3340



Shri S Sreehari  
3341



Shri Biniv Mathew  
3342



Shri K R Sajan  
3349



Shri T M Biju  
3344



Shri P R Biju  
3346



Shri K Deepu  
3347



Shri T C Suresh Babu  
3353



Shri A Saleen  
3354



Shri A Meganathan  
3356



Shri M K Harikrishnan  
3359

**SUPERVISORS PROMOTED AS ASSISTANT MANAGERS**



Shri Nisheed R  
3320  
AM (Mech)



Shri Yedunathan Pillai K  
3111  
AM (Mech)



Shri Joy MC  
1524  
AM (Mech)



Shri Radhakrishnan K V  
2850  
AM (Elec)



Smt Soumini K  
3105  
AM (Electronics)



Shri Venkitakrishnan P  
2172  
AM (Stores)



Shri Ashley Gomez  
3765  
AM (Admin.)



# Congrats on your promotion

## WORKMEN PROMOTED TO SUPERVISORY GRADE

Shri Babu A T 2691 Assistant Engineer (Welding)	Shri Sasi K 2680 Assistant Engineer (Welding)	Shri Sasi A V 2693 Assistant Engineer (Welding)	Shri Gopinathan Pillai K 2880 Assistant Engineer (Structural)	Shri Dasan K B 2864 Assistant Engineer (Structural)	Shri Pramode K P 2897 Assistant Engineer (Structural)	Shri James M P 2935 Assistant Engineer (Structural)
Shri Kumaran K K 3044 Assistant Engineer (Structural)	Smt Sumi Samuel 3149 Assistant Administrative Officer	Smt Gracy M P 3146 Assistant Administrative Officer	Shri Sijo Joseph E S 3380 Assistant Engineer (Mechanical)	Shri Subrahmanyam K T 3322 Assistant Engineer (Electrical)	Shri Dharmalingam K 3101 Assistant Engineer (Electronics)	Shri Ravikumar P M 3095 Assistant Engineer (Instrumentation)

## ENERGY SAVED IS ENERGY GENERATED...



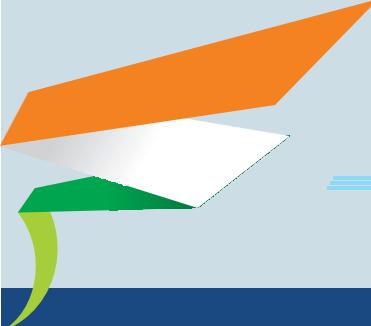
### “2015 TO 2051” - MOVIE PRODUCED BY IN HOUSE TALENT

A short film titled “2015 to 2051” shot and directed by CSL trainees on “energy conservation” was released by Shri Sunny Thomas, D(T) and Shri A N Neelakandhan on 15 Dec 2015. The movie was subsequently projected in the CSL Employees’ Canteen for viewing by all employees.



### ENERGY DAY CELEBRATIONS

Energy Conservation Day was celebrated on 15 Dec 2015. Prof. V. K. Damodaran, Founder Director of Energy Management Centre & Chairman, Centre for Environment and Development, was the guest of honour. Quiz and Cartoon competitions were conducted during the Energy Week Celebration.



कोचीन शिप्यार्ड लिमिटेड  
COCHIN SHIPYARD LTD



# VIGILANCE AWARENESS WEEK



The Vigilance Awareness Week commenced with the pledge taking on 26 Oct 2015 at 11.00 AM  
Cmde K Subramaniam, C&MD administered the pledge for employees working in the main administrative block.

Employees working in various other locations and buildings took the pledge at their respective locations. The senior most officer in the location/building administered the pledge.

Valedictory Function of Vigilance Awareness Week was held on 31 Oct 2015 in the METI Assembly hall. Mr P K Vijayakumar, IRS, Ombudsman (Insurance) was the Chief Guest on the occasion.





## MARINE ENGINEERING TRAINING INSTITUTE

The 34th batch of the Marine Engineering Training Institute of Cochin Shipyard passed out on 04 December 2015.

Rear Admiral S Nedunchezian, NM, Admiral Superintendent, Naval Ship Repair Yard, Southern Naval Command, Kochi was the chief guest at the function held in CSL. Shri Sunny Thomas, Director (Technical), Shri Paul Ranjan, Director (Finance) and Shri K J Ramesh, General Manager (Training), senior management team, faculty members and the parents of the trainees also attended the function.

The highlight of the function was inspection of the passing out parade of the Trainees by the Chief Guest.

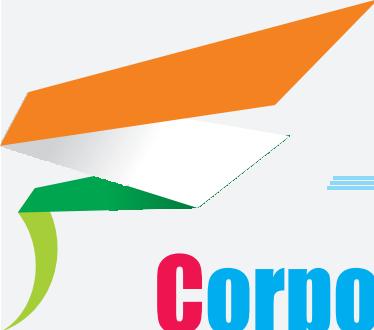
Mr Sushant Kumar, Slot No.2322 of Shipping Corporation of India was awarded Cmde S S Bawa Rolling Trophy for best Trainee and Mr Prem Raj , Slot No.2335 was awarded Cmde M K Murthy Rolling Trophy for Academic excellence.



### SKILL DEVELOPMENT

A skill development training programme on Electrical Systems was conducted on 13 & 14 October 2015 at METI Assembly Hall. Shri M K Thomas, Manager (Rtd), CSL handled the sessions.

62 Fitters (Electrical) from different departments of CSL attended the programme spanning over two days.



# Corporate Social Responsibility

*"There is an old story from the Indian scriptures about a blind man heading towards a well..*

*There is a guy who is watching..*

*If the blind man falls into the well..*

*Who is to be blamed?*

*The blind man or the guy who was watching?*

*Quote from the speech on CSR by Manoj Bhargav known to be the Billionaire monk..*

## CSR AWARDS THIS YEAR (2015)

The mainstreaming of CSR initiatives and the strategic management of CSR funds in CSL have resulted in CSL bagging three prestigious CSR awards this year.

### COCHIN CHAMBER AWARD

In conjunction with the SAMATVA -2015 Conclave of Cochin Chamber of Commerce & Industry, the Chamber invited nominations from Companies across Kerala for the best CSR Practice Award for the financial year 2014-2015 under the following categories:

- Public Sector Undertakings
- Private sector Large Companies
- Private Sector Small/ Medium Companies,
- NGOs

CSL received the Award in the Public Sector Undertaking category. The Award was received by the General Manger (IR& Admin) Head CSR of CSL from Ramesh Chennithala, the Hon. Home Minister of Kerala on 28 Mar 2015.

### TRIVANDRUM MANAGEMENT ASSOCIATION AWARD

The Trivandrum Management Association (TMA) selected Cochin Shipyard Limited for the prestigious TMA-HLL CSR Award -2015 for its outstanding performance in CSR related management practices. The Award Committee Chairman highlighted the exemplary CSR practices at CSL and congratulated for its outstanding efforts.

The Award was presented at the inaugural function of the 'Annual Management Convention of the Trivandrum Management Association', on 09 Dec 2015 by the Vice Chairperson of the Planning Board of Government of Kerala. The Award was jointly received by Director (Finance) and General Manager (IR & Admin) Head CSR of CSL in the presence of more than 200 Management professionals, students and other dignitaries. The Award contains a citation and a Memento.

### BEST PSU AWARD BY INDIA TODAY GROUP

The INDIA TODAY GROUP's study on the Best Indian PSUs is an attempt to find out which of the country's public sector undertakings are contributing the most towards various aspects of nation building. PSUs have played a significant role in the India's economic development and industrialization. These were set up with the mandate to propel India towards higher growth, self-reliance in production of goods & services, equilibrium and fair play in markets. The India Today Group presents the first ever comprehensive survey of Indian public sector undertakings. It evaluates the PSUs across four segments - Maharatna, Navaratna, Miniratna and other PSUs—under eight categories. The survey not only throws a few surprises but also offers a rare insight into the functioning of Indian PSUs.

Cochin Shipyard Limited received the award for the Best PSU in CSR & Sustainability, in the Miniratna segment on 14 Dec 2015.



## കാടിന്റെ ഉകരി കുലും കായലും കഷ്ടശാലയും കാണാൻ കൊച്ചിയിലെത്തി

കൊച്ചി കഷ്ടശാലയുടെ സാമൂഹിക പ്രതിബദ്ധത പബ്ലിക് ടീംയിൽ നിന്നുണ്ടായി രാസ്യജ്ഞനിൽ കുട്ടിക്കുഴു ഗ്രാഫ്റ്റേയായതിലെ കുമ്പിപ്പാഠി ആരിവാസി കോളേജിലെ ഉള്ളൂമുഖൻ ശ്രീ. അബ്ദി കൊച്ചിലുകാരെന്ന് നേതൃത്വത്തിൽ 35 കുട്ടിക്കുളും അവരുടെ രക്ഷിതാക്കളുമാണ് കഷ്ടശാല സന്ദർഭിച്ചത്. ഉച്ചക്ലാസ് 2 മണിയോടെ ഫ്രണ്ടിൽ സംഘരണ കഷ്ടശാല ജനറൽമാൻജർവും സാമൂഹിക പ്രതിബദ്ധത പബ്ലിക് ടീം തലവനുമായ ശ്രീ. എം.ഡി. വർഗ്ഗീൻ സ്വീകരിച്ചു കഷ്ടശാലയിൽ പുതിയതായി നിർണ്ണിച്ച കോൺഫറൻസ് ഹാളിൽ ചേരീന യോഗത്തിൽ കുമ്പിപ്പായിലെ സഹോദരങ്ങൾ തങ്ങളുടെ അനുഭവങ്ങൾ കഷ്ടശാല അധികൃതരുമായി പകുവെച്ചു. പ്രധാനമായും കാട്ടിലെ തേരീ രേഖാചിത്രം പന്നു നേരിയ്ക്കുമാണ് തങ്ങൾ ഉപജീവനം നടത്തുന്നത്. കുട്ടിക്കുളും വിഭാഗങ്ങൾ, സുഗമമായ ഗതാഗത സാമ്പാദം ഏന്നിവയാണ് തന്നെ നേരിട്ടുന്ന പ്രധാന വെല്ലുവിളികൾ എന്ന് അവർ വിശദിക്കിച്ചു.



കഷ്ടശാലയിലെ എസ്.എ. എസ്.ടി. എം.ഐ.യൈസ് പെരുവൻ, ശ്രീ. കെ.കെ. മോഹൻ എൻ നേതൃത്വത്തിൽ കഷ്ടശാലയിലെ വിവിധ പ്രാഥീനികളും സന്ദർഭിച്ച് പ്രവർത്തനങ്ങൾ വിശദിക്കിച്ചുകൊടുത്തു. കാടിന്റെ ഉകരിക്ക് അതാരു പുതഞ്ഞ് അനുഭവമായിരുന്നു. തങ്ങൾ പുതഞ്ഞിൽ മാത്രം കണ്ണിരുന്ന യുഖക്കപ്പലുകളായ ശ്രീ.എൻ.എസ്. വിക്രാന്ത്, ശ്രീ.എൻ.എസ്. ആരിത്യ എന്നിവ നേരിൽ കണ്ണശേഖർ പലരും സ്വയം കാണുന്നതാണോ എന്നു ചിന്തിച്ചുപോയി. ജീവിതത്തിൽ ഒരിക്കൽപ്പോലും ഒരു ക്രിക്കറ്റേന്റുകാണാൻ കഴിയുമെന്ന് കുമ്പിപ്പാഠിയിലെ ഇള കാടിന്റെ ഉകരി കരുതി യിരുന്നില്ല.

എന്നിരുന്നാലും കുമ്പിപ്പായിലെ ആരിവാസികളും ഹവർക്ക് കൊച്ചി കഷ്ടശാലയുമായി വലിയൊരു ആരംഭസ്ഥാനമുണ്ടായിരുന്നു. കഴിഞ്ഞ രണ്ടുവർഷങ്ങൾക്കു ഒരു രാത്രി വെളിച്ചം സ്വപ്നം കണ്ണിരുന്ന തങ്ങൾക്ക് സുഖവെച്ചാണ് ഉംഭജത്തിൽ 75 വിട്ടുകളിൽ വെളിച്ചുമെത്തിക്കുന്നത് കൊച്ചി കഷ്ടശാലയാണ്.

സന്ദർശനം കഴിഞ്ഞ് സംഘം നാണ്യോടെ കഷ്ടശാലയോട് പിടപായുമോ രേഖ ആവശ്യം മാത്രമേ ഉണ്ടായിരുന്നുള്ളൂ. കുമ്പിപ്പാഠിയിലെ ബാക്കിയുള്ള കുട്ടുംബങ്ങൾക്കും 50 പേരുണ്ടുന്ന സംഘത്തിലെ ഒരു വുഡുവൻ താന്ത്രാ ചിലവുകളും വഹിച്ചത് കഷ്ടശാലയാണ്.

## പശ്ചിമ കൊച്ചിക്കു പുതുവത്സര സമാനമായി ബോട്ട് ആംബുലൻസ്



അബ്ദിക്കുളിന്റെ റാണിയായ കൊച്ചിയുടെ പ്രഥമ ലോകത്തിനു മുമ്പിൽ അവതരിപ്പിക്കുന്നതിൽ നിർണ്ണായക പകുവപിച്ച പ്രേരണമാണ് പശ്ചിമ കൊച്ചി. നിരവധി ചെറുപിപ്പിപു സമൂഹങ്ങളാണ് ഒരുപശ്കു കഴിയുന്ന പശ്ചിമ കൊച്ചി നിവാസികളുടെ ദീപംഘനാളുടെ അടിവാസമായിരുന്നു ഒരുപശ്കു കഴിയുന്ന തങ്ങളുടെ പ്രിയപ്പെട്ടവരെ അടിയന്തിര ഘട്ടങ്ങളിൽ ആരുപത്രികളിൽ എത്തിക്കുന്നതിനുള്ള ഒരു ബോട്ട് ആംബുലൻസ്. ഈ ആവശ്യം ഉന്നയിച്ചു പലവട്ടം ബന്ധപ്പെട്ട അധികാരികളെ സമീപിച്ചിട്ടുണ്ട്. എന്നാൽ പശ്ചിമ കൊച്ചിക്കാരുടെ ആവശ്യം സഹാരിക്കുവാൻ തുന്നയും കാരിരിക്കണം രൂപപടിയാണ് പലപ്പോഴും ലഭിച്ചിട്ടുള്ളത്.

എന്നാൽ ആകാംക്കർക്ക് വിരാമിക്കുകളാണ് കഴിഞ്ഞ വർഷം ഇന്നുവരിയിൽ കൊച്ചി കഷ്ടശാല പശ്ചിമ കൊച്ചിക്കാർക്ക് ഒരു പുതുവത്സര സമാനം നൽകുകയുണ്ടായി. അതി നുതനമായ ബോട്ട് ആംബുലൻസായിരുന്നു അത്. ഓരോ പശ്ചിമ കൊച്ചിക്കാരും അവശ്യം മിക്കാനാകാത്ത പുതുവത്സര സമാനമായിരുന്നു അത്.

കൊച്ചി കഷ്ടശാലയുടെ സാമൂഹിക പ്രതിബദ്ധത പബ്ലിക് 30 ലക്ഷം രൂപ ചിലവഴിച്ചാണ് ബോട്ട് ആംബുലൻസ് വാങ്ങി നൽകിയത്.

അടിയന്തിര ഘട്ടങ്ങളിൽ പ്രാഥമിക ചികിത്സ ലഭ്യമാകി രോഗിയെ ഏറ്റുവെച്ചു അടുത്തുള്ള ആരുപത്രിയിൽ എത്തിക്കുന്നതിനുള്ള ആധുനിക സംഘാനങ്ങൾ ബോട്ടിൽ ഒരുക്കിയിട്ടുണ്ട്. കൊച്ചിയിലെ പെരുവടപിൽ പ്രവർത്തിക്കുന്ന ഫാത്തിമ ഹോസ്പിറ്റിലും ബോട്ട് ആംബുലൻസിലെ പ്രവർത്തന ചുമതല നൽകിയിട്ടുണ്ട്. ആരുപത്രിയുടെ നേതൃത്വത്തിൽ ആച്ചയിൽ രണ്ടുവർഷം ശ്രീപുനിവാസിക്കാരായി ബോട്ട് ആംബുലൻസിൽ പ്രേരജക മഡിക്കൽ കൂസുകളുണ്ട്.



## WORKERS PARTICIPATION IN MANAGEMENT A BIRDS EYE VIEW WITH REFERENCE TO COCHIN SHIPYARD LTD

TI Babu DGM (IR)

The growth in number of Industrial Disputes and unrest in India attracted attention of all concerned in Industrial Relations field since it has direct impact on the progress of industries and economic development of the country. Workers Participation in Management is one of the philosophical approaches in which focus is made to achieve industrial peace and harmony in industries of this country. Industrial peace and harmony can be achieved by resorting to the philosophical approach of Workers Participation in Management.

Workers Participation in Management is a system of communication and consultation either formal or informal by which employees are kept informed about affairs of the establishment and they express their opinion and contribute to the Management decisions. Principles of equality, equity and volunteerism are applied while implementing this philosophical approach of Workers Participation in Management. Various machineries for Workers Participation in Management are Works Committees, Joint Management Councils, Shop Councils and Worker Director in the Board of Directors of the Company.

The scheme for Workers Participation in Management in Industry at shop floor and plant level was introduced by Govt. of India on 30 Oct 1975 and was applicable only to manufacturing and mining units employing 500 or more workers. Later another scheme for workers participation in Management was introduced by Govt. of India on 4 Jan 1977 and this scheme is applicable to all PSUs in commercial and service sectors with a view to rendering better and efficient service to the customers.

### PHILOSOPHY

- Increased use of new technology for production, necessitates, cooperation from workers.
- The attitude and view that workers are treated as equal partners or stakeholders in the business enterprise to attain its goals.
- Growth of trade union movement paved way to protect and safeguard the interest of workers against exploitation.

- Govt. is committed to growth in GDP through industrialization.
- Democratization in Management
- Personalization and Humanization of Management process
- Behavioral approach to the management of Workers-Management Relations
- Collective Bargaining: Conflict of Interests exists between Workers and Management on issues such as employment conditions, wage rates, working hours and the number of holidays and these are the usual areas for collective bargaining.
- Joint administration, Joint decision making or consultation: Issues over which parties are equally concerned such as production, productivity, new technology, welfare activities, canteen, housing, education facilities etc.

### WORKERS PARTICIPATION IN CSL

- As per the Government Policy on Workers Participation in Management, Cochin Shipyard Ltd had constituted 3 Shop Councils and one Apex Council viz; Joint Council in CSL.
- The Shop Councils are Ship Building Shop Council, Ship Repair Shop Council and Service and Allied Shop Council.

### Objectives of the Shop Councils:

- Assist management in achieving monthly/yearly production targets.





- Improvement of production, productivity and efficiency.
- Optimum utilization of machine capacity and manpower.
- Identify areas of low productivity and take necessary corrective steps.
- Study absenteeism in shops and recommend steps to reduce it.
- Assist in maintaining general discipline in the shop.

**The Joint Council co-ordinates the activities of Shop Councils and Safety Committee. The functions of Joint Council include:**

- Optimum production, efficiency and fixation of productivity norms of men and machine for the unit as a whole.
- Matters emanating from shop councils which remain unresolved.
- The development of skills of workmen and adequate facilities for training.
- Optimum use of raw materials.
- General health, welfare and safety measures for the Department or Division.

Management and Unions have equal representation in shop councils/Joint Council. CSL has a special track record for decisions by consensus in all joint management council meetings and there has been no occasion when decision was taken based on voting. CSL also has agreed with unions to conduct referendum among trade unions and the employees' representation in the Joint Council/Shop Councils are appropriated based on the votes secured by each recognized union in the referendum. The Vice Chairman of the Joint Council is nominated by the Union which secured highest votes in the last conducted referendum. These practices obviously portray the image of CSL Management in following the principles of democracy in Workers Participation in Management. To sum up workers participation in Management in CSL is considered as an effective tool to sort out all production and productivity related issues, employee welfare programmes and as a forum for exchange of ideas on future programmes and plans of CSL.

#### **EMPLOYEE EMPOWERMENT Vs WORKERS PARTICIPATION IN MANAGEMENT**

Employee empowerment is the latest philosophy to improve job satisfaction, organizational commitment, innovativeness and performance in an organization. While employee empowerment has direct impact on performance, Job satisfaction and innovativeness have indirect effect.

Employee empowerment means employee is given opportunity of deciding certain matters without overlooking organizational goals, mission and vision and he is involved in the decision making process. Employee empowerment can be achieved only through participative management and participation is linked with motivation and performance.

An employee feels empowered if his ideas and suggestions are implemented and empowered employees are treated as assets of an organization.

# **Who Am I?**

**Veena E Varghese**

From dust I came

To dust I shall return...

In- between that - 'Who Am I?'

I wonder who knows...

...I have attended a number of interviews in these past few months.

I knock on the door and seek permission to enter. They ask me to come inside the interview hall and then offer me to take a seat. I thank them for the kindness that they show to me and quietly pull the chair placed before me to sit down. They hold my resume in their hand, glance through it once and then they say... 'Hi Veena! Tell us something about yourself?'

I don't understand why, but every time when I hear this question my face lights up and my heart beats become steady. With a smile I then chant my well prepared and rehearsed answer...

'Hi! My name is Veena Elizabeth Varghese. I am a native of Kerala, though I have been brought up completely in Delhi. My family consists of four people, which includes, my father, my mother, me and my brother. My brother is a student, my mother is a home maker and my father is working as a manager with a sole proprietorship firm.'

I have done my schooling from Mount Carmel School and my graduation in B. Com (H) from Jesus and Mary College, DU. Thereafter; I did my PGDM in HR from Management Education and Research Institute.

Previously, I was working with Moolchand Hospital as a Management Trainee in the HR Dept.

During my free time I like to write short stories and do pencil sketching. I am a creative, imaginative and



thoughtful person and lastly, I consider my fairly good communication skills, logical and practical bend of mind, positive attitude and my friendly nature as my biggest strengths.'

By the time I reach at the end of my introductory speech, I am very confident that I will be shortlisted for sure for the next rounds of the selection process.

It was in the month of October that I received an email to reach a particular venue for a selection camp which was being organized by a very reputed organization. As usual on the previous day of my interview, I stood in front of the mirror and rehearsed my well prepared introductory speech twice.

The next day, during the interview process, after scanning my resume with great interest, the interviewer sat up straight, looked into my eyes and asked the first question for which I had come all prepared. On hearing the question, this time with doubts in my mind I started to recite the very same speech which I had narrated a hundred times by then.

When I was through with what I had to say, the interviewer very politely said, 'Well... that was impressive but I suppose this was not the answer that I was hoping to hear. It was nice meeting you Ms. Veena. Have a nice day.'

While on my way back home, was when I realized the mistake I had made while replying to his question. On reaching home I decided to send an email to the person who took my interview...

This email which I sent to him read something like this...

Respected Sir,

I once again would like to introduce myself to you, as Veena Elizabeth Varghese. Today, during the interview process, you asked me a unique, but a very thoughtful question... "Who Am I?" I would just like to take this opportunity to answer this question once again, not intelligently... instead this time I would like to reply to this question of yours from my heart!

I was born as a miracle baby to a very happy and a loving couple. I have been brought up as a God fearing human being who has been blessed with a wonderful family. As many famous actresses, I too play many roles in this happening and dramatic movie directed by the Almighty, named as 'Life'. The answer to the Question, 'Who Am I?' lies in the various emotions that takeover me while I try to do justice with the part which I play in a particular period of time.

I am a loving daughter to my mother. I am her hope, desires and her vision to a bright future which she saw for herself in the past.

To my brother I am someone who helps him to get away with his mischief. Someone whom he trusts will protect

him from all the worldly harms.

I am my father's strength and courage, his pride, prestige and love. It is through me that he wishes to fulfill all his unfulfilled dreams and aspirations. I am his baby girl who will never grow up.

In future, I will be a humble wife to a caring man and an unconditional mother to his beautiful child.

To my friends I am a leader, a follower, but most importantly I am the person who is there to wipe their tears when required, to make them laugh when they are sad and to provide them a shoulder to rest their burdened hearts and minds in tough times.



I am like this sparrow, which has just learned to fly. I want to explore and make a place for myself under the long and protective branches of this huge tree named as the Society. I want to fly in front of the helpless and the lost to show them the right path. I want to fly behind them to protect and warn them from harm. I want to fly along with them to be one among them, to make them feel safe and welcomed.

All said and explained, if you still ask me, 'Who Am I?'.... I will say that,

I am just a fading, happy memory in the minds and hearts of the ones who love me and have loved me for What I Am!

Thanking you,

Veena E Varghese'

Though I never got a reply to this particular mail of mine, but I still wonder whether my answer was good enough.



# Children fest

## കൊച്ചിൻ ഷിപ്പ്‌യാർഡ് റിക്രിയേഷൻ കൂൺ

1970കളുടെ ആദ്യപാദത്തിൽ കപ്പൽഗാലജിവനക്കാരുടെ കലാസാഹിത്യവാസനകൾ പരിപോഷിപ്പിക്കുന്നതിനായി രൂപം കൊണ്ട സംഘടനയാണ് കൊച്ചിൻ ഷിപ്പ്‌യാർഡ് റിക്രിയേഷൻ കൂൺ. ആദ്യം വളരെ പെറിയ തോതിൽ ആരംഭിച്ച സമിതി ഏറ്റെ താമസിയാതെ കലാസാഹിത്യക്കാരിക രംഗത്തെ പല പ്രമുഖവരെയും വാർത്തയുടെ പ്രസ്ഥാനമായി മാറി. 1980-കളിൽ കലാ കായിക രംഗത്തെ മത്സര വേദികളിൽ കേരളത്തിലെ മറ്റു കൂൺകൾക്കുണ്ടാണ് രൂപ പേരിനു സ്വന്മായിരുന്നു CSRC.

CSRCയുടെ നാടകസംഘവും, ഫുട്ബോൾ, പ്രോഭിഭോൾ ടീമുകളും മറ്റും അന്ന് അന്തര്യക്ക് പ്രവല്ലമായിരുന്നു. കലാകാരിക താരങ്ങളെ വളർത്തുന്നതിനോടൊപ്പം ജീവകാരുണ്യ പ്രവർത്തനങ്ങളിലും CSRC പഞ്ചര ഏറ്റെ ശ്രദ്ധ ചെലുത്തുന്നുണ്ട്. ഏകദേശം 15ലക്ഷം രൂപ വിലവരുന്ന മരുന്നുകൾ പ്രതിവർഷം സർക്കാർ ആശുപത്രി വഴി CSRC നിർധനരായ രോഗികൾക്കു വേണ്ടി നൽകി വരുന്നു. വിപുലമായ പുസ്തക ശേഖരത്തോടെയുള്ള രൂപ ലൈബ്രറിയും ആനുകാലിക പ്രസിദ്ധീകരണങ്ങളുടെയും, പത്രങ്ങളുടെയും രൂപ നീണ്ട നീരയും CSRC അംഗങ്ങൾക്കു നൽകുന്നുണ്ട്. അതോടൊപ്പം, പയലിൽ, തബല, ശ്രീം, കീ-ബോർഡ്, കെംബിനുകൾ മുതലായ സംഗീതപ്രകരണങ്ങൾ പരിക്കാരുള്ള സഞ്ചരണങ്ങളും, കരാട്ട് പോലുള്ള കായികാഭ്യാസങ്ങളും ഒരുവിഠനം പരിശീലിക്കാനുള്ള അവസരവും CSRCയിലുണ്ട്.

ഇതിലെല്ലാം ഉപരിയായി ജനശ്രദ്ധപിടിച്ചു പറ്റിയ ഒന്നാണ് കഴിഞ്ഞ 24 വർഷമായി CSRC സംഘടിപ്പിച്ചു പോരുന്ന അവലെ കേരള ചിൽഹ്യൻസ് ഫെസ്റ്റിവൽ. ഒരോ വർഷവും സംഘടക മികവിനെ പ്രഗംഡിച്ചു കൊണ്ടുള്ള നൂറ്റാണ്ടിന്റെ പുരാണങ്ങൾ ആണ് മത്സരാർത്ഥികൾ ആയി എത്തുന്ന കൂട്ടുകളുടെ അഭ്യാപകൾക്ക്





നിന്നും, രക്ഷിതാക്കളിൽ നിന്നും രേഖപ്പെടുത്തി ലഭിച്ചു കൊണ്ടിരിക്കുന്നത്. മറ്റ് കലാസംഖ്യയിൽ നിന്നും തികച്ചും വ്യത്യസ്തതമായ രീതികൾ അംഗൾ CSRC ബഹുകലാസംഖ്യയിൽനിന്നും നടത്തിപ്പിന്നായി സീകരിക്കുന്നത്. സിലവുഡുകളുടെയോ, സാമ്പത്തികത്തിന്നും അതിർ വരവുകൾ ഇല്ലാതെ ഇതു കലാസംഖ്യയിൽ KG മുതൽ HS യുജ്ജ 4000-തേടാളം കൂട്ടികൾ പ്രതിവർഷം അവരുടെ കലാമികവ് പ്രകടിപ്പിക്കുന്നു. അനും നിന്നുപോകുന്ന കലാരൂപങ്ങളെ പ്രോത്സാഹിപ്പിക്കുക എന്ന ലക്ഷ്യം കൂടി ഉൾക്കൊള്ളുന്ന കപ്പൽശാലയുടെ സാമൂഹിക പ്രതിബോധത്വം പലതിയിൽ കൂടി നടത്തപ്പെടുന്ന ഇതു കലാമേള ഓരോ കപ്പൽശാലാ ജീവനക്കാരനെയും അഭിമാനപൂജകിൽ നാക്കുന്ന തരത്തിലുള്ളതാണ്.



ഇരുപത്തിനാലാമത് അവിലെ കേരള ചിൽഡ്രൻസ് ഫെസ്റ്റ് 2015 നവംബർ 14, 15 തീയതികളിൽ നടത്തപ്പെട്ടു. 14-ാം തീയതി രാവിലെ കലാസംഖ്യ സഹായിയിൽ വച്ച് കപ്പൽശാല ചെയർമാൻ കമ്മ്യൂണിറ്റിക് സൂഖ്യമണ്ഡ് പത്രാക ഉയർത്തിക്കൊണ്ട് കലാസംഖ്യയിൽ തുടക്കം കൂടിച്ചു. തുടർന്ന് നടന്ന ഉദ്ഘാടന സമേളനത്തിന് ജില്ലാ കളക്കർ ശ്രീ. രാജമാണിക്കും IAS തിരിതെളിയിച്ചു. CSRC പ്രസിദ്ധീകരിച്ച ശ്രീ. എ. ശിവകുമാരിന്നും അഭ്യക്ഷതിയിൽ നടന്ന സമേളനത്തിൽ CSRC ജനറൽ സെപ്കട്ടൻ

ശ്രീ. P B ഹരീസുൽ നായർ സ്വാഗതവും, ശ്രീ. ഡി. പോൾ റഞ്ജൻ, D(F), ശ്രീ. N V സുരേഷ് ബാബു, CGM(SR), ശ്രീ. മധു എസ്. നായർ, CGM & OSD To CMD, |ശ്രീ. M D വർദ്ധീൻ, GM & Head CSR എന്നിവർ ആശംസകളും അർപ്പിച്ചു. ശ്രീ. തകരാജ് C R നൃസിരേപെടുത്തി. തുടർന്ന് നടന്ന കലാ മത്സരങ്ങളിൽ കൂട്ടികളുടെ പകാളിത്തം ശ്രദ്ധിക്കപ്പെട്ടു.

2015 നവംബർ 20 നു നടന്ന അവാർഡ് നേര്ത്ത് കൊച്ചി മേയർ ശ്രീമിതി. സാമൂഹികയിൽ ഉദ്ദേശ്യാടം ചെയ്തു. ശ്രീ. എ. ശിവകുമാർ (ചെയർമാൻ ചിൽഡ്രൻസ് ഫെസ്റ്റ്) അഭ്യക്ഷത പറിച്ചു. ശ്രീ. ഹരീസുൽ നായർ (ജനറൽ കൺസൾറ്റന്റ് ചിൽഡ്രൻസ് ഫെസ്റ്റ്) സ്വാഗതം ആശംസിച്ചു. Chief Patrons address ശ്രീ. മധു എസ് നായർ, CGM & OSD To CMD, Address on CSR Intiative of CSL ശ്രീ. M D വർദ്ധീൻ, GM & Head CSR എന്നിവർ നിർബന്ധിച്ചു. അവാർഡ് വിതരണത്തിനും ആശംസകൾ അർപ്പിക്കുന്നതിനുമായി പലച്ചിത്രങ്ങളാക്കം നിന്നും പ്രസന്നത സംഖ്യായകൾ ശ്രീ. മെക്കാർട്ടിൻ, ശ്രീ. ധർമ്മജൻ- ബോർഡാട്ടി, ശ്രീമിതി. ആശാ അവിൻ എന്നിവർ സാന്നിദ്ധ്യത്തോടെയിരുന്നു. ശ്രീ. എൻ. വി. സുരേഷ് ബാബു ആശംസകൾ നേർന്നു. ശ്രീ. കെ.എസ്. (പ്രോഗ്രാം കൺസൾറ്റന്റ് ചിൽഡ്രൻസ് ഫെസ്റ്റ്) നൃസിരേപെടുത്തി. തുടർന്നു നടന്ന കലാപരിപാടികളേക്കും 24-ാം മത്ത് അവിലെ കേരള ചിൽഡ്രൻസ് ഫെസ്റ്റിലെ വിനു.





CSL bids adieu



*Dear Sir ...  
you are leaving this office,  
but your legacy will remain here forever.  
Farewell.*



Cmde K Subramaniam, C&MD, CSL  
laid down his office on completion  
of tenure on 30 Dec 2015.

Sir,  
The steps you initiated would go  
a long way in the expansion and  
diversification of CSL.

**Wish you good luck.**



CSSL bids adieu



### Farewell - Sep 2015

Remasan P.P (CHMN-SWW), Joseph P (AE-SG), Sivasankaran A.K. (CHMN-MT), Wilson P.T (CHMN-MT), Prabhakaran K.A (DCM-EL), Thulaseedharan Pillai R (DCM-W), Varghese C.P (CHMN-W), Kuriakose M.M (ENGR), Chandrasekhara Pillai M.K. (DS-TEL), Muraleedharan K (SAC-W5), Thampi V.R. (AM), Thomas K.P. (AE-SG), Hilary Livera (CHMN-P), Balu John (CHMN-MT), Vasu K.K. (CHMN-ST)



### Farewell - Oct 2015

Joseph P.U (Sr. CHMN-W), Raghunathan V. (ENGR-SG), Gopalakrishnan Achari R (AE-SG), Thomas P.T (CHMN-SWW), Abraham Thomas (CHMN-W), Puthiyandi K (AE-SWW), Radhakrishnan A.M (AE-MO), Paulose AY (STA-M) Gopalakrishnan P.V (Sr. WKASST-W9), Maniyappan P.K (SAC-W5), Sadanandan N (AE-EN), Vasanthakumar N.S. (CHMN-RG), Thomas C.D (AE-SG), Teresa K.J (APS-SG), Omana V.P (LSAO-W9), Ambikakumari A. (DPS), Raju C.V. (AE-SG), Vijayan G (JCM-RG), Varkey P.P (DCM-ST), Gopi K.R. (MT-FITTER), Prabhakaran K.M (Sr.CHMN-EL), Mohandas P.K. (CHMN-EC), Babu N.P (Sr.CHMN-W)



CSL bids adieu



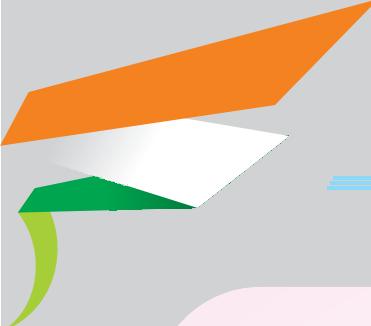
### Farewell - Nov 2015

RAJAN P N (Mngr), VARGHESE K L (AM), RAMADAS MP (Mngr), MATHAI T V(Engr), SASIKUMAR P R (AE-SG), SUGUNAN PT (AE-SG), JOSEPH XAVIER ANTONY P V (AAO) PADMAKUMARI AMMA S (AAO), USHA C G (AAO), ABDULSALAM SAHIB M S (AE-EN) SASIDHARAN V U [Sr.CHMN (ST)], GOPINATHAN P [CHMN (MCT)], KURIAKOSE A A [Sr.CHMN (W)], ARAVINDAKSHAN M K [CHMN (W)], SUBRAMONYAN PILLAI P A [CHMN (ST)], MADANAMOHANAN M V [CHMN (W)], JOY LUKOSE [CHMN (W)], CHANDRASEKHARAN G [CHMN (MT)], SASIDHARAN NAIR MN [CHMN (W)], JOSEPH SEBASTIAN [CHMN (W)], JAGADAMMA N K [CHMN (W)], SATHYAN P [DCM(W)], SASIDHARAN P [DCM(W)], RAJU A [DCM (ST)], SURESH BABU PANICKER M P [DCM (EC)], AVARACHAN TA [DCM (P)], SUKUMARAN K M [CHMN (P)], SASEENDRAN P [DCM (W)], BABU M V [DCM (ST)], SATHYAVRATHAN K K [DCM (WF)], SASEENDRAN K V [DCM (WF)], GOPALAKRISHNAN M (SAC-W5)



### Farewell - Dec 2015

SIVASANKARAN K K (AM), UNNIKRISHNAN K B (AM), SATHISHKUMAR K G (MANAGER), POULOSE K L (DCM-P)



## *Condolence*



**Shri Ajayghosh S**

Shri Ajayghosh S, Junior Chargeman (Electrical) - Code No.2512, passed away on 08 Oct 2015. He was 59 years old. He joined CSL as Fitter (Electrical) Grade 1 on 17 Dec 1981. We pray for the departed soul and share the grief of the bereaved family.



**Shri Gopalakrishnan E**

Shri Gopalakrishnan E, Manager, Code No.1711 passed away on 12 Oct 2015. He was 56 years old. He joined CSL as Fitter (Engineering) Grade 1 on 1 Nov 1978. We pray for the departed soul and share the grief of the bereaved family.

