

## While in CSL



Always maintain social distancing


At Exit


Wash / Sanitize Your Hands

Stand on social distancing norm at the gate/punching booth
Not more than 2 persons shall be allowed to travel in lifts.


Ensure social distancing at cafeteria / canteen / mess


Tool box talks to be conducted as per social distancing norms


Gathering or meetings of 10 or more people to be discouraged.

## Wash / Sanitize

 Your Hands
## कोशिया ड़इणनट्ट



VOL - XIX
APR 2020
A PUBLICATION OF COCHIN SHIPYARD LIMITED

## Inthisissue

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From CMD's Desk ..... 01
Cultural Competence ..... 16
Delivery of Ropax Vessel ..... 04
Inland Waterways ..... 05
Ceremonial Events ..... 07
Womens day ..... 12
Republic day ..... 13
Leadership Talks ..... 15
Safety ..... 17
Ship repair ..... 19
Raj Bhasha ..... 28
CSR ..... 30
Welcome to CSL ..... 41
Retirements ..... 42

कोचीन शिपयार्ड लिमिटेड
COCHIN SHIPYARD LIMIIED

## FROM THE CMD'S DESK

## My dear colleagues,

This issue of COSHYA is coming amidst very testing times. The whole world is facing an enemy against which there seems to be no cure at this stage and the only 'hiding place' available is social distancing. The COVID 19 pandemic has hit the world, our country and we at CSL have also been hit. Let's pray for the families who have lost their near and dear ones, and have seen their dreams cut short.

Indications are that the situation will continue for some more time, at least till the end of this year, and we must learn to live with this situation in a normal way - what has now come to be termed as the 'New Normal'.

Let's appreciate, applaud and thank the great efforts being put in by the Central and State governments, and their foot soldiers - the Doctors, Nursing and health care providers, the entire Police force and others who worked 24/7 and have kept essential


The scientific community is burning midnight oil and working towards a vaccine. Though it is certain that a vaccine will be developed shortly, it may take some more time for the vaccine to be stabilized and made available across the world. Till such time we have to follow the instructions to maintain social distancing, wear face masks and keep ourselves infection free.
services unbroken.
The company has been under lockdown effective from 22nd March (Janata curfew) and we could start minimal operations only on 27th April, taking all precautions, and we are operating in shifts, ramping up operations. All activities at CMSRU, CKSRU and HCSL are still totally locked down. At this point in
time, my advice to my colleagues is to follow all the instructions given to you from time to time. Please accept this as a bounden duty towards yourselves, yourfamily, CSL and the society at large.
We are yet to make detailed assessment of the losses caused due to the Lockdown. Also, the situation is dynamic. I am satisfied that we could support our employees during this lockdown. We have also offered our support to the government and people's representatives for COVID related work. It is also gratifying that as a family we contributed our mite towards the PM CARES and CMDRF funds.

This year prior to the lockdown, we were making good progress on IAC towards a basin trial in April/ May 2020 and thereafter for the 1st seatrials within a couple of months. The TDV and the 1st 500 PAX vessel were also being readied for delivery. Activities on the Marine Ambulance boats, KMRL boats were generally progressing well, but all projects have been significantly impacted. We need to pull back.

We delivered eight Ro-Pax vessels to the Inland Waterways Authority of India (IWAI), and during this period the vessels have reached Kolkata. We Launched the 1st 1200 pax vessel for A\&N, laid keel for the 1st of mini cargo vessels being built for JSW and launched three fishing vessels.
In Ship Repair, our main CSL facility, ISRF, CMSRU, CKSRU did usual business till the start of the lockdown. CSLAndaman \& Nicobar Ship Repair Unit (CANSRU) has come into existence and we expect to begin the operations there too once situations stabilize. We have been successful in our bid to take over Tebma shipyards, the process has now got affected.

The pandemic has affected the pace of the New Dry Dock and ISRF. Labourers hailing from other states have returned back, and we are yet to get a full picture of how this will pan out. There will be delays that's for sure. HCSL project area has been under buffer zone/ containment zone lockdown, there will be delays in project completion.
The crisis brings in opportunities too. The way India and especially Kerala has handled the pandemic has come for all round praise from the world community. India will be a much sought after destination for business for companies from Europe/ Americas. We are already sensing some opportunities. This situation has reinforced that our thinking to have a
'Digital roadmap' for CSL will now be fast tracked, 'Management by numbers' attain greater importance in the changed world.
Shri Sanjeev Ranjan, IAS has assumed charge as the new Secretary (Shipping) on 01 May 2020, after Shri Gopal Krishna retired from services. We need to be extremely thankful to Shri Gopal Krishna who was a strong pillar of support for CSL Let me convey through this medium that he always considered CSL to be amongst India's best PSU's. Now, let's all join hands and welcome Shri Sanjeev Ranjan, who is taking charge under very testing times. We can assure the Ministry of Shipping that CSL will 'work as one' and come out of this crisis.

This pandemic has brought about many realizations. The CSLite realized he is very privileged as compared to many fellow Indians. We realized how insecure we are despite professing control to all the securities the virus did not care who, what, where you were. We realized how much we care for our families sitting closeted at home at the same time realized the sadness of not being able to be socially active. It needed such a pandemic to make us realize that we have looted the environment mercilessly for far too long. To a large extent we realized how technology helped us in carrying out many works away at home, and realized that more digital enablement would be the wayforward.

At this stage, I request all my colleagues to pledge to keep aside small difficulties and make sure that CSL will be taken care of. We need to work hard, we need to recover lost time, we cannot afford years of good work to be impacted - I am saying this with full understanding of the situation and with full responsibility of what needs to be done for CSL. This is the time to think only about duties rather than rights. I repeat, there may not be any other option. There will be personal difficulties, that's too small a price we have to pay for CSL to survive this pandemic and come out stronger in the quickest possible time.

In keeping with these contactless times this episode of COSHYA is being made available in WhatsApp friendly digital mode also.

I once again request all my colleagues and their families to resist avoidable travel and social gatherings. Take care, Stay safe.
Jai Hind.

## BIDDING ADIEU TO SECRETARY SHIPPPING



Shipping Secretary, Shri Gopal Krishna, retired after a distinguished service of 37 years in various positions. Shri Gopal Krishna is a West Bengal Cadre IAS officer. His support and guidance will always be remembered byus CSL.

Shri Mansukh Mandaviya, Hon'ble minister of shipping bidding adieu to Shri Gopal Krishna, Secretary (Shipping), in his office.

## Shri SANJEEV RANJAN Assumes as Secretary (Shipping)



We welcome Shri Sanjeev Ranjan IAS who has assumed charge as the Secretary (Shipping). Shri Sanjeev Ranjan is a 1985 batch Indian Administrative Service (IAS) officer of Tripura cadre.

## DELIVERY OF ROPAX VESSELS FOR IWAI



The company delivered 8 ROPAX vessels to the owners, M/s Inland Waterways Authority of India. The order for construction of 08 No ROPAX and 02 No RoRo vessels was awarded on CSL for operation in strategic locations in National Waterways 1 and 2.

The protocol signing ceremony for delivery of the 04 No of vessels was held on 11 Mar 2020, and second batch of 04 Ropax Vessels was held on 13 Mar 2020 between Shri N V Suresh Babu, Director (Operations) and Director of IWAI at Cochin Shipyard. The event was attended by senior officials from both side including Shri Rajesh Gopalakrishnan, GM (BD \& NP), Shri A Sivakumar, GM (Shipbuilding) and Shri N Sivaram, DGM (BD).

The first batch of 04 No Ropax vessels was flagged off on 13 Mar 2020 for their maiden voyage to Kolkata.


## INLAND WATERWAYS - HAS IT FINALLY ARRIVED

The government of India has given due impetus to the promotion of Inland water transport in the country through various initiatives and incentives: The aim being to create a favorable ecosystem in various parts of the country on the declared national waterways. These initiatives have been spearheaded by the Inland Water Authority of India. There are 111 National Waterways in the country today and the usage of these waterways is expected to realise the potential of cargo and passenger traffic, including tourism and cruise, and offer seamless connectivity at lower per-unit cost and make transportation more efficient. The project, in its entire implementation and operation phase, would generate a series of forward and backward linkages with prospects to penetrate deep into the economy. The multiplier effect of the investment and its linkages can result in a virtuous cycle of all-round growth. In addition to the local activity, India- Myanmar protocol and India - Bangladesh Protocol have brought in additional dimensions for the economic benefit of all stakeholders to exploit these protocol routes towards its economic benefit thus adding more opportunities.


## CSL FULY INVESTED TO TAP THE OPPORTUNITY

Company has taken multi pronged strategy to participate in this growing segment, with the long term goal to become the market leader

CSL has invested its resources in this segment with the aim of providing complete solution to the active stake holders. Some of the major initiatives being:
$\varnothing$ Moving closer to the customers and creating infrastructure - Development of HCSL ( A 100\% subsidiary shipyard of CSL) in close proximity to NW1 \& NW2.
$\varnothing$ Working closely with Inland Water Ways Authority of India (|WAl) - the main agency for the promotion of Inland water infrastructure. CSL has already contracted for 8 Ro-Pax and 2 Ro-Rovessels forIWAI.
$\varnothing$ Creating better after sales network across the Indian coast through various units under shiprepair units in Kolkota, Mumbai, Andamans etc.
$\varnothing$ Develop strong basic design \& engineering solution group within the company to create unique customized and efficient solutions using cutting edge technology. This also enables the company to participate in standardization and production of various small vessel models to address the demands of the market.

The Basic design group has been able to demonstrate its prowess by providing efficient solutions to the customers such as:-


The inhouse designed deck mounted propulsion vessels designed for IWAI is the first of its kind built in India. It has got the advantages of operational and maintenance easiness and this will revolutionize the market by addressing the asset light ecosystem prevailing in the inland water networks.


Development of battery powered Catamaran Hull passenger boats for Kochi Water Metro Project. This project is one of the first and largest such electric highbnid technologically advanced ferry projects in the world.

# KEEL LAYING <br> MINI GENERAL CARGO VESSELS 



The keel laying ceremony of Ship No. 25 and Ship No.26, the Mini General Cargo Vessels being built in CSL was held on 04 Mar 2020.

Shri Pranab Jha, Vice President, Shipping and Shri Vipon Chopra, Advisor, of M/s JSW Shipping, the owners of the vessels, did the honours for Ship No. 25
and 26 respectively. The ceremony was witnessed by the C\&MD, Directors and official from both CSL and JSW Shipping.

CSL had signed the contract for building four No. 8000 MT Mini Bulk Carriers with M/s Utkarsh Advisory Services (JSW Group) for their Indian Coastal Operations.


## LAUNCHING 1200 PAX VESSELS



The launching ceremony of Ship No.23, the 1000 Pax cum 1000 MT Cargo Vessel was held in CSL on 28 Jan 2020.

Mrs Rameetha K, Scientist-G, NPOL, and wife of Shri Madhu S Nair, Chairman \& Managing Director did the honours in a ceremony held in CSLDry Dock.

The event was attended by the C\&MD, Directors and official from both CSL and Andaman \& Nicobar Administration.

This vessel is part of the four vessel series contracted with A\&N Administration, two having 1200 pax cum 1000 MT capacity and another two with 500 pax cum 150 MT capacity.


## LAUNCHING OF FISHING VE:


$\square$

# SSELS FV 15, FV 16 AND FV 7 



## COMMENCEMENT OF BLOCK ERECTION Ro Ro VESSELS FOR IWAI



CSL commenced block erection of vessel Nos BY 106 and BY 107, Ro Ro vessels being built for M/s Inland Waterways Authority of India. These are vessels which are part of the 10 No ROPAX vessel orderfrom IWAI.

Dr Amita Prasad, IAS, Chairperson of the Inland Waterways Authority of India did the honours during the ceremony held in CSL on 24 Jan 2020. The event was attended by C\&MD, Directors and officials from both CSL and IWAI.


## WOMENS DAY



Shri Madhu S Nair C\&MD presenting memento to Smt M Beena, IAS, Chairperson,Cochin Port Trust.

Under the aegis of WIPS, Cochin Shipyard Ltd observed International Women's day at Mercy Hotel on 9th March 2020. The day was celebrated with much splendor and grandeur bringing pride and joy to all the women employees of CSL. Shri. Subash A K, DGM(P\&A,CWO) initiated the celebration with a thought provoking message on the responsibility of building an egalitarian society. He elucidated on the philosophical thought behind 'Arthanareeshwara'- the concept of man and woman being a part of single entity. Afterwards Smt. Asha V Rao, AGM (Finance) took an awareness session on new tax regimes including income tax and provident fund.

Following the welcome address by Smt. Mary Ranjit Abraham (DGM,Internal Audit), Shri Madhu S Nair (C\& MD) delivered the presidential address. A mind without fear and a mind without any restrictions was our chairman's message. Chief guest Smt. M Beena IAS, Chairperson of Cochin Port Trust formally inaugurated the celebrations and delivered insightful message on stereotyping of gender roles. She advised women to achieve freedom not from men but from the glass ceiling that each women set in their own minds, shackling their thoughts, expressions and liberty. Smt. Rameetha K, Scientist G at NPOL of DRDO shared her valuable thoughts on 3Es- Enabling ecosystem for Women at Home, Equality at all Spheres of Life and Embodiment of Self. Following the session, Shri. suresh Babu N V (DO, CSL), Shri. Jose V J (DF, CSL) and Shri. Remesh KJ (CGM, HR \& TRNG) addressed the audience and shared their experiences on gender equality. In the function three women traffic wardens who ensure
public safety near CSL premises were honoured. Afterwards Smt. Bindu Krishna (SM,Legal) proposed vote of thanks.

Dr. Sindhu P Nair, Assistant Regional Director of IGNOU, Kochi took an interactive and educative seminar on the topic Women Empowerment, Higher Education and Rights'. Smt. Jessica Mandroina, International Trainer took session on 'Happiness and Success as Choice and not by Chance'. Various Cultural events showcasing the innate talents of women employees, officers and trainees followed. A zumba session led by Smt. Rithu Paul and her team marked the end of the celebration with a bang leaving everyone with pure joy, excitement and reverberating energy. The day left a memorable experience written in indelible ink for all the women employees, officers and trainees of CSL.



Shri Madhu S Nair, C\&MD presided over the function held in the company. The parade began with the C\&MD taking salute in the march past jointly held by the Central Industrial Security Force (CISF) contingent and Marine Engineering Training Institute (METI)trainees.

The C\&MD unfurled the National Flag and addressed the gathering consisting of the officers, supervisors, workmen of the company, CISF officers and Jawans and METITrainees.

C\&MD also gave away awards to the "CSL Parivar Pratibha Puraskar winners" and "CSL Employee Excellence" awardees.

|  | S. | No. Name | CodeNo/Designation |
| :---: | :---: | :---: | :---: |
| CSL EMPLOYEE EXCELLENCE | 1) | Haleel M Jalal | 3655/Manager |
|  | 2) | Nimitha T.S | 4171/Manager |
|  | 3) | AjanS | 3699/WLF |
|  | 4) | Stalin S | 4286/WLF |
|  | 5) | Rajan T.V | 2667Chargeman |
|  | 6) | Shabu Varghese | 3453/SWLF |
|  | 7) | Sijar MB | 3467/SWLF |
|  | 8) | Ummer Kodithodika | 3532/JTA-SG |
| , | 9) | Menon Mahesh G.K. | 4783/Manager |
|  | 10) | Sreejith Erazheth Rajivan | 4778/Deputy Manager |
|  | 11) | Loganathan M | 4779/Deputy Manager |
|  | 12) | Ray Mahtews C | 4780/Deputy Manager |
|  | 13) | Gokul R Krishna | 4781/Deputy Manager |
| - | 14) | Sreenath Changaroth | 4782/Deputy Manager |
|  | 15) | Rohit PRamesh | 4786/Deputy Manager |

## WINNERS OF SHIPYARD PARIWAR PRATHIBHA PURASKAR

| SI.No. | Name of the ward | Name of the Employee \& Code No. | Designation |
| :---: | :---: | :---: | :---: |
| Kerala State Syllabus - Science Stream |  |  |  |
| 1. | Sethulakshmi Bhasi | Bhasi P.R. 2961 | Chargeman WLF(ST) |
| 2. | Nancy P.S. | Shaju PP, 3880 | Crane Operator(Diesel) |
| Kerala State Syllabus - Commerce Stream |  |  |  |
| 3. | Neeraja Mohan | Mohana Kumar K.K. 2970 | AE(DFT-SG) |
| CBSE Board - Science/Computer Science Stream |  |  |  |
| 4. | Vinu Siddharth H | Hari Kumar K 3926 | DGM/EAto C\&MD |
| 5. | VidyaV | Viswanathan C.K. 2868 | AE (Pipe) |
| 6. | Navya P. | Vijayan P, 3018 | AE (Ele Crane) |
| 7. | Susan Philip | Philip Thomas, 4728 | DGM (SRC) |
| 8. | Aparna Suresh | Suresh Babu NV, 2793 | Director (Ops) |
| 9. | Shreya N Potti | Narayanan Potti R2808 | AGM (Finance) |
| 10. | Roshan Varghese | Binu Varghese 3483 | DGM (Civil) |




As part of our leadership talk series, Shri G Vijayaraghavan, former Member, Kerala State Planning Board addressed the gathering of officers of Cochin Shipyard on 15 Feb 2020.

The programme including question answer session lasted for one and half hours. This is the 11th in the series of the leadership talks delivered by eminent veteran professionals from various walks of life, arranged for the benefit of officers.

G Vijayaraghavan has been a pioneer in the IT industry and has played a critical role in heralding the Indian IT Industry. A Graduate in Electrical Engineering from the University of Kerala, he is the Founder CEO of Technopark, an initiative of Govt. of Kerala, wherein, he conceptualized, planned, implemented and marketed India's first Electronic Technology Park, Technopark Trivandrum.

His 40 years career also includes several leading roles with the government including being part of the Member of Kerala State Planning Board. He has a keen interest in the world of start-ups and has always found time to interact and mentor with several start-ups and entrepreneurs.

## CULTURAL COMPETENCE

## CONTINUOUS LEARNING

## COURTESY: THE BOOK "CURIOUS: THE DESIRE TO KNOW AND WHY YOUR FUTURE DEPENDS ON IT" BY IAN LESLIE

When new information is introduced to the class, he/she will remember less of it than his/her classmates, even if she's making the same effort-because he/she has to devote more of his/her cognitive resources to dealing with the incoming information. Over time, as he/she falls behind in his/her class, he/she may get dispirited and stop trying. Minor differences soon become major ones. We can find parallels to the above illustration, in approaches of individuals when new technologies like SAP are introduced in into CSL. By creating the culture of Continuous Learning, CSL will become nimble in response to adopt new technologies.

Continuous learning is one of the four Cultural Competencies of CSL. Every employee in CSL is expected to demonstrate this behaviour while on duty. By continuous leaming we convert data to information and information to knowledge. Knowledge is subject to what sociologists call a "Matthew Effect," named after following verse from the Gospel of Matthew: "For whosoever hath, to him shall be given, and he shall have more abundance: but whosoever hath not, from him shall be taken away even that he hath." In other words, the knowledge rich tend to get richer, while the knowledge poor get poorer. A six-year-old student who knows a little less about how to read will find it harder to absorb knowledge from a book than his/her peers.


## CSL OUTSTANDING SAFETY PERFORMANCE AWARD

## Outstanding Safety Performance Award

Cochin Shipyard Limited has won the outstanding Safety performance Award 2019 of Kerala Govt, in the category of very large engineering/automobile repairing and servicing, Textiles and Coir where more than 500 workers are employed, conducted by Department of Factories \& Boilers, Govt. of Kerala.

CGM(Tech), GM(TRG), officers and trade unition representatives of Cochin Shipyard Limited received the award from Shri. T. P. Ramakrishnan, Minister of Labour and Excise on the safety day event held at Trivandrum on 04 March 2020.

This award is a symbol of CSL safety performance where we recuperate
 within a short period after the Bhushan Incidenton 13 Feb 2018.

## SAFETY DAY CELEBRATIONS



National Safety Day Celebrations 2020 started a week earlier from 4th of March with the introduction of Safety SOLO Performance.

## SOLO Performance

This was one of a kind safety awareness building initiative from S\&F Department. An amateur Drama artist been hired and with his artistic skills 12 Salient safety rules and other basic safety rules have been presented among a large audience at various locations of Yard. 15 performance have been done. 20 more to go.

This interactive performance has been appreciated and well received.

## Near miss Reporting Call Centre

CMD inaugurated the "Near miss Reporting Call Centre" number 1919 for improving the Near miss reporting culture of the yard. 1919 will be online round the clock and ensures a feedback system for the user. Once anyone reports a near miss, he will be given a feedback of immediate action being taken and at closure, he would again receive a feedback on the same.

## Feel Our Work Place campaign Inaugurated by Director Operations

This Campaign is intented to avail an opportunity to those who didn't get a chance to feel the actual work scenarios of Ship repair and ship building.


Visitors Safety Pamphlet released by CGM (HR)
A safety instructions Pamphlet for visitors has been prepared by S \& F department which demonstrate Do's \& Don'ts while inside CSL Premises, Emergency response and Basic PPEs


## Safety Awards

Major Awards based on the performance in HSE Governance system.
Hull Erection received A B Merchant Rolling Trophy for the best Safety Performance during the calendar year 2019, based on reportable accidents and HSE Governance in the category of execution department


SRO received Clean ship and clean shipyard Rolling Trophy is being presented for the best performance in good House Keeping and Protection of Environment during the calendaryear 2019.


Chairman's Special Awards for Meritorious Services distributed to seven employees for displaying exemplary presence of mind in supporting rescue operations in Sagar Bhushan Incident.
Performing HSE Coordinator awards were by Shri. Biju TM (AGM HE) \& Shri Jayakumar (M SRO)A total of seven awards were distributed for Performing FSRs

- Shri.Anil R \& ShriShenny Damodaran (HE)
- Shri. Dhijo Varghese \& Shri Lalson Mathew (U\&M)
- Shri. Tony Thomas (SRO)
- Shri. Jesto Joy (SRO)
- Shri.AnshadS (SRO)

Awards for Noteworthy Initiatives in HSE activities were presented to 34 individuals.
U\&M Department received the Rolling Trophy for "Best Safety Performance" based on the statistics reportable accidents and HSE Governance among Services / Supporting departments during the calendaryear 2019.


## SHIP REPAIR

## CSL Main Facility

Introduction
CSL has successfully completed repairs of Eleven (11) vessels during the period January to March 2020.This include INS Sharda and INS Sagardhwani of Indian Navy, MV Chuglam of Shipping Corporation of India, ICGS Agrim of Indian Coast Guard, MV Arabian Sea operated by Lakshadweep Development Corporation, MV Venad and Tug Vypeen belong to Cochin Port Trust, AHTS Priya 23 owned by Priya Blue Shipping Put Ltd., OSV Seamec II owned by Seamec Ltd and WID Shanti Sagar 17 \&WID Shanti Sagar 18 owned by Adani Ports.

## CSLMain Facility

Vessels repaired at CSL Main Facility include MV Arabian Sea, INS Sharda, INS Sagardhwani, Tug Vupeen WID Shanti Sagar 17 \&WID Shanti Sagar 18

## TUGVYPEEN

TUG Vypeen built by M/s Tebma shipyard limited in the year 2008, now owned and operated by M/s Cochin port trust, Cochin. The primary purpose of this tug is for towing any class of ship towards cochin harbor, at times it is being engaged for the ship movement inside the channel as well. CSL has bagged the repair contract on nomination basis and drydocked the vessel at Dock No. 1 on 18.01.2020.

The major repair activities comprised of the repairs to voith system, main engines routines, turbo coupling alignment jobs, hull plate renewal jobs, various pumps and motors overhauling, retrofitting the main engine alarm monitoring system, FIFI pump clutch mechanism repairs, renewal of various lights and fittings, blasting and painting jobs of both the hull and internal compartments.

We could successfully undertake the Voith system blade seal renewal jobs in the absence of OEM service engineer. CSL has managed to complete all the repairs satisfactorily in time and the vessel has sailed off on 20.03.2020.

## MVArabian Sea

M V Arabian Sea is a 250 pax passanger vessel operated by Lakshadweep Development Corporation Limited. The
 vessel arrived on 31 December 2019 for carrying out second renewal survey with major repairs

## INTERNATIONAL SHIP REPAIR FACILITY (ISRF)

Two vessels underwent their drydock repairs at ISRF. M.V Chuglam, a Cargo Ship of A \& N Administration, completed its drydcok repairs and intermediate surveys and sailed off in Jan 2020. The Major package was of Underwater Hull blasting and painting, extensive steel renewals on the Hull, Propeller shaft seal renewal and Deck Crane hydraulic defect rectification and all of these were successfully carried out in time. The Ship is presently operating atAndamans

MV.Venad, a specilized buoy handling vessel of Cochin Port Trust has undergone 45 days drydock cum afloat repair at ISRF and sailed off on 05 March 2020. In addition to Underwater blasting painting and Steel renewals the main challenge was complete overhauling of both Port \& Stbd Voith Propulsion System which was 5. .cessfully carried out by CSL inhouse team.



## CSL-MUMBAI SHIP REPAIR UNIT (CMSRU)

During the Quarter Jan 2020 to Mar 2020, CMSRU handled repairs of diversified Vessels i.e. Passenger Vessel Bharat Seema, Dredger Aquarius, Offshore Supporting Vessel Priya 23, Tug Ajith, Coast guard vessel ICGS Agrim. Also we have commenced drydock repairs of MFV Matsaya Vrushti and MFV Matsya Nireekshani of Fisheries Survey of India. The prodigious moment in the quarter was when CMSRU, attempted an unprecedented docking of 4 No.s of Vessels in Hughes Dry Dock at the same time braving against all odds. CMSRU operations was further strengthened by
a) the joining of Chief Operations Officer, Shri V Anand Kumar, 4 Executive Trainees, 6 Project Officers and 1 Special ProjectAdvisor.
b) commencement of Renovation Work of HDD Building
c) Signing of Agreement with Society Canteen at Hamallage Building near Yellow Gate for Canteen Facility to CMSRU Employees.

The Operations of CMSRU were stopped till further instructions w.e.f 20.03 .2020 due to the nationwide lockdown owing to Novel COVID-19.

## EVENTSAND FUNCTIONS:

1) Republic Day Celebration: 26th January 2020

On the 26th of January 2020, CMSRU celebrated 71st Republic Day at its HDD Office Building. Unfurling of the National Flag was followed by recitation of our National Anthem and distribution of Sweets.
2) Retirement Function : 31st January 2020 and 29th February 2020:

Below mentioned MbPT deputed employees retired in this quarter and the employee were presented with a Memento by General Manager- SR(Mumbai) in the retirement function organised in their respective departments.
a) Shri Shivaji Rajaram Salvi- Painter, HDD on 31st Jan 2020
b) Shri Jahangir Dawood Khan- Electrician , Pumping Station on 29.02.2020
3) Safety Day Celebrations: 04th March 2020

CMSRU also organized Safety Day on 4th March 2020

Function started with Hoisting of Safety Flag, followed by Safety Pledge and distribution of Prizes and Certificates to the deserving employees including Contractual workers for fervently following good safety practices and Good Housekeeping. Commandant, CISF, MbPT, Shri Mahesh Powrel accepted our invitation to grace the occasion shared his valuable views on Safety during the programme.

Certificates and Prizes were given in following categories:

a. BestWorker(Safety Compliance)-Shri Tuleshwar<br>b. Best Housekeeping Staff-Shri Satish Surve<br>c. Best Worker(Overall)- (i) Shri Lukas Periera and (ii) Shri Munna 」 Sharma

d. Best Contractor (Safety Compliance)-M/s Kondkari \& Sons
e. Prize for quiz on Safety - (i) Shri Daduram Adiwasi (ii) Shri Vipin Kumar Kushwaha

General Manager-SR(Mumbai) addressed the employees and shared few incidents related to Safety lapses and its implications on the life of employees and company as a whole. General Manager- SR(Mumbai) also took this opportunity to present Commendation Certificates to the 7 Officers of CMSRU, who were lauded for their outstanding performance by the Chairman \& Managing Director, CSL

## VESSELS REPAIRED

## ICGSAGRIM

Short Refit of ICGS Agrim has been successfully completed on 27 March 2020. The major works include five yearly routines of all three water jets. Blasting and painting of complete under water area including transom area of water jets and above water hull. The above work has been done in two versions of drydocking. Other major works include overhauling of Starboard Main Engine, overhauling of three alternators, overhauling of pumps and motors, overhauling of valves, pipelines and other engineering, electrical and control works.

## PRIYA 23

The project involved the fabrication and installation of new helicopter landing platform as per class approved
drawing. The basic structure was made of MS Pipes and I Beams welded together. All the fabrication was done in the berth adjacent to the vessel and then installed onboard. The top platform was of aluminum bolted on to the MS structure.

All the associated works related to Helicopter landing platform such as access platforms, ladders, safety net etc was also executed successfully as part of the project. Assistance for inclination survey was also given from the yard side.

## SEAMECII

The overhauling of Bow thrusters constituted the main work package of dry dock of Seamec II. Overhauling of both the bow thrusters (Rolls Royce make) was done successfully including repair and reconditioning of thruster blades. The project was completed as per schedule despite all the additional machining works of thruster components and blades.


## CSL-KOLKATA SHIP REPAIR UNIT (CKSRU)

First commercial vessel, Greatship Vidya, an Anchor Handling Offshore Support Vessel owned by M/s Greatship India Limited, Mumbai completed the refit at CKSRU in January 2020. The vessel sailed away from the dock two days ahead of schedule after successfully completing the refit which included overhaul of bow and stern thrusters, Main engine and auxiliary engine overhaul, overhaul of valves, blasting \& painting etc and the refit value was Rs. 1.49 Crores.

The project facility and infrastructure developments in progress at CKSRU were reviewed by CMD and Directors on 29 January 2020 , followed by a joint inspection by CMD-CSL and Chairman-KoPT at CKSRU Project Site along with senior officials from CSL and KoPT on 30 January 2020.

CKSRU, the ship repair facility of Cochin Shipyard Limited was also inspected by Shri. S.K. Gangwar,


Member (Technical), IWAI and Shri. V.K. Kureel, Chief Engineer, IWAI, Patna on 17 February 2020 along with other senior officials of IWAI, CSL and KoPT with an intention to enter into a MoU for repair of fleet of vessels owned by IWAI.

Infrastructure development activities like fabrication of stair tower, access towers, oil storage tanks, man baskets etc., installation of handrails on dock access stairs, removal of obsolete equipment from Compressor Room, coal removal from project site etc. are in progress.


## CSL-ANDAMAN \& NICOBAR SHIP REPAIR UNIT (CANSRU)

Subsequent to the execution of agreement on 28 November 2019 between Cochin Shipyard Limited and the Andaman \& Nicobar Administration to manage ship repair operations at Marine Dockyard, at Port Blair, CSL has complied with the Condition Precedents as on 26 February 2020 by gathering various statutory licenses applicable for carrying out ship repair activities.
the earliest.
An expert committee was constituted consisting of CSL officers with appropriate expertise in the specific domains to undertake the Dipstick Audit at Marine Dockyard, Port Blair as called for by the Agreement. An 18-member expert committee visited Marine Dockyard


CSL officials deputed for CANSRU project visited the project site during January 2020 and an Asset Verification Survey was jointly carried out by CSL \& Marine Dockyard officials to identify, verify \& record the

actual status of assets listed under Appendix-II of the Agreement. A detailed study of project facilities and assets available like buildings, structures and equipment at project site at Marine Dockyard, Port Blair to identify the assets not required by CSL has been carried out jointly by CSL and Marine Dockyard officials with the intension to commence CANSRU operation at
during 2-8 February 2020 to carry out the audit from operation readiness, procurement \& Planning, HSE \& Yard Infrastructure assessment, Security and HR/IR aspects.

The committee evaluated the systems and procedures followed by the Administration in connection with and in relation to ship repair activity, formulated various policies, systems and manual as required for commencement of ship repair activities, including but not limited to Internal Subcontracting Systems, Internal Procurement Systems, Storage Systems, Health \& Safety Systems etc. A detailed report on dipstick audit of Marine Dockyard, Port Blair has been prepared and submitted for approval.

CSL has also initiated recruitment of dedicated manpower for CANSRU and engaging IRS for the creation of digital repository of DSS owned vessels with an aim to start commencement of operations at the earliest.

## NEW TAX REGIME U/S 115BAC OF INCOME TAX ACT - AN ANALYSIS

Finance Act, 2020 has inserted a new section to Income tax Act (section 115BAC) by which taxpayers are given option to choose between the existing income tax regime and a new tax regime. The following Q\&A is made to support the readers to take a decision on which tax scheme they should select for Financial year 202021

Qn1: What significant change is applicable to Income tax rates of salaried class taxpayer for FY 2020-21?

Finance Act, 2020 has introduced a new tax regime with reduced tax rates in addition to existing tax regime. The taxpayer has to choose between new tax regime and existing tax regime and employer shall deduct tax accordingly. If selection is not made by employee, then employer shall deduct tax as per existing tax regime.

The rate of tax specified in new tax regime is lower when compared to existing tax regime. However when a taxpayer select new tax regime he has to forego certain exemptions/ deductions. This foregoing of exemptions/deductions could increase the taxable income of a taxpayer and he may end up in paying more tax even though the tax rates are lower.

Qn2: What are the tax slabs and rates specified in new tax regime and existing tax regime?

The tax slabs and rates are as follows :

| Total income | New Tax Regime | Existing Tax Regime |
| :--- | :---: | :---: |
| Upto Rs.2.50 Lakhs | Nil | Nil |
| Above Rs.2.50 Lakhs to Rs.5 Lakhs | $5 \%$ | $5 \%$ |
| Above Rs.5 Lakhsto 7.50 Lakhs | $10 \%$ | $20 \%$ |
| Above Rs.7.50 Lakhsto Rs.10 Lakhs | $15 \%$ | $20 \%$ |
| Above Rs.10 Lakhsto Rs.12.50 Lakhs | $20 \%$ | $30 \%$ |
| Above Rs.12.50 Lakhs to Rs.15 Lakhs | $25 \%$ | $30 \%$ |
| Above Rs.15 Lakhs | $30 \%$ | $30 \%$ |

tax regime to existing tax regime or vice versa on next financial yeari.e. FY 2021-22?

Salaried Tax payer having Income from salary can switchover from one scheme to another in next financial year provided he doesn't have any Income from Business or Profession in addition to his salary Income during current financial year. He is eligible to switchover even if he has income like interest income, capital gains etc

Qn5 : A CPSE employee has following Income/ deductions for FY 2020-21

| Particulars Amount in Rs. |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Basic Salary plus Dearness Allowance |  |  | 10,24,000/- |  |  |
| House Rent Allowance |  |  | 160,000/- <br> (Out of which exempted HRA is Rs.102000/and taxable HRA is Rs.58000/-) |  |  |
| Leave Travel concession received from employer for travelling to Sikkim with family. |  |  | Rs.20,000/- |  |  |
| Professional tax paid |  |  | Rs.2500/- |  |  |
| Medical reimbursement received form employer |  |  | Rs.90,000/- ( Out of which exempted Medical reimbursement is Rs.50,000 and Taxable portion is Rs. $40,000 /$ - ) |  |  |
| Interest on Housing Loan on Self occupied property |  |  | Rs.2,00,000/- |  |  |
| Principal repayment on Housing Loan |  |  | Rs.70,000/- |  |  |
| EPF Contribution deducted from salary |  |  | Rs.80,000/- |  |  |
| Donation eligible u/s 80G |  |  | Rs.5,000/- |  |  |
| $51 .$ No | Particulars | CASEA Existing tax | regime | CASEB- <br> New tax regime | Remarks |
| A | Basic salary plus DA | 10,24,000 |  | 10,24,000 |  |
| B | House Rent Allowance | 58,000 |  | 1,60,000 | HRA Exemption is not available in CASE B |
| C | LTC | Nil |  | 20,000 | LTC Exemption is not available in CASE B |
| D | Medical reimbursement | 40,000 |  | 40,000 |  |
| E | Total Salary | 11,22,000 |  | 12,44,000 | Sum of A to D |
| F | Less: Profession Tax | 2,500 |  | Nil | Deduction not available in CASE B |
| F1 | Less: Standard deduction | 50,000 |  | Nil |  |
| G | Tax under head Salary | 10,69,500 |  | 12,44,000 | E minus F and F1 |
| H | Less: Interest on Housing Loan | 2,00,000 |  | Nil |  |
| 1 | Gross Total Income | 8,69,500 |  | 12,44,000 | G minus H |
| J | Deductions under chapter VIA (Principal repayment of Housing loan+ EPF Contribution+ Donation) | 1,55,000 |  | Nil | Deduction not available in CASE B |
| K | Total Income | 7,14,500 |  | 12,44,000 | I minus J |
|  | Tax payable excluding Cess | 55,400 |  | 1,23,800 |  |

Since tax outflow is less when existing tax regime is selected, tax payer may choose existing tax regime.

Qn6: In QN5, if taxpayer is not having deduction on Interest on Housing Loan as well as deduction under chapterVIA, which tax regime should heopt?

| SI. <br> No | Particulars | CASE A - <br> Existing tax regime | CASE B- <br> New tax regime | Remarks |
| :--- | :--- | :--- | :--- | :--- |
| A | Tax under head Salary | $10,69,500$ | $12,44,000$ | As per table above |
| B | Total Income | $10,69,500$ | $12,44,000$ |  |
| C | Tax payable excluding cess | $1,33,350$ | 88,900 |  |

Since tax outflow is less when new tax regime is selected, tax payer may choose new tax regime.

Qn7: If a tax payer ask his employer to deduct tax under new tax regime, can he file income tax return by selecting existing tax regime?

Yes, tax payer can select existing tax regime while filing return even though employer has deducted TDS under new tax regime. This facility is available vice versa also.

Qn8: Which tax regime is suitable fortax payers having annual salary below Rs. 8 lakhs?

The choice of tax scheme should be made based on value of exemptions/deductions foregone by tax payer while selecting new tax regime. Depending upon value of exemptions/deductions foregone by tax payer, the tax scheme to be selected can vary from person to person.

## कोचीन शिप्यार्ड में राजभाषा कार्यान्वृयन

कोचीन शिपयार्ड में राजभाषा हिंदी के सफल कार्यान्वयन हेतु हिंदी कक्ष द्वारा भरसक प्रयास्र जारी रखा गया है । सभी श्रेणी के कर्मचारियों के भरपूर लगाव से कार्यालय में राजभाषा हिंदी का स्तर अत्ययिक उन्नति की ओर बढ रहा है।
जनवरी-मार्च, 2020 तिमाही के दौरान राजभाषा हिंदी को बढावा देने केलिए कार्यालय में किए गए मुख्य गतिविधियां निम्नानुसार हैं :

## महत्वपूर्ण कदम था ।

## राजभाषा कार्यान्वयन समिति की बैठक

सभी विभागों में राजभाषा कार्यान्वयन से संबंधित गतिविघियों की समीक्षा करने केलिए अध्यक्ष एवं प्रवंध निदेशक की अध्यक्षता में राजभाषा कार्यान्वयन समिति जिसमें सभी विभागों के महग्रबंधक एवं मुख्य महाप्रबंधक शामिल है, उनकी एक बैठक तिमाही में आयोजित की जाती है । जनवरी-मार्च तिमाही की बैठक दिनांक 15 फरवरी 2020 को आयोजित की गई । बैठक में सभी विभागों की राजभाष्त से संबंधित प्रगति रिपोटों की पुनरीक्षा की गई। समिति के अध्टाक्ष्प द्वारI सभाी विभागाध्यक्ष्षों को अपनेअपने विभागों में राजभाषा से जुडे कार्यकलापों को बढाने हेतु विविध सुझाव प्रदान किया गया साथ ही अपना काम हिंदी में करने हेतु प्रोत्साहन भी दिया गया। सदस्य सचिप द्वारा प्रस्तुत किए गए विविध प्रस्ताव्वों केलिए अनुमोदन भी समिति द्वारा दिया गया ।

## राजभाषा प्रबंधन कार्यक्रम

अधिकारियों एवं कर्मचारियों के बीच राजभाषा प्रवंघन के संबंघ में एक अवबोघ सृजित करने के उद्देश्य से दिनांक $\propto$ मार्च २०२० को महाप्रबंधक से वरिष्ठ प्रबंधक के स्तर के कार्यपालकों केलिए एक राजभाषा प्रबंधन कार्यक्रम का आयोजन किया गया । श्रीमती एम श्रीविद्या, वरिष्ठ हिंदी अनुवादक, खबड बोर्ड ने कक्षा का संचालन किया । उन्होंने बडे रोचक एवं ज्ञानवर्द्धक तरीके से राजभाषा अधिनियम, नियम और तत्संबंधी विभिन्न गतियिधियों पर कक्षा चलायी। साथ ही, कार्यालय में राजभाषा हिंदी के महत्ल, राजभाषा कार्यान्बयन के प्रति अधिकारियों एवं कर्मचारियों का उत्तरदायित्य, टाजमाषा नीति, वार्षिक कार्यक्रम अादि सभी बिंदुओं पर भी उन्होंने प्रकाश डाला । सभी भागीदारों को अपना काम हिंदी में करने हेतु प्रेरित किया। कुल मिलाकर तैंतीस प्रतिभागियों की सक्रिय भागीदारी से कार्यक्रम संपन्र हुआ । यह राजभाषा कार्यान्वयन की प्रगति की ओर एक

नगर राजभाषा कार्यान्वयन समिति - राजभाषा संगोष्ठी एवं कार्यशाला

नगर राजभाषा कार्यान्वयन समिति के तत्वावधान में एचपीसीएल के प्रायोजन से बीएसएनएल भवन में फरवरी माह में एक



राजभाषा संगोष्ठी आयोजित की गई । इस संगोष्ठी में कोचीन शिपयार्ड ने भी अपनी भरपूर भागीदारी सुनिश्चित की । दिनांक 26 फरवरी 2020 को बीएसएनएल, कोच्ची में आयोजित संगोष्ठी में कोचीन श्रिपयार्ड को प्रतिनिघित्व करते हुए श्रीमती लिजा जी एस, हिंदी अनुवादक और श्रीमती आतिरा आर एस ने इसमें सक्रिय रूप से भाग लिया। संगोष्ठी में विविध विषययों पर विशेषझूों ने पर्चियां प्रस्तुत की । संगोष्ठी का एक पिषय "राजभाषा हिंदी के प्रयोग में साहिल्यिक एवं बोलचाल की हिंदी में आए परिवर्तन" था, जिसमें श्रीमती लिजा जी एस, हिंदी अनुपादक ने एक प्रस्तुतीकरण पेश किया, जो बहुत ही रोचक एवं सभी का ध्यान आकर्षित करनेवाले था।

दिनांक 27 फरवरी 2020 को नगर राजभाषा कार्यान्वयन समिति के तत्यावधान में एचपीएसएल, कोच्ची में राजभाषा समन्वयकों केलिए एक राजभाषा कार्यशाला आयोजित की गई, जिसमें शिपयार्ड की ओर से श्रीमती दिव्या के वी, कनिष्ठ वाणिज्यिक सहायक और श्रीमती दिष्या पी मुरली, आशुलिपिक ने भाग लिया। विभिन्न सत्रों में कार्यशाला का आयोजन किया गया, जिसमें एक सत्र 'बोलचाल की हिंदी' पर किया गया, जिसका संचालन श्रीमती लिजा जी एस, हिंदी अनुवादक द्वारा किया गया, जो बहुत ही ज्ञानवर्धक था।

## Findi proverbs (मुहावे ) and their English equivalents

| एक पंध दो काज | Killing two birds with one stone |
| :---: | :---: |
| एक हाथ से ताली नहीं वजती | It takes two to quarrel |
| जहाँ फूल वहाँ काँटा | $\mathfrak{N}$ O rose without thorms |
| जो गरजजते हैं वे वग्मते नहीं | Barking dogs selfom 6ite |
| जैये को तैसा | Tit for tat |
| जैसी करनी वैरी भर्नी | As you sow, so sfiall you reap |
| थोधा चना वाजे घना | E.mpty vessels make a lot of noise |
| पाँचों उंगलियाँ घी में | Bread 6uttered on 6oth sides |
| वहती गंगा में हाथ धोना | Making hay while the sun shines |
| मित्र वही जो समय पर काम आए | $\mathcal{A}$ friend in need is a friend indeed |
| यथा राजा तथा पुजा | As King, so are his subjects |
| राई का पहाइ वनाना | Making a mountain out of a molefirl |
| लोहें को लोहा काटता है | Diamond cuts diamond |
| समझ़दार को इ़़ाग काफ़ी | $\mathcal{A}$ word to the wise is enough |
| हथेली पर मरग्मों नहीं जमती | Rome was not buitt in one day |
| जहाँ चाह वहाँ गह | Where there is a will, there is a way |
| नाच न आवे आँगन टेढ़ा | A Gad workman blames his tools |
| इलाज से वचाव अच्छा | Prevention is better than cure |
| ऊँट के पुँह में जीग | $\mathcal{A}$ drop in the ocean |
| अकल वड़ी या भैंय | Knowledge is more powerful tian mere strengti |
| अपने पुँह मियाँ मिटद्ध | Self praise is no recommendation |
| आम के आम गुठलियों के दाम | Eartfi's joys and heaven's combined |
| एक अनार मौं वीमार | One post and one hundred candidates |
| गरीवी में आटा गीला | Misfortunes seldom come alone |
| घर का भेढी लंका ढावे | Traitors are worst enemies |
| दूध का जला छाठ फूँक कर पीता है | Once Gitten twice shy |

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## WELCOME TO SHIPYARD



4797
SANU CS MANAGER (FINANCE)


4828
KUTTOPILLY RAJAPPAN SHALINI MANAGER (NAVAL ARCHITECT)


75094
paUL SEbAStian
EXECUTIVE TRAINEE (MECHANICAL)


75095 SREENATH B
EXECUTIVE TRAINEE (HR)


EXECUTIVE TRAINEE (FINANCE)


4824
JILIN JOSEPH
WELFARE OFFICER


75102
SHINOJ E MALIAKKAL EXECUTIVE TRAINEE (MECHANICAL)


75100 CHRISTINA SOSA ABRAHAM EXECUTIVE TRAINEE (HUMAN RESOURCE)


75101 GREESHMA BALU EXECUTIVE TRAINEE (FINANCE)

COCHIN SHIPYARD WISHES YOU HAPPY, HEALTHY, PEACEFUL AND PROSPEROUS RETIRED LIFE.


Shri Rajasekharan Pillai R, Asst Engineer (Pipe) Code No:2612 Shri Vijayan K, Assistant Engineer (SG), Code No:2652
Shri Emmanual T L, Dy.Chargeman (Welder Cum Fitter), Code No: 2869
Shri Suresh K R, Assistant Engineer (Structural), Code No:3033
Shri Prasannan M K, Service Assistant (Canteen), Code No: 3271

## Mar 2020



Shri Sunandhan TS Assistant Engineer (Pipe) Code No. 2625


Shri Pauly A L Chargeman (Welding) Code No.2692,


Shri Prakasan TK Chargeman (Structural) Code No. 2720


Shri Gopi KV Senior Rigger Code No. 3182
Save Our Nation

Photograph by
Neha Thankaraj
Xlith Std
D/o Thankaraj C.R., SM



