

## Finance & Accounts Department

Targets: (Rs. in crores)

- ◆ Capital Outlay - 845.04
- ◆ To generate operating income: 711.28
- ◆ To convert CWIP into Assets: 390.90
- ◆ To pay Interest to Govt. Loan: 88.67
- ◆ To repay capital loan (Principal): 248.58
- ◆ To move ahead in implementing Enterprise Resource Planning of Accounting Activities
- ◆ To identify all Assets and apporportionment of value thereof.
- ◆ To tie up with financial institutions towards mobilisation of loan capital of Rs. 609.54 crore for funding Capital Projects.
- ◆ To introduce Quarterly Budget Review.

## Internal Audit Department for the year 2010-2011

### 1. Govt. Audit related activities, 2010-2011

- A. Inspection Report paras will be replied as and when received.
- B. C & AG Report for the year 2008-2009 will be replied as and when received.
- C. Draft paragraphs will be replied as and when received.
- D. Review Reports will be replied as and when received.
- E. COPU paras will be replied as and when received.

### 2. Internal Audit

- A. No. of Unit to be Audited: 103
- B. No. of Unit to be Audited: 124

3. Ernst & Young Pvt. Ltd. will take up review of I/A Reports which will be submitted by our outsourced Internal Auditors in accordance with approved Audit Manual and Reporting system submitted by them.

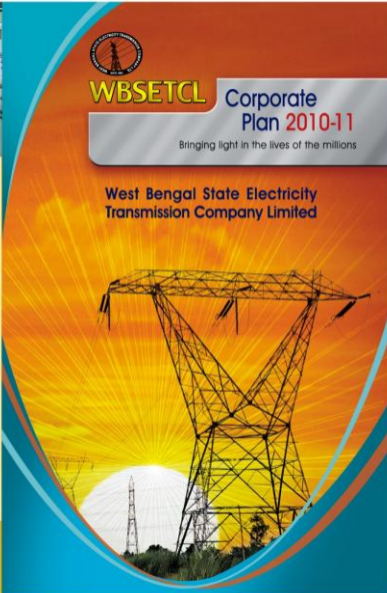
| Status of Achievement for the Year 2009-2010                                   | Target   | Achievement |
|--|----------|-------------|
| <b>1. Internal Audit Related activities</b>                                    |          |             |
| (A) No. of Audit Conducted   | 46 Nos.  | 44 Nos.     |
| (B) (i) No. of para raised   | 360 Nos. | 360 Nos.    |
| (ii) No of para settled  | 340 Nos. | 340 Nos.    |
| (iii) Ongoing process for settlement   | 20 Nos.  | 20 Nos.     |
| (C) All Accounting Units have been Audited in Last 2 (TWO) Years               |          |             |
| (D) 98% of Auditable Units have been Audited in Last Two Years                 |          |             |
| (E) Follow-up activities towards settlement of pending paras covered 98%.      |          |             |
| <b>2. Govt. Audit Related Activities</b>                                       |          |             |
| (i) Inspection Report received (Part-18)                                       | 7 Nos.   | 7 Nos.      |
| (ii) Reply furnished to DAG (COM)  | 7 Nos.   | 7 Nos.      |
| (iii) Para settled   | 5 Nos.   | 5 Nos.      |
| (iv) No. of C & AG Report for the Year 2008-2009 in favour of WBSETCL received | Nil      | Nil         |
| (v) Draft Paragraph Furnished  | 1 No.    | 1 No.       |
| (vi) Reply of draft paragraph furnished  | 1 No.    | 1 No.       |
| (vii) No. of Review Report received  | Nil      | Nil         |
| (viii) No. of COPU report received   | Nil      | Nil         |



# WBSETCL Corporate Plan 2010-11

Bringing light in the lives of the millions

## West Bengal State Electricity Transmission Company Limited



## FOREWORD

The Corporate Plan, 2010-11, of WBSETCL is being published to give fillip to the Company's future plans mapped out by our various departments. The target-oriented roadmap has helped our employees across the state to excel in their fields of work.

The Company has developed in-house expertise on diverse aspects of transmission business. On operation and maintenance front, continuous efforts are made to provide stable and quality power with minimum loss. In 2010-11, 730 CKM transmission lines will be added to the existing system. Augmentation of transformer capacity in 15 sub-stations is on the anvil. This will be a major stepping-stone in the Company's commitment towards providing electricity to all by 2012. Procurement, installation and commissioning of computers, along with software and peripherals, are on at rapid pace.

We are slowly and steadily carving our way up to success and can take a stride forward with more effort. The Company is also emphasizing on evolving and adopting new technologies to effectively meet the challenges of power transmission in West Bengal!

I hope the brochure will help to enhance the level of transparency and efficiency in our functioning.

*(Signature)*

(Malay Kumar De)

Chairman & Managing Director

## Transmission (O & M)

### (A) Major important works to be taken up/completed during the year 2010-2011

| Sl. No. | Name of the work   | Progress of work | Remarks                            |
|---------|--|------------------|------------------------------------|
| 1       | Augmentation of transformer capacity from 1x160 MVA to 2x160 MVA, 220/132 Kv transformer at KLC Baranla 220 Kv stn.  | 90%              | Will be completed by June 2010     |
| 2       | Augmentation of transformer capacity from 2x50 MVA to 3x50 MVA, 132/03 Kv transformer at KLC Baranla 220 Kv stn.   | 90%              | Will be completed during 2010-2011 |
| 3       | Augmentation of transformer capacity from 2x12.5 MVA to 2x20 MVA, 132/03 Kv transformer at Sonarpur 132 Kv stn.  | 10%              | Will be completed during 2010-2011 |
| 4       | Construction of 20(w) nos. 132 Kv line bay at Gokarna 220 Kv stn. & construction of 132 Kv terminal arrangement at the premises of M/s. Sonar Bangla for 132 Kv bulk power supply                            | 30%              | Will be completed during 2010-2011 |
| 5       | Installation of 132 Kv Bus-bar differential protection at Kaiba 220 Kv stn.  | -                | Will be completed during 2010-2011 |
| 6       | Augmentation of transformer capacity from 3x160 MVA to 4 x 160 MVA, 220/132 Kv transformer at Kaiba 220 Kv stn.  | -                | Will be completed during 2010-2011 |
| 7       | Laying of earthmat & crushed stone filling over a layer of jhama-concrete at Kaiba 220 Kv stn.   | 40%              | Will be completed during 2010-2011 |
| 8       | Crushed stone filling over a layer of jhama-concrete at Laemkardapur 220 Kv stn.   | 70%              | Will be completed during 2010-2011 |
| 9       | Crushed stone filling over a layer of jhama-concrete at (i) Kalyani 132 Kv stn. (ii) Paraghat 132 Kv stn. & (iii) Ashoknagar 132 Kv stn.   | -                | Will be completed during 2010-2011 |
| 10      | Augmentation of transformer capacity from 2x31.5 MVA to (1x31.5 + 1x50) MVA, 132/03 Kv transformer at Kalyani 132 Kv stn.  | -                | Will be completed during 2010-2011 |
| 11      | Laying of earthmat at the 132 Kv & 33 Kv switchyard of Gokarna 220 Kv stn.   | 60%              | Will be completed during 2010-2011 |
| 12      | Augmentation of transformer capacity from 3x50 MVA to 4x50 MVA, 132/03 Kv transformer at Salt Lake 132 Kv stn.   | 90%              | Will be completed by June 2010     |
| 13      | Relocation of 8 nos. existing 220 Kv towers of Salt Lake-Zeeral 220 Kv D.C. on bored pile foundation at Sanyalchar, Chakdaha, Nadia  | 5%               | Will be completed during 2010-2011 |
| 14      | Laying of earthmat & gravels filling at the switchyard of Hali 132 Kv stn.   | 70%              | Will be completed during 2010-2011 |
| 15      | Laying of earthmat and/or crushed stone filling over a layer of jhama-concrete at (i) Durgapur 220 Kv stn. (ii) Howrah 132 Kv stn. (iii) Ulush 132 Kv stn. (iv) Haldia 132 Kv stn. & (v) Aseabag 400 Kv stn. | 10%              | Will be completed during 2010-2011 |
| 16      | Augmentation of transformer capacity from (1x31.5 + 1x50) MVA to 2x50 MVA, 132/03 Kv transformer at Egga 132 Kv stn.   | -                | Will be completed during 2010-2011 |
| 17      | Augmentation of transformer capacity from 1x160 MVA to (1x160 + 1x100) MVA, 220/132 Kv transformer at Asansol 220 Kv stn.  | 80%              | Will be completed during 2010-2011 |

| Sl. No. | Name of the work  | Progress of work | Remarks                            |
|---------|---|------------------|------------------------------------|
| 18      | Installation of bus-bar differential protection scheme at Durgapur 220 Kv stn.  | 100%             | Will be completed during 2010-2011 |
| 19      | SC LLO of 132 Kv Hali-Midnapur D.C. and terminal arrangement for traction power supply from Hali 132 Kv stn.                                | 10%              | Will be completed during 2010-2011 |
| 20      | Augmentation of transformer capacity from 2x31.5 MVA to (1x31.5 + 1x50) MVA, 132/03 Kv transformer at C.K. Rd. 132 Kv stn.                  | 90%              | Will be completed during 2010-2011 |
| 21      | Division of Bishrupur-Midnapur & Bishrupur-C.K.Rd. 132 Kv D.C. to facilitate construction of Bishrupur-Tarakewar broadgauge railway line    | 90%              | Will be completed during 2010-2011 |
| 22      | Division of Aseabag-Durgapur 400 Kv S.C. & Aseabag-Tarakewar 132 Kv D.C. for construction of Tarakewar-Bishrupur broadgauge traction line   | 10%              | Will be completed during 2010-2011 |
| 23      | Conductor replacement & allied renovation works to 132 Kv Howrah-Litah D.C. & 132 Kv Raiba-Litah D.C.                                       | 90%              | Will be completed during 2010-2011 |
| 24      | Installation of 220 Kv bus-zone protection at Howrah 220 Kv stn.  | -                | Will be completed during 2010-2011 |
| 25      | Conductors replacement of 132 Kv Adisaptagram - Belkuri D.C.  | 80%              | Will be completed during 2010-2011 |
| 26      | Renovation of 132 Kv BTPS - Raiba D.C.  | 90%              | Will be completed during 2010-2011 |
| 27      | Augmentation of transformer capacity from 3x50 MVA to 4x50 MVA, 132/03 Kv transformer at Raiba 220 Kv stn.                                  | -                | Will be completed during 2010-2011 |
| 28      | Augmentation of transformer capacity from 2x160 MVA to 3x160 MVA, 220/132 Kv transformer at Raiba 220 Kv stn.                               | 50%              | Will be completed during 2010-2011 |
| 29      | Augmentation of transformer capacity from 2x50 MVA to (2x50 + 1x31.5) MVA, 132/03 Kv transformer at Saltgachia 220 Kv stn.                  | 20%              | Will be completed during 2010-2011 |
| 30      | Construction of 132 Kv Line-bay at NBU 132 Kv stn. & Silguri 132 Kv stn.  | 90%              | Will be completed during 2010-2011 |
| 31      | Upgradation of NBU-Silguri line from 66 Kv to 132 Kv along with diversion of a portion near Uttarayan township                              | 80%              | Will be completed during 2010-2011 |
| 32      | Augmentation of transformer capacity from (2x20 + 1x12.5) MVA to (2x20 + 1x31.5) MVA, 132/03 Kv transformer at Managuri 132 Kv stn.         | -                | Will be completed during 2010-2011 |
| 33      | Augmentation of transformer capacity from (2x20 + 1x12.5) MVA to (1x20 + 1x12.5 + 1x31.5) MVA, 132/03 Kv transformer at Rajganj 132 Kv stn. | -                | Will be completed during 2010-2011 |
| 34      | Augmentation of transformer capacity from 2x12.5 MVA to 2x20 MVA, 132/03 Kv transformer at Dakshina 132 Kv stn.                             | 50%              | Will be completed during 2010-2011 |
| 35      | Shifting of entire 33 Kv switchyard for construction of 220 Kv switchyard at Dakshina 132 Kv stn.   | 70%              | Will be completed during 2010-2011 |
| 36      | Shifting & diversion of 132 Kv Rajganj-Dakhola 132 Kv D.C. & 66 Kv D.C. under NH-34 construction/extension                                  | 25%              | Will be completed during 2010-2011 |
| 37      | Construction of 43 nos. 33 Kv bays at different EHV stns. under RGOJY & RNDP Scheme.  | 5%               | Will be completed during 2010-2011 |
| 38      | Installation of 325 MVAR Capacitor Bank at different EHV stns. under system improvement scheme.   | 10%              | Will be completed during 2010-2011 |

### (B) Capacity addition during the year 2010-2011

| Sl. No. | Capacity   | At        | Remarks                            |
|---------|------------|-----------|------------------------------------|
| 1       | 400/220 Kv | 315 MVA   | Will be completed within 2010-2011 |
| 2       | 220/132 Kv | 640 MVA   |                                    |
| 3       | 132/03 Kv  | 410.5 MVA |                                    |
| 4       | 132/05 Kv  | 15 MVA    |                                    |
| 5       | 132/66 Kv  | 11.5 MVA  |                                    |

## Transmission Project

### Completed Projects

The projects completed during 2009-10 and made available to the transmission system of WBSETCL, are detailed below:

#### SUB-STATION:

- ◆ Total capacity addition in 2009-10 stands at 1742 MVA.
- ◆ It comprises of 8 nos. new sub-stations viz:
  - ◆ 400 Kv Durgapur sub-station
  - ◆ 220 Kv Subhargam & New Town AA-III sub-stations
  - ◆ 132 Kv Bighat, Jhargram, Lalpola, Haldia NIZ & New Town AA-I sub-stations.
- ◆ Besides above, one, 20 MVA transformer at Chaitra 132 Kv sub-station has been commissioned and put into the system during this period.
- ◆ Total estimated project cost is Rs. 259 crores.

### Transmission Line

- Total 297 circuit Kilometres (CKM) have been added to the system. It comprises of 6 nos. of transmission lines viz:-
- 220 Kv LULO of Jeeral-Laamkantapur DC line at Subhasgram
  - 132 Kv DC New Haida - Egra
  - 132 Kv DC Midpur - Bhargam
  - 132 Kv DC LULO of Gokarna - Raghunathganj at Lalgola sub-station
  - 132 Kv DC LULO of Bardieli - Rastra line at Bighat sub-station
  - 132 Kv DC LULO of Ashoknagar - Kastha at New Town 220 Kv sub-station
- Total estimated cost is Rs. 59 crores.

### Ongoing Projects

- SUB-STATIONS & LINE BAYS :-**
- A total of 2054.5 MVA capacity addition is under execution. It consists of 8 nos. sub-stations and 15 nos. line bays viz:-
- Sub-Stations:**
- 400 Kv Kharagpur sub-station
  - 220 Kv Singur & Dakhola sub-station
  - 132 Kv Kurseong, Chalsa, Khakra, Mohapota & Salt Lake (GIS) sub-station
- Line Bays:**
- 2 nos. 400 Kv
  - 5 nos. 220 Kv
  - 8 nos. 132 Kv
- Total estimated project cost of the above sub-station and bays is Rs. 272 crores.

### Transmission Line

- A total of 730 CKM transmission lines is under execution for further addition to the existing system: It comprises of 15 nos. of transmission lines viz:-
- 400 Kv KTPS - Kharagpur
  - 400 Kv DC LULO of KTPS, Barigada line at Kharagpur sub-station
  - 220 Kv DC Kharagpur-Midpur
  - 220 Kv DC Subhasgram (PGCL)-Satisla
  - 220 Kv S/C LULO of Anabag-Rastra line at Singur sub-station
  - 220 Kv DC LULO of Jeeral-Laamkantapur line at New Town 220 Kv sub-station
  - 132 Kv DC New Town 220 Kv to New Town 132 Kv sub-station
  - 132 Kv DC Subhasgram - Noidara
  - 132 Kv DC Gokarna-Lalgola line
  - 132 Kv S/C LULO of Gokarna - Lalgola at Sonar Bangla Cement Factory
  - 132 Kv Dompur-KWC DC line
  - 132 Kv Dompur - Chanditola DC line
  - 132 Kv Jeeral - Mohapota DC line
  - 132 Kv S/C LULO of Ranghi - Siliguri at Kurseong sub-station
  - 132 Kv partly overhead & partly UG XLPE cable line from Salt Lake GIS - New Town 220 Kv sub-station
- Apart from above, construction for 132 Kv DC river crossing line on Murganga river for supply of power to Sagar Island (7.4 Km) is under progress at an estimated project cost of Rs. 62 crores.
- For evacuation of power from Teesta Low Dam project of NHPC, work of three numbers 220 Kv lines from NUP to Teesta LD-II, Teesta LD-III to LD-IV & Teesta LD-IV to NUP (total 278 CKM) is being executed by NHPC as deposit work. Construction of these lines is under progress at an estimated project cost of Rs. 149 crores.
- Total estimated project cost of the above 15 nos. lines is Rs. 935 crores.

### FUTURE PROJECTS

| Sl.No. | Name of Tr. Line/Sub-station   | MVA | RL(Km) |
|--------|--|-----|--------|
| 1      | KWC 132/03 Kv sub-stn. along with 2 nos. 132 Kv line bays at Dompur  | 100 | -      |
| 2      | 132 Kv DC Antala - Nazipur line  | -   | 14     |
| 3      | 132 Kv DC Satgachha - Kalna line   | -   | 19     |
| 4      | 132 Kv DC Laamkantapur - Kalkdeep line   | -   | 46     |
| 5      | 132 Kv DC line from Kalkdeep sub-stn. to anchor tower at Kalkdeep (L-4) of Kalkdeep-Kachuberia river crossing line | -   | 6      |
| 6      | 220 Kv DC Dakhola - Dakhola (PGCL) line  | -   | 3      |
| 7      | 132 Kv DC Bishnupur - Khakra line  | -   | 35     |
| 8      | Kalkdeep 132/03 Kv sub-station   | 100 | -      |
| 9      | Huta 220/132 Kv sub-station  | 420 | -      |
| 10     | Food Park 132/03 Kv sub-station  | 100 | -      |
| 11     | Foundry Park 220/132 Kv sub-station  | 420 | -      |
| 12     | Bagnan 132/03 Kv sub-station   | 100 | -      |
| 13     | 132 Kv DC Chandrakona-Biringha line  | -   | 34     |



## Central Planning Department

### (A) Financial outlay for the following Capital works i.e. different departments/wings

RE 2009-10 (Rs. in Lakhs)

| Sl. No. | Category              | Plan Works       | Outside Plan Works |
|---------|-----------------------|------------------|--------------------|
| 1       | Transmission Projects | 45,134.19        |                    |
| 2       | Transmission O&M      | 8,711.82         |                    |
| 3       | SLDC                  | 2,568.90         |                    |
| 4       | IT, CA/Testing        | 161.00           |                    |
| 5       | Survey                | 100.00           |                    |
| 6       | Corp. Head Quarter    | 100.00           |                    |
|         | <b>Total</b>          | <b>54,475.91</b> |                    |

BE 2010-11 (Rs. in Lakhs)

| Sl. No. | Category              | Plan Works       | Outside Plan Works |
|---------|-----------------------|------------------|--------------------|
| 1       | Transmission Projects | 15,505.00        | 561,53.08          |
| 2       | Transmission O&M      | 8,367.34         |                    |
| 3       | SLDC                  | 3,029.90         |                    |
| 4       | IT, CA/Testing        | 1,250.00         |                    |
| 5       | Survey                | 100.00           |                    |
| 6       | Corp. Head Quarter    | 100.00           |                    |
|         | <b>Total</b>          | <b>15,505.00</b> | <b>66,999.42</b>   |

### (B) Work Order issued during the Financial Year 2009-10

(Rs. in Lakhs)

| Category  | KV              | Nos. of W.O. | Amount           |
|---|-----------------|--------------|------------------|
| Work order for new Sub-station & Transmission Lines     | 66 KV to 400 KV | 4            | 26740.88         |
| Work order for Sub-station augmentation/extension works | 66 KV to 400 KV | 70           | 11234.08         |
| Work order for Transmission Lines incl. survey works    | 66 KV to 400 KV | 19           | 374.01           |
| <b>Total</b>  |                 | <b>93</b>    | <b>38,349.97</b> |

### Central Procurement

- Estimated No. of tenders in the year 2010-11-8(Tr. O&M) + 11 (Tr. Project) = 19 Nos.  
Estimated No. of orders in the year 2010-11 - 26 (Tr. O&M) + 11 (Tr. Project) = 37 Nos.  
Estimated financial involvement Rs. 22 crore (Tr. O&M) + 342.21 crore (Tr. Project) = Rs. 364.21 crore.  
Estimated earning from Sale of Scrap materials Rs. 2 crore.
- No. of tenders in the year 2009-10 - 8 Nos.  
No. of Orders placed in the year 2009-10 - 26 Nos.  
Financial involvement Rs. 22.06 crore.  
Earning from Sale of Scrap materials Rs. 1.64 crore.
- Orders carried over from the year 2009-10 - Nil  
Financial involvement of the above order - Nil.

## State Load Despatch Centre (S.L.D.C.)

The State Load Despatch Centre is the apex body to ensure integrated operation of the Power System in the state in co-ordination with the generating utilities, Distribution licensees, ERLDCC and ENPC. SLDC Howrah, headed by Chief Engineer, carries out the responsibility as conferred by the SERC and CERC and serves the state by performing the task of monitoring and controlling the State Power System Network under WBSETCL, being the STU.

### Load Management Highlights of 2009-2010

#### A. ENERGY CONSUMPTION IN WBSEDCL (TOTAL) SYSTEM (IN MU) (WBSEDCL's system demand including supply to CESC)

| 2009-2010 | 2008-2009 | GROWTH (%) |
|-----------|-----------|------------|
| 23737     | 21078     | 12.82      |

#### B. ENERGY CONSUMPTION IN WBSEDCL (OWN) SYSTEM (IN MU)

| 2009-2010 | 2008-2009 | GROWTH (%) |
|-----------|-----------|------------|
| 22135     | 19667     | 12.55      |

#### C. SUPPLY TO CESC (IN MU)

| 2009-2010 | 2008-2009 | GROWTH (%) |
|-----------|-----------|------------|
| 1602      | 1411      | 13.54      |

#### D. ENERGY CONSUMPTION OF WEST BENGAL SYSTEM (IN MU) (excluding valley area served by DVC)

| 2009-2010 | 2008-2009 | GROWTH (%) |
|-----------|-----------|------------|
| 36517     | 32889     | 11.03      |

#### E. PEAK DEMAND (IN MW) OF WBSEDCL SYSTEM

| 2009-2010 | 2008-2009 | GROWTH (%) |
|-----------|-----------|------------|
| 4096      | 3554      | 15.25      |

N.B.: Now all information regarding U.S.Bs, Daily schedules and other important notices are available on website

"www.wbsetcl.in/SLDC.html" for ready reference.

## IT & Communication and Testing

### A. Information Technology

- Procurement, installation & commissioning of Computers along with software & peripherals at different offices/sub-stations/sites of WBSETCL, as per requirements received from time to time.
- Preparation of Functional Requirement Specifications (FRS) and Request For Proposal (RFP) in co-ordination with the ERP Committee Members and M/s PWC i.e. implementation of ERP software in WBSETCL.



### B. Communication Wing

- Replacement of old and outdated VHF sets installed at different EHT & HT sub-stations under WBSETCL & WBSEDCL by new model VHF sets are under process.
- Generation data from Sagardigh Thermal Power Station to SLDC, Howrah, through PLCC - MW network will be made available shortly for power system management.
- Microvase System of WBSETCL enters into the third year of Annual Maintenance Contract as at 18.04.2010 after completion of 2nd year's satisfactory performance in providing active operational support to SLDC & ALDC.
- Replacement of MW system in WBSETCL by optical fibre network is under process. Acquisition of data from more sub-stations are also to be made through optical fibre network.

### C. Testing Wing

- Some ABT meters will be commissioned under 100% boundary metering project.
- In the year 2010-2011, around 50 nos. of old relays will be replaced by numerical relays. Routine maintenance of equipment of all the HT sub-stations will also be carried out.
- Testing of relays & meters of other agencies at chargeable basis will also be done.

### Corporate HR & Administrative Wing

- Re-organisation of various establishments including Corporate Office and streamlining of administrative structures / systems.
- Assessment of manpower need and rational deployment / re-deployment including placement of new entrants.
- Capacity Building Project, job descriptions, training needs assessment and identifying and Organising Training Programmes, Performance Management Appraisal Schemes.
- Internalisation of Safety Awareness Programme and Employees participation in Management (JMC).
- Creation and updating of system for problem-free settlement of terminal dues.
- Developing a rational incentive scheme as a tool of motivation.
- Proper Management of Performance Appraisal Reports of around 3,000 employees.
- Review Delegation of Power and Service Regulations in accordance with the need of present working atmosphere.
- Maintaining transparent working norms by way of sharing of information as per true spirit of RTI Act.
- Formation of a good number of Quality Circle with the help of in-house trainers and Consultants and processing for ISO Certification in respect of 400, 220 & 132 Kv sub-station.
- Organising of various other HR & Administration activities through proper functioning of Corporate HR & Administration of the Company covering Transmission (O&M), Transmission Project, Procurement Department, Central Planning Department, Engineering Department, IT, Communication & Testing, SLDC, Land Acquisition, F&A and HR & A Wings.
- All related recreational activities through authorised Employees Recreation Club including sports & games organised at different venues for employees motivation as well as recreation of the family members of the employees at large.
- Effective Management of Contractor's Workers by ensuring Statutory compliances and Training & Development programme.
- Streamlining of P&A department changing to "Human Resources and Administration", Training and development programmes and finalisation of nominations for Training Programmes both in-house and outside.
- Developing Company's own workforce and to accelerate & streamline total HR Process for prompt disposal.
- Getting up of separation of combined departments.
- Constitution of own separate Trustee Boards for Management of Terminal dues.

