

GAMMON BULLETIN

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Enlightening the future of India



"It is a fact that by means of electricity, the world of matter has become a great nerve, vibrating thousands of miles, illuminating thousands of villages in a breathless point of time."

- Nathaniel Hawthorne

IMS POLICY

Editorial



We are pleased to publish July-September 2013 issue of Gammon Bulletin.

We take pleasure in presenting some of our recent significant achievements, successes, learning and events from across the country to our Gammon family, our esteemed customers and other beloved stake holders.

In the Power Sector Gammon has made a powerful contribution and the same continues insatiably. Gammon's recent contribution in Power Sector includes Construction of Vallur Thermal Power Project in Tamil Nadu for NTPC- Tamil Nadu Engineering Co. Ltd. for its 3 X 500 MW Power Station, where Gammon has constructed main plant and off site Civil works and Bi-flu Chimney and Chimney elevator for Unit 1, 2 & 3 and IDCTs. Highly motivated team of Gammon has delivered challenging task by completing critical structures namely; TG Foundation and Main Plant Civil Works in a time bound manner with stringent quality norms.

The second article in the Bulletin is yet another challenging project of Caisson launching for Seawater Intake at Kalpakkam where massive caisson and Coffor Dam weighing over 420 t were successfully launched on seabed at the desired design level of RL – 12.96m amidst rough seabed in the Bay of Bengal with unpredictable tide levels. When all conventional methods of launching failed, creativity of Gammon team came into play and the team designed innovative solution hitherto untried for such launching.

On philosophy front, presented is a life-transforming article "Priceless Wisdom of the Ten Ancient Scrolls" based on one of the most inspiring, uplifting and motivating best seller books titled, "The Greatest Salesman in the World" authored by O.G. Mandino. These ten ancient scrolls of wisdom are so powerful that its application in our day to day lives can transform our lives and we can achieve success, greater happiness, good mental and physical health, peace of mind, power and wealth. This article will help us to ponder the true meaning of success and happiness, and how to grab hold of them to empower ourselves to live a life full of achievements.

This article, if carefully read, absorbed and heeded, can transform our lives through implementation of these ten ancient scrolls in our life. We thought this inspiring article is most appropriate in today's tough times. May the wisdom and knowledge found within these pages enhance the lives of all who read it.

Gammon continues to be bestowed with the safety awards one after the other - latest being prestigious NSC Award secured by Unosugen NDCT site validating Gammon's robust HSE practices of international standard.

In our quest to continue to improve the Bulletin, we will be glad to receive feedback and suggestions from our valued readers to make Gammon Bulletin more and more interesting and informative for our readers.

Your feedback and suggestions may please be sent to bulletin@gammonindia.com

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Sivasubramanian R
Sr. Manager (Projects)

Gammon's powerful contribution in Vallur Thermal Power Project

1. Introduction:

NTPC, one of the prestigious Maharatna PSUs, is playing the province role in the domain of thermal power production in India. Among the various projects all over the country, Vallur Thermal Power Project is the first ever joint venture of NTPC in Tamilnadu state. NTPC had joined hands with Tamilnadu Electricity Board by establishing a new organization namely, NTPC – Tamilnadu Energy Company Ltd (NTECL).

Gammon is involved in construction of Thermal Power Projects since several decades. This prestigious Vallur Thermal Power Project (VTPP) is yet another important milestone in the history of Gammon's thermal power project construction. The project consists of 3 units of 500 MW each and the first unit was declared commercially operative on Nov 2012. The second unit was declared commercially operative on August, 25th 2013 and the third unit, will be, by the end of the current financial year.

To start with, the project scope was limited to two units (i.e. 2 x 500 MW) and Gammon had bagged two major contracts:

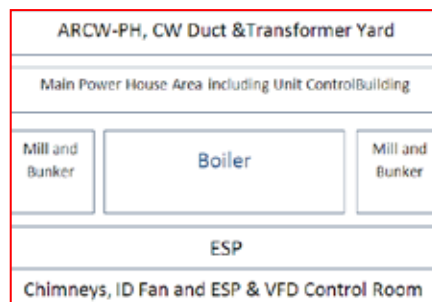
1. Main plant and offsite civil works for unit 1 & 2
2. Construction of bi-flue chimney & chimney elevator for unit 1 & 2

Later, due to the energy deficiency of Tamilnadu state in particular and India in general, it was decided by NTECL to extend the capacity of the power plant to 3 x 500 MW by adding one more unit within the available area. Gammon was awarded the major civil works in this second phase also which constitutes the following major contracts in this plant:

1. Design and construction of cooling towers for all the 3 units
2. Main plant, offsite civil works, chimney and chimney elevator

package for unit 3.

This article covers fast track construction of TG Foundation as well as Main plant area works by Gammon. A typical layout of a unit of main plant in thermal power projects is given below



2 Scope of work:

The brief scope of work of this package includes all underground civil works including piling & foundations for Boiler, ESP, TG, Fans, BFPs, Mills, Mill & bunker buildings, Main Power house, Auxiliary Boiler, Pilling chimney, Pilling for bottom ash hopper, Bottom ash over flow tank, FAE Tower, Transformer yard, Fuel oil tank, Fire water storage Tank and other equipment/Structures in TG/boiler area's ducts in transformer yard, All over ground civil, structural & architectural works for main plant building, mill bunker buildings including transfer points, conveyor galleries and trestles in main plant area, Service cum control room building, Compressor house, DG set buildings, ARCW pump house, ESP control buildings, Fuel oil pressuring pump house, Fuel oil unloading pump house & Fire water booster pump house, Fire Station building, Permanent Stores, Dozer maintenance shed, CHP Maintenance building, Hydrogeneration plant building, workshop building, Administration Building & Auditorium, Canteen, Gate complex, Earthing Mat, Pipe/Cable trestles structures & foundations, Pipe/Cable trenches / pedestals / duct banks in main plant & outlying area, Hume pipe crossing under rails/roads, Roads, drains, Sewerage, Paving in Main plant & outlying area, hard crusting in fabrication yard etc.

Consonantly; the scope of GIL is very

vast – in both quantum and diversified nature of work. It includes 9300 number of piles, 3 lakhs Cubic Meter of concrete, 1.25 lakh Square Meter of cladding and decking, 14 kilometers of roads and drains etc.

2.1 ESP area:

In Electro Static Precipitator (ESP) area scope is to construct the foundation including piling. The whole ESP foundation is divided into four passes viz. Pass 'A', Pass 'B', Pass 'C', Pass 'D'. Each pass has 100 piles of 760 mm dia. having 32 m depth. The foundation (pile cap) consists of 2000 cum of M30 grade concrete.

2.2 Boiler area:

Boiler area consists of nearly 33 nos of small and large foundations of various sizes. The total no of piles for each boiler is 430 consisting of 600 mm dia x 27 m depth and 760 mm dia x 32 m depth. The total concrete volume for pile cap is 3400 cum and the grade of concrete is M 30.

2.3 Mill and Bunker:

Mill and Bunker are located on either side of the boiler (RHS and LHS). Unlike ESP and Boiler, GIL scope here includes both underground and above ground level works. There are 265 piles of 760 mm diameter having 32 m depth for each side of Mill and Bunker. M 30 grade concrete was used for pile cap and the total volume of concrete is 1900 cum for each side. The entire structure was framed out of structural steel portals. There are 5 Numbers Silos having Hoppers with SS Liners. The total quantity of structural steel for each side is nearly 3500 t. RCC slabs were supported by structural beams. Permanent shuttering in the form of metal deck sheet was used for casting slabs. Tripper floors are connected with respective TP's. GIL scope also includes the masonry works various internal and external finishes and sheet cladding.

2.4 Main Power House:

Main power house (MPH) is the central processing unit for power generation. The structure is divided into SIX

rows(row A to row F). Total no of piles are 390 nos per unit. Foundations were made of M 30 grade concrete. Nearly 4000 cum of concrete were used for completing the foundation of one unit. GIL scope is to complete the foundations, erect the structural columns and beams for building frames and RCC slabs with temporary as well as permanent shuttering, internal and external finishes.

2.5 Machine foundations supported on VIS

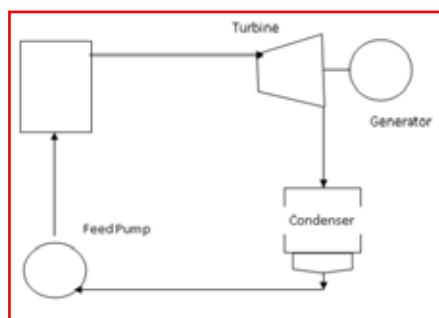
Few Machine Foundations including Turbo Generator needs Vibration Isolation System (VIS) supports. The deck foundations for supporting such equipment are resting on VIS springs.

The following requires VIS:

- TG – Turbo Generator
- MDBFP – Motor Driven Boiler Feed Pump
- TDBFP – Turbine Driven Boiler Feed Pump
- FD Fan – Forced draft fan
- PA Fan – Primary Air fan
- ID Fan – Induced draft fan

The deck foundations of such equipment required special care while casting. Strict quality is to be ensured at various levels i.e during and after the construction stage:

- a) Maintaining high Quality Assurance System for choosing the raw materials of concrete. It includes the petrography examination and testing for potential reactivity of aggregate.
- b) Temperature controlled concrete – maintaining concrete temperature less than 25°C during placing.
- c) Ultrasonic pulse velocity (UPV) test after casting the concrete to ascertain the quality of hardened concrete.



3. Turbine & Generator

TG is considered as the heart of the thermal power plant. Hence, the foundation deck of TG is required to be given extra care and attention during the construction stage.

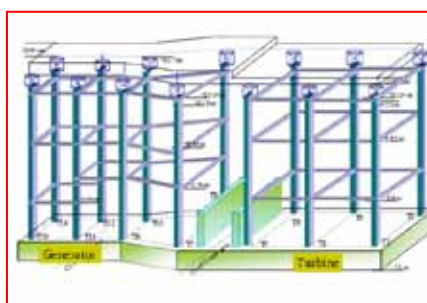
Turbine is the Driver for the Power Generating Machine 'Generator'. Turbine forms one of the very critical components in the Power Cycle (otherwise called as Rankine Cycle) as shown below:

In a typical NTPC power plant, the Turbine is in three parts namely, High Pressure Turbine (HPT), Intermediate Pressure Turbine (IPT) and Low Pressure Turbine (LPT) all coupled in series and the LPT is coupled with the Generator, which generates electricity. This entire machine train is called Turbine-Generator / Turbo-Generator (TG), which is firmly placed on a solid concrete deck called TG deck. This TG deck in turn rest on Vibration Isolation System (VIS) spring units placed between TG deck and TG columns.

Turbine is a high speed rotating machine, operating at 3000 Rpm speed with huge static & dynamic loading coming to the supporting structures. The equipment handles steam at 565°C temperature and at 170 bar pressure. Being a high speed machine with enormous length (all turbines & Generator put together), rotor dynamics and stress considerations play an important role in design, installation & operation not only for the Turbine, but also for its foundation.

3.1 TG Building

The pictorial view of TG building is shown herein below. The combined raft is supported on 64 nos of 760 mm dia piles. TG deck is supported by the frame work of RCC columns and beams.



The structural elements and quantities of TG building of one 500MW unit are as follows:

Sr. No.	Structure	Concrete (m³)	Form work (m²)	Steel (t)
1	TG Raft	1211	257	323
2	TG Pedestals	14	60	2
3	TG Condenser Wall	125	114	12
4	TG Retaining Wall	126	421	25
5	TG Columns	614	1505	118
6	TG Beams	139	681	29
7	TG Brackets	4	11	2
8	TG Deck	795	982	240

In addition to this, a total of 900 numbers of Embedded Parts (such as insert plates, edge angles, sleeves, heavy pipes etc.) are to be fixed at various levels and stages.

3.2 Structural data of TG deck

Bottom level of slab	EL=(+)13.200m
Top level of slab	EL=(+)16.380m
Size of Deck	14 x 40.012m
Depth of Deck	3.18m
Max temperature of concrete at pouring	25°C
Grade of concrete	M35
Type of cement	OPC
Type of Reinforcing steel	Fe 500
No. of VIS	14

3.3 Major Resources provided

The pouring plan was prepared in advance and got approved by clients. Three concrete pumps and one placer boom of 35 m³ / hour capacity were provided. 10 nos of transit mixer were used for continuous feed. In addition to immersed vibrators, form vibrators also were used for compaction. The concreting was completed in 19 hours. Concrete was supplied from two numbers of Batching plants of capacity 60 Cubic meter/hour.

3.4 Major stages of casting of deck

A. Erection of structural steel trestles and form work:

The supporting arrangements were designed by GIL EDMS Department at HO. The total tonnage of structural supporting trestle is 460 t. Structural steel trestles were erected on top of the raft with the use of crane and power winch to support the deck slab. Main longitudinal girders and cross girders were fixed over the trestle head. Shutter panels were placed over the

cross girder. Side formwork supported by tie rod and adjustable props as per the approved TG supporting drawings. Methodology for the erection of supporting system is as below.

- Mark the location of trestles on top of the raft as per drawings.
- Erect the trestles in layers from one side.
- Fix the horizontal bracings at intervals as per drawing.
- Continue the erection of trestles up to the top. The top level of trestle will be kept 10 mm above the desired level to cater the elastic compression.
- Erect and fix the trestle head over the trestle.
- Place and fix the main girder over trestle head.
- Wedges will be provided at the bottom of the main girder to enable de-shuttering after concreting.
- Fix the cross girder over main girders as per the spacing given in the drawing.
- Simultaneously erect the staging pipes around the raft for working platform as per drawing.
- Place the runners above the staging pipe with revel pins and make the working platform with wooden planks.
- Place the bottom shutter panels over the cross girder for the deck slab.
- Allow the mechanical agency to fix the Vibration Isolation system (Springs)
- Tie the reinforcement bars
- Place insert plates, sleeves and other embedded parts at locations as per drawings. Place insert plates, sleeves and other embedded parts at locations as per drawings. Fix the embedded parts firmly with the reinforcement bars, so that it should not disturb the position during concreting and vibrating.
- Place the side shutter with clear cover to reinforcement as per drawing. Provision will be made for pedestals and pockets on the shutter.
- Align and fix the side shutter with tie rods and adjustable props.

B. Placing of concrete:

Concreting was done with concrete pumps/placer booms. The concreting was being done in layers of 150mm depth or above as directed by the Client. Each layer was started from midpoint of the deck slab and move towards the ends along the longitudinal axis. The free fall of concrete was restricted to a height of 1.5m. To ensure this, hopper with tremie pipes were placed at pre planned pouring points. Shutter vibrators were fixed for the first two layers in addition to the immersion vibrators to ensure proper compaction of concrete.

C. Temperature control:

As per the design requirements, the concrete temperature shall not be more than 25°C, while placing. To maintain this, the following arrangements were done

- Water supplied for mixing was chilled by placing ice slabs in the water sump.
- The part of water was replaced with crushed ice cubes.
- Pre-cooling of Aggregate was done.
- Transit Mixers and concrete pumps pipe line were covered with hessian cloth and continuous wetness was maintained.

D. Dismantling of form work:

De-shuttering of side formwork was done 24hrs after the completion of concreting. Bottom shutter dismantled after concrete reaches the strength as per specification. First the wooden wedges were removed below the main girder slowly. Then the secondary girder and main girders were removed in sequence. Proper Care was taken at every step to ensure safety of workmen.

E. Curing:

Two pumps of capacity 1HP were made available for curing of TG Deck. Arrangements for Curing were done prior to the completion of concreting. Just after concrete hardens, bunds were made along the periphery edge of the slab to facilitate pounding of water. The side face of the slab was covered with Hessian cloth and wetted frequently.

F. Safety:

Adequate safety measures were ensured at site during the construction time. Check list for critical activities made and monitored by responsible Engineers and safety officers. Before placing the bottom shutters of the deck all joints of trestles & bracings were checked for its correctness. Hand rails were provided all along the working platform. A special ramp was constructed for the evacuation of workforce from top of the deck in case of emergency. Doka staircase had been provided at one end. Double earthing was provided for electrical safety.

3.5 Activity Duration for TG foundation

Following table gives the activity wise duration for major activities of TG Foundation with ample overlaps between preceding & succeeding activities.

Activity	Duration in days
TG Piling	54
TG Raft Excavation PCC, pile head preparation and integrity test	46
TG Raft Reinforcement	18
TG Raft Shuttering	7
TG Raft Concreting	1
TG Columns & Beams	103
DECK Supporting arrangement	55
TG VIS Erection (client's scope)	16
TG DECK Reinforcement	40
TG DECK Shuttering	26
TG DECK Concreting	1

3.5 Other Deck foundations

Other deck foundations like MDBFP, TDBFP, ID / FD / PA fans are having the similar structure, which are equally important, but the quantum of work is comparatively less than TG Deck.

Str.	Location	No. of Deck/ Unit	Quantity per Structure		
			Concrete (Cu.m)	Form Work (Sq.m)	Steel (t)
TDBFP	Main Power House	2	65	149	13
MDBFP	Main Power House	1	50	58	10
PA Fan	SG Area	2	50	115	8
FD Fan	SG Area	2	56	123	12
ID Fan	Chimney Area	2	175	310	42



ID Fan Deck



TG Deck Reinforcement & Shuttering



TG Deck Erection Stage



TG Deck after Casting



TG Deck Embedded Parts Placement

4. Lessons Learnt / suggestions for future

1. The bottom layer reinforcement was very dense making it very difficult to achieve proper compaction during concreting and hence, slump was adjusted accordingly for bottom layer. This can be better controlled by using self-compacting concrete.
2. The temporary supporting trestles were designed on a highly conservative side. This can be re-looked for optimization.
3. Various types of sleeves and insert pipes were embedded in the concrete for further mechanical

erection. Those were fixed by welding to the required position. Also all those sleeves and pipes were temporally sealed during concreting stage to arrest the plugging of concrete.

5 Challenges of the Project:

1. The level of entire area of the plant was raised with fly ash filling for a depth of 4 m from natural Ground level. Before completion of the filling, the work was taken up which involved lots of challenges.
2. Local disturbances and atrocity of local workers engaged by us

due to compulsion.

3. Delay in getting basic amenities and infrastructure facilities.
4. Area constrain due to stacking of material in work space and approaches by other agencies.
5. Interference & interfaces of other agencies.
6. Transporting of materials to work site by using the only available road where there is heavy container's traffic.
7. Crisis of sand due to banning of sand mining by Tamil Nadu Government.
8. Witnessing of cyclone and heavy rains on several occasions.

6. Conclusions :

Construction of critical structures of Thermal Power Project namely TG foundation and main plant civil works in a time bound manner with a stringent norms of quality and dimensional accuracy is a quite challenging task. Highly motivated Gammon Team met these different challenges successfully and handed over the structures to the other agencies for other activities in time. Such achievements are not possible without active and positive support from clients, consultants, designers etc. whose contribution was noteworthy and the author duly acknowledges their valued contribution without which this success would not have been possible.



INFIDELITY? WHOSE ?

- M U SHAH

One Civil Engineer's wife delivered a beautiful child. She summoned the Doctor to her bed and asked for a lawyer.

Doctor asked, "Why? Is something wrong with my hospital?"

Mrs. Engineer replied, "No, no; nothing wrong with your hospital. I want to divorce my husband"

Doctor, "What? You have just given birth to a beautiful child. On what grounds do you want to divorce him?"

"Infidelity, Doc, infidelity"

Mrs. Engineer replied; "I don't think he- the ugly Engineer is the father of my beautiful child !!!"



B. R. K. Nair
General Manager

1. Introduction

Since inception nine decades ago, Gammon is known for undertaking challenging and toughest projects across the World. One of the most challenging projects in the recent history of Gammon was construction of Sea water Intake structure for BHAVINI-PFBR at Kalpakkam where massive Caisson and Cofferdam weighing 420 t were successfully launched on the sea bed and at the desired designed level of RL -12.96 m. The launching of this heaviest structure on the rough sea bed was indeed a big challenge for Gammon team.

This Project involved launching of the structure in the sea, which was a most challenging task, especially because in the Bay of Bengal, tide level was unpredictable. One of the biggest among the same was to launch 6.4 m high, 16m dia and 164 t caisson by floating method on the sea.

Unsuccessful Attempts:

Initially various unsuccessful attempts were made to float & launch caisson using toe boats to the desired parking location, floating caisson by using the principle of buoyancy, floating by using air balloons etc.



Later it was proposed to launch caisson from the temporary jetty which was constructed with boulders in to the sea

Caisson Launching for Sea Water Intake at Kalpakkam

till a minimum draft of 3.2m available which was obtained at a distance of 40m from the sea shore.



2. Caisson launching by Portal Gantry and Strand Jack Method

Launching caisson by all the above methods had failed due to the unpredictable change in tide level and rough sea condition which made the caisson uncontrollable in the sea and submerged in the water. After this failure Gammon engineers carried out intensive planning and came out with an innovative proposal of launching the caisson using Strand Jacks and Gantry. For this method 36 numbers of temporary piles were laid at the end of extended portion of jetty and just above the end point of submarine tunnel. These Strand jack systems were rested above the portal gantries which were supported by pile foundation. The caisson was then slowly lowered in to the sea by releasing the jacks on the portal gantries.

After lowering in water by about 1.5m the rough sea waves made the caisson



shake heavily hitting the columns and gantry. The entire strand jack system was moving heavily making erection risky therefore the operation was suspended and the caisson was lift back. Several modifications were carried out and on a calm day the lowering progressed and the caisson was successfully launched on the sea bed on 7th Feb 2011 at 03.00 am under guidance of Shri V. M. Dharap. Around 600 t of water has been pumped in to the caisson to make it stable.



3. Challenges faced

Some of the challenges faced during caisson launching are:

1. Design of SWI structure requires a highly detailed study of the surroundings in which it is to be positioned
2. Rough sea condition and unpredictable tide level of Bay of Bengal
3. Caisson lowering by Strand Jack method
4. Dismantling the portal gantries and sand piles, post caisson launching.
5. Restoration of cofferdam after Thane cyclone by underwater welding and bolting
6. Under water welding works to arrest water leakage on caisson after Neelam cyclone

Gammon team was not disheartened by the above challenges but came out successfully by sheer dedication and through their single minded focus on



Aerial view of Temporary jetty and SWI



High tide effect on caisson



Caisson fabrication above rails



Effect of Thane on caisson

creation of team spirit and trust among the parties involved in the construction process. Many appreciations and applause were received from the client.

4. Acknowledgements:

Gammon team would like to take this opportunity to thank the dynamic team at site and corporate office for their support without out which it wouldn't have been possible to complete this challenging task. Also we would like to express our deep gratitude to the BHAVINI team led by Shri. Prabhat Kumar (CMD-BHAVINI) and Shri.Swamy Raju (ACE Civil) as well as other officials of Gammon HQ mainly Shri VM Dharap, Shri Mohan V Jatkar&Shri Shailesh Patil and local authorities who have created a good environment to facilitate the construction of Sea water intake and being a part of this achievement.

Gammon has designed many new things for this project and undertaken many activities never attempted in the country in past. Gammon & BHAVINI feel proud of having eastablished a new technology for offshore constructions.

ENGINEER SAID IT... By M.U.SHAH



I am going to present a proposal for your study, critical examination review and consideration. All those who want to reject this proposal raise their hands and say "I resign!"



Boiler erection at 30 MW COGEN Power Project, Pravaranagar, Maharashtra-Gammon's first EPC , Bagasses based Power Project in sugar industry.

BEHAVIORAL PITFALLS! – LEADERS MUST AVOID



Anupam Das
Dy. Gen. Manager

Competency is an underlying characteristic of a person which enables him to deliver superior performance in a given job, role or situation. It is cluster of knowledge, attitude and skills that affect an individual's ability to perform. Competency is all about outstanding or superior or exemplary performance and not about ordinary performance. Thus competency is a set of skills related knowledge and attitude that, as a package, allows an individual to successfully perform a task or an activity within a specific function or job.

Following are the components of the competencies;

- a. Knowledge:** Understanding acquired through learning
- b. Skill:** Capabilities acquired through practice
- c. Personal attitude:** Inherent characteristics which are brought to the job
- d. Behaviour:** The observable demonstration of some competency skill, knowledge and personal attributes resulting in exemplary performance



The famous Management Guru Goethe very rightly said :

“ Knowing is not enough we must apply, willingness is not enough we must do”

Usually competency is described in terms of key behaviours that enable recognition of that competency at the work place. Behavioral competencies are observable and measurable behaviors, knowledge, skills, abilities, and other characteristics that contribute to individual success in the organization (e.g., teamwork and cooperation, communication). Behavioral competencies can apply to all (or most) jobs in an organization or position, or career level. Behavioral competencies describe what is required to be successful in an organization outside of a specific job.

As such, behavioral competencies are specific to a person rather than to a job. These behaviours are demonstrated by excellent performers on the job much more consistently on the average performer.

Everybody commit mistakes, and leaders are no exception. Anybody who never made a mistake, has never tried anything new, thus it is imperative that, mistakes occur when one tries to break the conventional way of doing things. All good leaders fall under this category of people who break the conventional modes and try to achieve success through newer models and thought processes.

There are many instances that leaders make mistakes, which are neglected and this hampers the organizational growth.

Here are some Behavioral pitfalls that leaders must avoid.

a) Resistance to Change :

Many a times, there is a tendency for a leader to believe that his or her decision is the right one and can be easily implemented. However in today's dynamic scenario, seeking suggestions from team members involving them in decision making process, etc are as important as being open to changing one's decision in order to stay relevant.

b) Inconsistency in Behavioral patterns:

Leaders, many a times become too conscious about their position and try to make artificial changes in their Behavior. They become less accessible, reduce informal interactions with their team members to show leadership. The team members in turn, feel distanced from their leaders. Leaders need to remember that, they were given the position due to their own natural leadership quality and personality.

c) Fear of Delegation :

Many a time leaders think, it is easier to complete a task on his / her own, rather than to delegate. But that denies the team member the opportunity to learn, grow & develop. In the process of doing the team's jobs, leaders miss out on focusing on their own key deliverables.

d) Lack of Communication:

Clarity in communicating one's or the organization's vision, mission & goals is important or else leaders will fail to provide direction to the team and in the process the objective gets diluted. It is important, that the team member, should know the organization's goal and how that direction affects their personal objectives. Vivid communication aligns the team member's personal goals in line with that of the organization, thus helps in a constructive and focused path of progress for both.

e) Impatient Hearing :

Many a times, leaders out rightly do not accept the suggestion or comments of their team members and they think that they are always right. They do not give a patient hearing and do not demonstrate to be a good listener. In today's dynamic world, patient hearing and to be a good listener helps a leader to resolve many issues in a much simpler way and in the process helps his team members to build up his or her confidence level and ultimately helps in both, team member's and organizational growth collectively.

PRICELESS WISDOM OF THE TEN ANCIENT SCROLLS



C. D. Desai

Dy. Gen. Manager

Recently, I came across one of the most inspiring, uplifting and motivating books titled, "The Greatest Salesman in the World" authored by O G Mandino. This bestseller, with a score of over 20 Million in sale and acclaimed as an international classic; is a practical manual on how to become a greatest salesman in the world. Though the book talks about salesmanship, it is in fact a guide to successful living and for that matter, in whichever profession we are, we need to always sell - we sell our ideas, we sell our thinking; we sell our project and so on. In that sense, each one of us is a salesman, no matter what his occupation or profession. Also, one must sell himself to himself in order to find personal happiness and peace of mind.

This article ponders the true meaning of success and happiness, and how to grab hold of them to empower our self to live a life of achievement. The wisdom which are handed down from generations and as preached by the ancient greats are beautifully summarized in ten scrolls. These scrolls are to be read in silence as well as aloud. As we repeat these words daily they will soon become a part of our active mind, but more important, they will also seep into our other mind the mysterious source which never sleeps. Eventually we will find that we are reacting to all situations which confront us as commanded in these scrolls to react and soon these actions and reaction will become a part of our subconscious mind.

1. I will form Good Habits and become their slaves.

Today I begin a new life. Today I shed my old skin which hath, too long suffered the bruises of failure and the wounds of mediocrity.

Today I am born anew and my birthplace is a vineyard where there is a fruit for all.

No longer I will accept failure as a reward for my struggle.

Failure is man's inability to reach his goal in life, whatever they may be. "Never feel the shame for trying & failing, for he who has never failed is he who has never tried."

In fact, the only difference between those who have succeeded and those who have failed lies in the difference of their habits. **Good habits are the key to all success.** Bad habits are the unlocked door to failure.

I will form good habits and become their slave.

My actions are ruled by appetite, passion, prejudice, greed, love, fear, environment, habit and the worst of these tyrants is habit. Therefore, my bad habits must be destroyed and new furrows prepared for good seed.

I will form good habits and become their slave

2. I will greet this day with love in my heart.

For this is the greatest secret of success in all ventures of our life.

Muscles can split a shield and even destroy a life but only the unseen power of love can open the hearts of men and until I master this art I will remain no more than a peddler in the market place. I will make love my greatest weapon and none on whom I call can defend against its force.

I will greet this day with love in my heart.

And How will I do this? Henceforth I will look on all things with love and I will be born again. I will love the sun for it warms my bones; yet I will love rain for it cleanses my spirit. I will love the light for it shows me the way; yet I will love the darkness for it shows me the stars.

I will welcome happiness for it enlarges my heart; yet I will endure sadness for it opens my soul. I will acknowledge rewards for they are my due; yet I will welcome obstacles for they are my challenge.

I will greet this day with love in my heart.

How will I speak? I will speak with love. I will laud my enemies and they will become friends; I will encourage my friend and they will become

my brothers. I will always dig and find reasons to applaud rather than scratch for excuses to gossip. **When I am tempted to criticize I will bite on my tongue; when I am moved to praise I will shout from the roofs.**

I will greet this day with love in my heart.

And how will I act? I will love all manners of men for each has qualities to be admired even though they may be hidden. I will love the ambitions for they can inspire me; I will love the failures for they can teach me. I will love the young for the faith they hold; I will love the old for the wisdom they share. I will love the beautiful for their eyes of sadness; I will love the ugly for their souls of peace.

I will greet this day with love in my heart.

But how will react to the actions of others? With love. I will react to the actions of others with love to open the hearts of others and use it as a shield to repulse the arrows of hate and the spears of anger. It will uplift me in moments of despair yet it will calm me in time of exultation.

And how will I confront each whom I meet? In only one way and that is in silence and I will address him and say I love you.

Most of all I will love myself. For if you forget to love yourself then how will you love others? When I love myself, I will zealously

inspect all things which enter my body, my mind, my soul and my heart. Henceforth will I love all mankind. I will not allow my mind to be attracted to evil or despair but will uplift it with knowledge and wisdom. I will never allow my soul to be complacent but feed it will meditation and prayer.

From this moment all hate is left from my veins for I have no time to hate, only time to love. If I have no other qualities, I can succeed with love alone.

I will greet this day with love in my heart.

3. *I will persist until I succeed.*

I was not delivered unto this world in defeat, nor does failure course in my veins. I am not a sheep waiting to be prodded by my shepherd. I am a lion and I refuse to talk, to walk, to sleep with the sheep. I will hear not those who weep and complain, for their disease is contagious. The slaughter house of failure is not my destiny.

I shall persist until I succeed.

The prizes of life are at the end of the journey, not near the beginning; and I do not know how many steps are necessary in order to reach my goal. **Failure I may still encounter at the thousandth step, yet success hide behind the next bend on the road.**

I will never consider defeat and I will remove from my vocabulary such words and phrases as **"quit, cannot, unable, impossible, out of the question, improbable, failure, unworkable, hopeless, and retreat;"** for these are the words of failure. I will avoid despair but if this disease of the mind should infect me then I will work on in despair. I will toil and I will endure. I will ignore the obstacles at my feet and keep my eyes on the goals above my head, for I know that where dry

dessert ends, green grass grows.

I will persist with knowledge that each failure will increase my chance for success at the next attempt. Each day I hear will bring me closer to the sound of yea.

"I must fail often to succeed only once."

"Failure will never overtake me if my determination to succeed is strong enough."

I will persist until I succeed.

4. *I am nature's greatest miracle.*

The fortunates are the ones who get human birth. And this is the very fact that a human being forgets that **"he is the nature's greatest miracle."**

I am unique. No one can walk, talk and think exactly like me.

I will make no vain attempts to imitate others, but I will show my uniqueness on display to sell myself. I am rare and there is a value in all rarity, therefore I am valuable.

I have unlimited potential.

I am not on this earth by chance. I am here for a purpose and that purpose is to grow into a mountain, not to shrink to a grain of sand.

I will increase my knowledge of mankind; myself and also I will seek constantly to improve my manners and graces, for they are the sugar to which all are attracted.

I have been given eyes to see and a mind to think and now I know a great secret of life for I perceive **that all my problems and heartaches are, in truth, great opportunities in disguise.**

A human being has the greatest ability to think and is blessed with an intellect which differs him from the other species. My spirit will strive to become better than I am, and I will.

I will accomplish far more than I have and nevermore will I be satisfied with yesterday's accomplishment.

But I shall concentrate to improve on my deeds of today.

I will win and I will become successful, for I am unique as **"I am nature's greatest miracle."**

And nature knows not defeat. Eventually she emerges victorious and so will I. And with each victory the next struggle becomes less difficult. I will win and I will become greatest winner as I am unique.

I am nature's greatest miracle.

5. *I will live this day as if it is my last.*

Most of the time we are either brooding of the past or thinking of how the future would be. In the process we forget to live in our present. **How will I live this day?**

Let it be understood that I have but **one life and life is naught but a measurement of time.** When I waste one I destroy the other. If I destroy today I destroy the last page of my life. (I.e. my future).

I will waste not a moment mourning yesterday's misfortunes, yesterday's defeats; yesterday's aches of the heart, for why should I throw good after bad? No. Yesterday is buried forever and I will think of it no more.

And what then I shall do?

Forgetting yesterday neither will I think of tomorrow. Why I should throw now after may be? Shall I torment myself with problems that may never come to pass? No! Tomorrow lies buried with yesterday and I will think of it no more.

This day is all I have and these hours are now my eternity.

The duties of today I shall fulfill today.

I will avoid with fury the killers of time. Procrastination I shall destroy with action; doubt I will bury under faith; fear I will dismember with confidence.

Why have I been allowed to live this extra day when others, far better than I, have departed? Each minute of this day will I grasp with both hands and fondle with love for its value is beyond price. This day I will make it the best day of my life. This day I will drink every minute to its full.

I shall live this day as if it is my last.

6. *Today I will be master of my emotions.*

All nature is a circle of moods and I am part of nature so, like the nature my moods will rise; my moods will fall. It is one of nature's tricks, little understood, that each day I awaken with moods that have changed from yesterday. Yesterday's joy will become today's sadness; yet today's sadness will grow into tomorrow's joy. Inside me is a wheel, constantly turning from sadness to joy, from exultation to depression, from happiness to melancholy.

And how will I master these emotions so that each day will be productive? For unless my mood is right the day will be a failure and how will I master these emotions.

Through this little secret, "**Weak is he who permits his thoughts to control his actions; strong is he who forces his actions to control his thoughts.**"

For unless my mood is right the day will be failure. I will master my mood through positive action and when I master my moods I will control my destiny. Today I control my destiny, and my destiny is to become the greatest and successful person in the world.

I will become master of myself. I will become great.

Today I will be master of my emotions.

7. *I will laugh at the world.*

No living creature can laugh except man and I will laugh and my life will be lengthened for this is the greatest secret of long life.

I only have the gift of laughter and it is mine to use whenever I choose. Henceforth, I will cultivate the habit of laughter.

And most of all, I will laugh at myself for man is most comical when he takes himself too seriously. Though I am the nature's greatest miracle, am I not still a mere grain tossed about by the winds of time?

How will I laugh? With these four words passed down by the ancients "**This too shall pass.**" I will laugh at the world. I will enjoy today's happiness today. For all worldly things shall indeed pass. When I am heavy with heartache I shall console that this too shall pass; when I am puffed with success I shall warn myself that this too shall pass; when I am burdened with wealth I shall tell myself that this too shall pass. If all things shall pass why should I be of concern of today.

I will paint this day with laughter. I will frame this night in song. Never will I labour to be happy, rather will I remain too busy to be sad. I will enjoy today's happiness today. I will laugh at my failures and they will vanish in clouds of new dreams; I will laugh at my success and they will shrink to their true value. Never will I allow myself to become so important, so wise, so dignified, so powerful, that I forget how to laugh at myself and the world. I will always remain as a child, for only as a child I am given the ability to look up to others; and so long as I look up to another I will never grow too long for my cot.

I will laugh at the world.

So as long as I can laugh never will I be poor. This then, is one of nature's greatest gifts, and I will waste it no more. "**Only with laughter and happiness can I truly become success.**"

8. *Today I will multiply my value a hundredfold.*

A mulberry leaf touched with the genius of man becomes silk. A field of clay with the genius of man becomes a castle.

Today I will multiply my value a hundred fold.

And how will I accomplish this? I have the power to choose my own destiny. First I will set goals for the day, the week, the month, the year, and my life. In setting my goals I will consider the best performance of my past and multiply it a hundred fold. This will be the standard by which I will live in the future.

Never will I be of concern that my goals are too high for is it not better to aim my spear at the moon and strike only an eagle than to aim my spear at the eagle and strike only a rock?

The height of my goals will not hold me in awe though I may stumble often before they are reached. Today I will surpass action which I performed yesterday. To surpass the deeds of others is unimportant; to surpass my own deeds is all.

I will be as my own prophet and though all may laugh at my utterances they will hear my plans, they will know my dreams; and thus there will be no escape for me until my words become accomplished deeds.

Today I will multiply my value a hundredfold.

I will not commit the terrible crime of aiming too low. I will always let my reach exceed my grasp. I will never be content with my performance. I will always raise my goals as soon as they are attained. I will always announce my goals to the world. Yet, never will I proclaim my accomplishments. Let the world, instead, approach me with praise and may I have the wisdom to receive it in humility.

9. *I will act now.*

My dreams are worthless, my plans are dust, my goals are impossible to achieve unless they are followed by action.

I will act now.

Action is the food and drink which will nourish my success.

I will remember the lesson of the firefly who gives off its light only when it is on the wing, only when it is in action. **I will become a firefly and even in the day my glow will be seen in spite of the sun.**

I will act now.

I will not avoid the tasks of today and charge them to tomorrow for I know that tomorrow never comes. Let me act now even though my actions may not bring happiness or success for it is better to act and fail than not to act and flounder. For now is all I have. Tomorrow is the day reserved for the labor of the lazy. I am not lazy.

When the lion is hungry he eats. When the eagle has thirst he drinks. Lest they act they both will perish. I hunger for success. I thirst for happiness and peace of mind.

Lest I act I will perish in a life of failure, misery, and sleepless nights. I will command, and I will obey my own command. Success will not wait. If I delay she will become betrothed to another and lost to me forever. **I will act now.**

10. *I will pray for guidance, Guide me. Help me. Show me the way.*

All creatures that walk the earth, including man, possess the instinct to cry for help in times of need to his almighty God in a form of a prayer. Henceforth I will pray but my cries for help will only be cries for guidance. Never will I pray for the material things of the world. Never will I seek delivery of gold, love, good health, petty victories, fame, success or happiness.

I will pray only for guidance that I may be shown, the way to acquire these things and my prayers will always be answered. I shall pray in this manner

"Oh creator of all things, help me. Teach me how to hunt with words and prosper with love so that I may be a lion among men and an eagle in the market place."

"Help me to remain humble through obstacles and failures; yet hide not from mine eyes the prize that will come with victory."

"Assign me the tasks to which others have failed; yet guide me to pluck the seeds of success from their failures."

"Spare me sufficient days to reach my goals; yet help me to live this day as though it be my last."

"Guide me in my words that they may bear fruit; yet silence me from gossip that none be maligned."

"Bath me in good habits that bad ones may drown; yet grant me compassion for weakness in others. Suffer me to know that all things shall pass; yet help me to count my blessings of today."

"Expose me to hate so it not be a stranger; yet fill my cup with love to turn stranger into friends."

Guide me help me show me the way. Guide me, God.



GAMMON Family at

परिवर्तन MEET, 21st - 23rd September 2013





SERIOUSLY, LAUGHTER IS THE BEST MEDICINE

*Pre-skit Hilarious moments of Hilarious
Skit -a shuddh desi comic!!!*

- M. U. Shah

We were planning to perform one hilarious skit during proposed **PARIVARTAN** Meet. After lot of debate amongst distinguished members of Design Committee, we zeroed down on the theme:

"A Day in the life of a Project Manager"

It was felt that introduction of character of Project Manager's wife in the skit would make the skit really interesting and hilarious. One PM volunteered for this role saying, "I used to play role of Goddess Sita in Ramlila in villages. My costumes and my acting were so natural, I used to get not only loud applause and non-stop clapping but also standing ovation from audience. You can count on me for casting me as PM's wife without any hesitation whatsoever."

Impressed by his confidence, the proposal of casting him for this glamorous role was tabled for discussions in our Design Committee meeting. Though he was handsome like hero Anil, from no angle he could resemble a female gender. Also feminine traits, attributes, glamour and gentleness were missing in his personality; of course Civil Engineers living rough and tough life in remote places, in any case, cannot be expected to have feminine traits, attributes, glamour and gentleness in their personality. Eventually based on his past experience, overwhelming confidence and more importantly in absence of better options, we decided to cast him for this role.

We had hired a lady professional costume designer. With a view to add some glamour, the costume designer suggested PM should wear a micro-mini skirt.

I yelled, "What micro-mini skirt? Are you crazy or what? Have you ever been involved in designing costume for skits of a Construction Company? Do you have any idea as to who is going to perform this role?" However the costume designer persistently insisted

for costume of micro-mini skirt and even threatened to quit. Eventually I reluctantly permitted, as a compromise, knee-length mini skirt which would obviously require waxing to be done. However when it came to budget we got stuck up. Because of budget constraint we could not afford waxing and hence we decided to drop this idea. **However PM was so committed that he said, "I appreciate budget constraint and funds crisis. However show must go on. Don't bother about budget. I will sell my one BHK flat in Borivli and get waxing done at my cost!!!"**

What a commitment! Hats off to commitment of our employees! In fact the organisations are built on such committed employees.

While we appreciated PM's passion and commitment, we said this is bit too much and so much sacrifice is not expected of him.

The costume designer then insisted that if skirt is not possible, he should wear a low cut top which again would require hair removal on the chest. As dictated by Company's procedures, we obtained three quotations for chest hair removal. The lowest quotation received was Rs. 12,500. Our procedure also require Rate Analysis to be done before approval of Work Order. When we asked for Rate Analysis, the vendor said, "Rs. 500 labour charges and Rs. 12,000 machine hire charges."

I asked, "What? Hire charges for chest hair removal? Did I hear you correctly?"

He replied, "Yah, hire charges- hire charges of a baby grass cutting machine!!"

Since the costume designer was adamant about low cut top, I decided to take risk and go ahead with this expenditure of Rs. 12,500 notwithstanding non-provision in the budget and possible audit observations.

However when I tried to enter the Work Order in ERP, I was unable to proceed further in absence of General

Conditions of Contract (GCC) of Equipment Hire. When we approached the vendor for signature on GCC, he said, "I am sorry. I can't sign GCC drafted by your legal department. These are too stringent e.g. clause no. 8 expects me to give twelve-month unconditional Guarantee and redoing the job, if required. Does this mean I am expected to keep on hiring the machine every fortnight? I am sorry, I simply cannot take this risk!!" Eventually not only we didn't insist for his signature on GCC but we gave several undertakings de-risking his assignment, after which only he agreed to undertake this high-risk job. But after de-risking and indemnifying the vendor, I became nervous and started worrying that if we get this job done and if **PARIVARTAN** meet get postponed by fifteen days or more, how will I meet extra expenditure? Obviously I can't make payments more than once for the same job. This will invite audit queries for sure.

In spite of all these hurdles, we went ahead with this character in the skit taking lots of risks- only because of our sheer determination. I have taken lots of risks in my fifty five year personal life (e.g. getting married or getting married without live-in-relationship etc.) and in thirty five year professional life (e.g. negotiating highly risky multi-million Dollar international contracts at personal risk etc.) but as far as this particular skit was concerned; one thing on which I was not prepared to take any risk under any circumstances was probable wardrobe malfunctioning. Yuhh, wardrobe malfunctioning! Though wardrobe malfunctioning are quite common and do happen, but wardrobe malfunctioning happening in case of a gorgeous professional model in her sweet seventeen cat walking on a ramp is one thing and wardrobe malfunctioning happening in case of a forty plus Civil Engineer playing a female role is another thing The probability thought itself scared me.

I couldn't imagine consequences of such an eventuality. After couple of postponements and with great difficulty we could collect this august gathering. I do not want the audience to run away under any circumstances. God forbid, if this happens I may even lose my job. Hence I gave strict instructions to costume designer and pleaded her, "Please, please provide extra layers of safety whatever you want but there should be no wardrobe malfunctioning

under any circumstances !!"

In order to minimize probable damages, I also shifted the skit to the last day from the first day though ideal slot was on the first day.

In addition to giving strict instructions to the costume designer and shifting this skit to the last day, I also had to take help of prayers as they say, "When nothing works, sincere prayers do (work)."

I prayed as recommended in scroll no. 10 of best seller book by OG Mandino, "Oh creator of all things, help me. I ask not for gold or wealth for me. Save me, God! Save me from possible wardrobe malfunctioning. Save me. Help me, God. Help this humble gentleman. My thirty five year spotless professional career is at stake. Save my job, God !!!"

P.S. If my prayers are not answered by almighty God, to be continued in the next issue of the Bulletin - in the form of a Guest Article from me.

Piecemeal Stories of Piece Rate Workers (PRW) Rates

In construction companies, PRW rates are always a matter of great controversies not only between the Contract Managers (CMS) at Corporate office and their respective Project Managers at site, but also between Tendering Department and CMS and CMS & Directors.

Here is a story of one Construction Company, where conversations on PRW rates resulted in hilarious situations.

Note: This is a work of fiction and all characters portrayed in this work are fictitious. Any resemblance to real persons, living or dead is purely coincidental.

CMS No. 1

Once the Director asked CMS No. 1, "How much you are paying in Assam for piling?" CMS replied, "Sir, I will check up with my son and come back to you."

The Director said, "What?"

CMS replied, "I have delegated PRW Work Order signing to my son. He can do my signature with perfection. In fact I have been doing this since he was in primary school. Firstly it started from the days when I became Chief Engineer but the printed form of Work Order continuing with Dy. Chief Engineer. It was too tedious for me to strike out Dy. in each and every page of Work Order. So I took his help in striking out Dy. in the printed format of Work Order. He was doing this flawlessly and hence encouraged by this slowly I delegated entire task of Work Order signing to him."

CMS No. 2

The Director asked CMS No. 2, "What are these audit observations on PRW rates for liner fabrication?"

The CMS replied, "At rates what auditors are expecting, no PRW can do fabrication. If they are so sure about their working,

let them take a subcontract from us. I am ready to give subcontract to them even at 20% higher rates than what they are saying".

CMS No. 3

The Director asked CMS No.3 "We have received LOI for Dehradun Project last week. Have you frozen PRW rates for Dehradun Project?"

CMS replied, "I am afraid Dehradun may have to wait in a queue. I will do this after I freeze rates for Surat Cooling Tower"

The Director said, "Surat? Is it a new job?"

CMS said, "No. Sir. It was awarded in 1985 and completed in 1989 but still PRW rates are under discussions and yet to be frozen. I am receiving reminders from those PRWs who are still alive to settle the rates. In fact the retired Regional Head Mr. is regularly sending me post cards and inland letters to forgo col 21 advances and release security deposit to PRWs. Once I am through with this, I will definitely look in to Dehradun rates."

CMS No. 4

The Director asked in the context of pre-stressed cables, "What is pre-stressing loss in your West Bengal Bridge job?"

But CMS replied, "Pre-stressing loss is equal to actual amount paid to pre-stressing PRW less Pre-stressing expenses payable on item rate basis".

The Director said, "What?"

CMS replied, "Yes Sir!"

The Director said "Can you check up with your Project Manager?"

The Project Manager replied, "I stand by what is accounted in cash account. I confirm that amount paid to PRW is correct according to best of my knowledge".

PRW Rates

The need to have standardized approach as regards to the PRW rates, have been felt since so long. In general PRW rates depend upon the productivity of labour, applicable minimum fair wages, local conditions and other factors.

As regards labour productivity, norms are in place and circulated to all sites. As a next step, based on assumption of certain wages, standard PRW rates have been worked out. There are certain common items and there are certain items which are specific to a given type of project like Bridge, Road, Cooling Tower etc. An attempt has been made to arrive at standard PRW Rates for some of the common items as well as for few categories of structure. Whereas productivity norms should not normally be tampered, project sites can arrive at PRW rates applicable for their project by replacing assumed labour rates with applicable minimum/fair wages for that particular project.

The purpose of this exercise is to have a rate analysis based scientific approach for arriving at PRW rates rather than on adhoc basis. Cultivating of this habit from, down the line up to the Project In-Charge & others, will go a long way in handling this tricky subject with scientific approach.





A Million thanks to our **ESTEEMED CUSTOMERS**



WORKS IN PROGRESS



Flocculator for WTP at Guwahati Water Supply Project



Aerator for WTP at Guwahati Water Supply Project



Completed IGCAR Building at Kalpakam



Rapid Gravity Filter at Guwahati



Casting Yard at Chennai Metro Project



385 t Pylon Base in transit for Signature Bridge, Delhi



Road Works completed at BR-3 Road Project , Bihar



Hazipur - Muzaffarpur Road Project

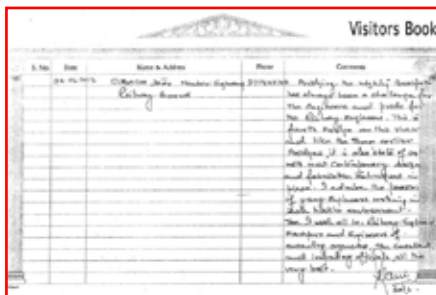
NEWS FLASH FROM PROJECTS

1. VIP Visit - Bogibeel Bridge

Mr. S. K. Jain- Member Engineering, Indian Railways visited Bogibeel Bridge Site on June 24, 2013 and appreciated Gammon's Efforts in Bridging the mighty Brahmaputra River.



Valuable Comment from him in Visitor's Book is reproduced below



2. VIP Visit - Kolkata Metro Site

SHRI ADHIR RANJAN CHOWDHURY, Honorable Minister of State (RAILWAYS) visited Kolkata Metro Site on 26.07.13 & appreciated Gammon's Contribution in this prestigious project



3. Inauguration of Gate Complex

Mr. B. P. Singh, Director projects - NTPC Inaugurated the Gate Complex & Time office Building constructed by Gammon as a part of their Vallur Thermal Power Project on August 11; 2013.



4. Safety Awards

Appreciation Certificate received from Director - IGCAR - Department of Atomic Energy, (Govt. of India), for IGCAR Building, Kalpakam for completing 5.7 m safe manhours, is reproduced below.



Appreciation Letter received from Director General – National Safety Council for UNOSUGEN site is reproduced below



5. Medical Check-up Camp

In view of the onset of the monsoon as preventive activities, our SCLR Site, conducted medical Checkup camp for its employees & workforce to test for malaria.



6. Mock Drill at Gammon House

As a part of Safety Emergency preparedness plan, the Moke evacuation drill was carried out in one go for Gammon House. 481 Employees participated in the same & evacuation response time was 10 Min.



7. ADIT IV Completion at Bhutan

Site Team of Mangdechhu Hydro - Electric Project (MHPE), Bhutan has successfully completed excavation for ADIT IV on 16th September 2013



COMPANY NEWS

THANKS TO ESTEEMED CUSTOMERS



Civil works for TATA Power, Mumbai
Rs. 70.31 Crores

External Development for Ambience
City, Panipat - **Rs. 95 Crores**

Tonk - Uniar Water Supply Project
- **Rs. 245.30 Crores**

HRT for Parbati, Stage - II
- **Rs. 283.50 Crores**

Chaksu Water Supply Project
- **Rs. 234.90 Crores**

Pokaran Water Supply Project
- **Rs. 392.66 Crores**

WELCOME To GAMMON FAMILY



Vice President

Monesh Bhansali

Sr. General Manager

T. Gopalkrishnan

Dy. General Manager

Vincent D Mello

Sr. Manager

Manoj Bhowmick

Dy. Manager

Lavanya Srinivasan
Amod Kulkarni
Santosh Singh
Malpe Bhat

Asst. Manager

Mahendra Ghanchi
Giriraj Maheshwari
Charles George
Debasis Nandi
Krunal Shah
Amogh Shrivastava
Sadananda Das

Engineers

Sankar Nayak
Avinash Damera
Zeeshan Khan
Raju Santha
Upendra Brahmachari
Harish Dewali
Amal Roy
Syed Madani

Officers & Executives

Varsha More
Akshaya Tripathy
S. K. Ali
Vikas Mishra
Liana Noronha

LECTURES DELIVERED



N. V. Nayak

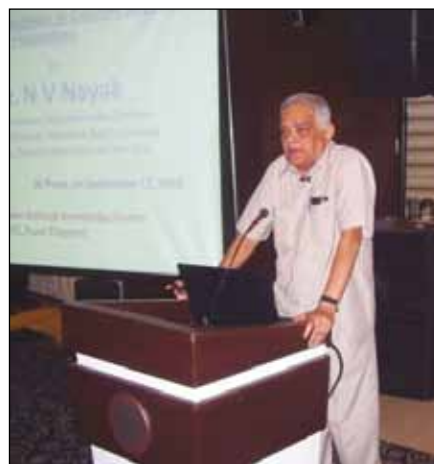
June 29 & 30; 2013

Delivered a lecture on "Pile Foundations – Guidelines to Avoid Failures" in National Workshop on Geotechnical Failures and Remedial Actions organized by IGS Baroda Chapter at Baroda

N. V. Nayak

September, 12; 2013

Delivered a lecture on "Engineering Innovations in Concrete & Pile Foundations" at conference "Concrete Talk" organized by Ambuja Foundation & ICI - Pune Chapter at Pune.



GIL PARTICIPATION IN SEMINARS



Dr. N. V. Nayak

June 28, 2013

Participated in the seminar on 4th Metamorphosis in Building & Construction Industry 2013 at Mumbai

July 06, 2013

Participated in the conference on "Earthquake resistant design of High Rise RCC Structure", at Mumbai.

Girish Bhat

June 29; 2013

Participated as a Jury Member in National Finals of the Global Business Challenge competition to analyze & comment on eight business presentations by key corporates of India. The event is sponsored by Chartered Institute of Management Accountants (CIMA).

August 01; 2013

Participated & delivered a presentation - "Perspective on India as Investment destination" at CFO forum

August 07; 2013

Participated in meeting at IMA in Mumbai

Col. Charan Singh

June 29; 2013

Participated in a Seminar on Insurance, organized by ICICI Lombard General Insurance Company at Lonavala

T. V. Sudhir Kumar

Participated in a Seminar on "Safety in working at heights", organized by National Safety Council at Mumbai.

FAMILY RECOGNITIONS



Desiree Nayak

Ms. Desiree Nayak, Grand Daughter of Dr. NV Nayak has secured 1st position in Test Series conducted by Stanford UK on NATIONAL (all India) Level for Class IX.





GAMMON **BUILDERS TO THE NATION**

Gammon's Concrete Contribution in Reinforcing Infrastructure in INDIA



Agra Makhanpur Expressway NH-2



Kosi Bridge NH-57



Mumbai- Nasik Expressway NH-3



Rajahmundry Expressway NH-16

Founded in 1919, We:

- have built largest number of bridges in commonwealth
- developed one of the largest National/ State Highway networks in India
- own 23 infrastructure projects on PPP model including 14 road projects
- are in infrastructure encompassing
 - ❖ Transportation: Roads, Railways, Ports
 - ❖ Energy: Hydro, Thermal & Nuclear
 - ❖ Environmental: Water & Waste Management
 - ❖ Industrial Structures, Building & Utility Services



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