

# JOINT COUNCIL

14th Annual Meeting  
Friday, the 28th September 2012



*Secretary's  
Report*

**TRF LIMITED**  
A **TATA** Enterprise

# **ANNUAL REPORT OF JOINT COUNCIL 2011-2012**

## **MEETINGS:**

All meetings of the Joint Council were held as scheduled during the year.

## **SAFETY:**

- ◆ Achieved zero lost time accident
- ◆ Launch of theme based safety campaign to enhance focus on critical safety issues like fire safety, hand injury, etc.
- ◆ Safety for community awareness programmes conducted in colony and nearby community

## **PERFORMANCE & GROWTH:**

- ◆ All time high consolidated turnover of Rs. 1327 Cr surpassing the previous best of Rs 1114 Cr in 2010-11, an increase of 19%
- ◆ All time high turnover of BMHS – Rs.536 Cr. surpassing its previous best of Rs. 475 Cr. in 2010-11, an increase of 13%
- ◆ All time high Works production – Rs.280 Cr. surpassing its previous best of Rs. 249 Cr. in 2010-11, an increase of 12%
- ◆ Record production of P&YE products of Rs 61 Cr, an increase of 20% over last financial year
- ◆ BMHS achieved Rs 150 Cr turnover in NTPC, Vindhyachal project (ABP target of Rs 130 Cr)
- ◆ BMHS achieved collection of Rs 100 Cr in a month for the second time in March 2012
- ◆ Successfully conducted PG test for NSPCL, Bhilai and BHEL, Amarkantak
- ◆ All time high structural erection of 1000 tonnes at Mouda site in January 2012
- ◆ Achieved 2400 TPH load trial at Jhajjar site, Aravali Power Company
- ◆ Successfully demonstrated 21 tips/hour by Wagon Tippler at Bhilai site
- ◆ Record production of Idlers of Rs 40 Cr; an increase of over 43% over last financial year
- ◆ Record production of Pulleys of Rs 19 Cr, an increase of 75% over last financial year
- ◆ Bagged largest order for operation and maintenance of coal handling plant of Parichha Thermal Power plant
- ◆ Operation and maintenance contract of Tata Power, Trombay was renewed based on performance – plant availability has been maintained consistently above 95%
- ◆ 100% acquisition of York Transport Equipment (Asia) Pte, Singapore and Dutch Lanka Trailer Manufacturers Limited, Sri Lanka
- ◆ Collaboration with Schade Lagertechnik Gmb, Germany for exclusive right to manufacture and market high capacity yard equipment in India
- ◆ TRF was awarded "Winner of Tekla Structures Model Competition in Tekla India User Meet-2012"

## **COST REDUCTION:**

- ◆ Cost Reduction of Rs 16.50 Cr achieved through various initiatives

## **NEW FACILITIES ADDED:**

- ◆ Addition of Bay#7 (20 mts by 240 mts) which became fully operational with two EOT cranes

## **ENGINEERING and R&D:**

- ◆ Registration of R&D facility by Department of Science and Technology (DSIR)



- ◆ Implementation of 3D modeling and FEA software for designing of equipment
- ◆ Used CAE for optimisation of weight and power of equipment, analyzing failures and remedial measures
- ◆ Innovative mounting of roof drilling machine in Side Discharge Loader for mining

#### **QUALITY:**

- ◆ Initiated Process Control in Vendor Quality activities
- ◆ Introduced process audit on shop floor

#### **SUGGESTIONS:**

- ◆ Rs 46.12 lakhs was saved through suggestions as against Rs35.00 lakhs in 2010-11

#### **EMPLOYEE INVOLVEMENT:**

- ◆ 84% employees participated in 65 Quality Circles
- ◆ 80 new CFT projects were taken up during the year. 37 CFT projects were closed
- ◆ 10 Knowledge Communities were functional. 75 Knowledge sessions were held
- ◆ A new portal on Knowledge Management was launched for sharing knowledge across the organisation

#### **COMMUNICATIONS:**

- ◆ Introduced theme based messaging on monthly basis through 'Convergence', active directory-desktop and pay slips for enhanced focus on important issues
- ◆ Enhanced safety communication and displays in Works
- ◆ Installed TV in canteen for mass communication

#### **TRAINING & MANPOWER DEVELOPMENT:**

- ◆ Over 100 training programmes were conducted which were attended by 2046 participants enabling the company to achieve 5.92 training man days per employee
- ◆ Training programmes focused on building manufacturing, engineering and project management capabilities
- ◆ 178 employees were covered under 4Q skill development programme resulting in increase in skill index from 0.69 to 0.71
- ◆ 31 trainees were absorbed after screening trade tests
- ◆ 68 graded employees were promoted
- ◆ 48 graded trainees inducted underwent fundamental training in different trades viz. fitting, machining, welding, mechanical maintenance & electrical

#### **WELFARE:**

- ◆ 96 children of employees were given Education Assistance from Welfare Fund of the Joint Council
- ◆ Rs. 3.00 lakhs was granted as loan to 15 employees for the purpose of higher education and marriage.
- ◆ 24 employees' children granted scholarship for higher studies
- ◆ 34 employees were given retirement gifts

- ◆ 'Sports Bonanza' and 'Battlefield-22Yards' were conducted involving employees across the Company
- ◆ Our chess team secured third position in the inter-company tournament. TRF Teams participated in numerous inter-company sports events

#### COMMUNITY INITIATIVES:

- ◆ MD, TRF was elected Deputy Chairman of Confederation of Indian Industries, Eastern Region
- ◆ Employee volunteerism initiative, 'Main Hoon Na' was launched
- ◆ 62 apprentices were given one-year training in trades like fitter, welder, electrician and machinist to enhance their employability
- ◆ More than 300 engineering and management students were provided internship/summer training
- ◆ In addition to the ongoing programmes, which include "Akshar and Astitva", the Company in association with TRF Ladies Association conducted the following :
  - 78 children administered Pulse Polio drops
  - 150 free cataract operations, with IOL implants, were performed
  - 268 units of blood collected in voluntary blood donation camps
  - 849 patients treated in the weekly free health clinics in TRF Colony
  - 166 children were covered in the preventive health check-up camps
  - 42 National Association for Blind (NAB) students were covered under health support programme
  - Provided 10, 000 litres/day of potable water to residents of Birsanagar 'bastee' through rain water harvesting. 3.65 million litres of water has been provided in the financial year
  - Distribution of solar lanterns to members of key community
  - Financial contribution to various cultural, social and professional bodies
  - Expansion of 'Akshar' school capacity of accommodate 80 children



### JOINT COUNCIL TEAM



**Sri R. K. Rahi**  
Chairman

**Sri P.K. Tibdewal**  
Vice-Chairman

**Sri Arvind Kumar**  
Secretary

**Sri Lal Sandil**  
Assistant Secretary

Sri N. K. Singh

Sri Ras Bihari Ray

Sri Diwakar Jha

Smt. Devika Singh

Sri Chandan Dutta

Sri P.K. Singh

Sri S.B. Dutta

Sri M.A. Hussain

Sri A. M. Rao

Sri D.K. Sinha

Sri Saibalendu Dasgupta

Sri P.K. Pandey

Sri K.K. Thakur

Sri G. Pandey

Sri S.N. Mahato

Sri N.K. Verma