

VOLTECH **VISTA**

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Sustainable Growth **2020**

• **INDEPENDENCE DAY**
Celebrations

Pg. No. 35





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MD's Desk

August was an august month in so many different ways. The passing of the hot spells of the scorching Indian summer and the welcome arrival of the rainy seasons has brought much cheer to our offices. The mood across our divisions has been largely upbeat and very optimistic. IC-M3 of VMCL bagged a mega order worth over 18 million rupees. The flameproof equipment division saw its efforts and toil taking fruit with its first ever major order from DOW Chemicals-Mumbai. The solar division was also in the fray among the top performers after receiving a mega order of 18 million rupees. IC-Solar successfully obtained yet another major order of 6 million rupees from Bajaj Electricals. Our offices have broken into raptures of applause and celebration in the face of these great achievements.

And there is good reason to cheer. Voltech's strong showing comes against the backdrop of a volatile Indian stock market and a rapidly falling Indian rupee. The market has become chaotic with a gloomy few seasons predicted over the coming years. Considering the monumental accumulation of bad debt, and the increasingly fragile economic forecast, Voltech has managed to stay strong and charge ahead in seemingly foreboding circumstances. The Voltech brand's resilience and its ability to demonstrate resurgence and sustainability in the face of improbable odds in the see-saw of the business cycle has made the brand stronger and more visible in the market, communicating vibrancy, optimism and tenacity. The brand is poised for a major push and promotional initiative in the international and domestic market through a concerted campaign from our marketing divisions.

Voltech derives its strength today in its standing as a family of brands, representing a major corporate powerhouse. Expanding into the vast expanse of the domestic and international market across different sectors has allowed us to hedge our risk, and maximize our gains through a diverse portfolio of both products as well as customers. Our indelible footprint in the energy sector and distinct market penetration has stood our efforts in good stead,

allowing us to hold out during adversities, rapid changes and evolutions of the global marketplace. Our recently established training centres are but one effort to build and nurture India's enormous talent pool, who will meet the world's growing demand for a highly skilled workforce in the organized sector. Through these initiatives, we craft an ideal scenario for all the stakeholders of society and our country.

Another instance of Voltech's community-centred outreach was witnessed in the aftermath of the Kerala floods, when the employees came together in a joint and self-motivated initiative to contribute a day's income for the relief operations of Kerala's citizens. The Voltech group rallied around the call of duty when Kerala reeled under the onslaught of heavy rains, floods and landslides. Voltech had gone beyond the contribution made to the Chief Minister's relief fund. Now we are drawing up plans that would assist communities affected by disasters in their long-term rehabilitation and revival. In this way, we are taking a step towards making a better future. Voltech's philosophy of philanthropy is now assuming multitudinous forms, centred on the goal of giving back to society and the community, and building the country.

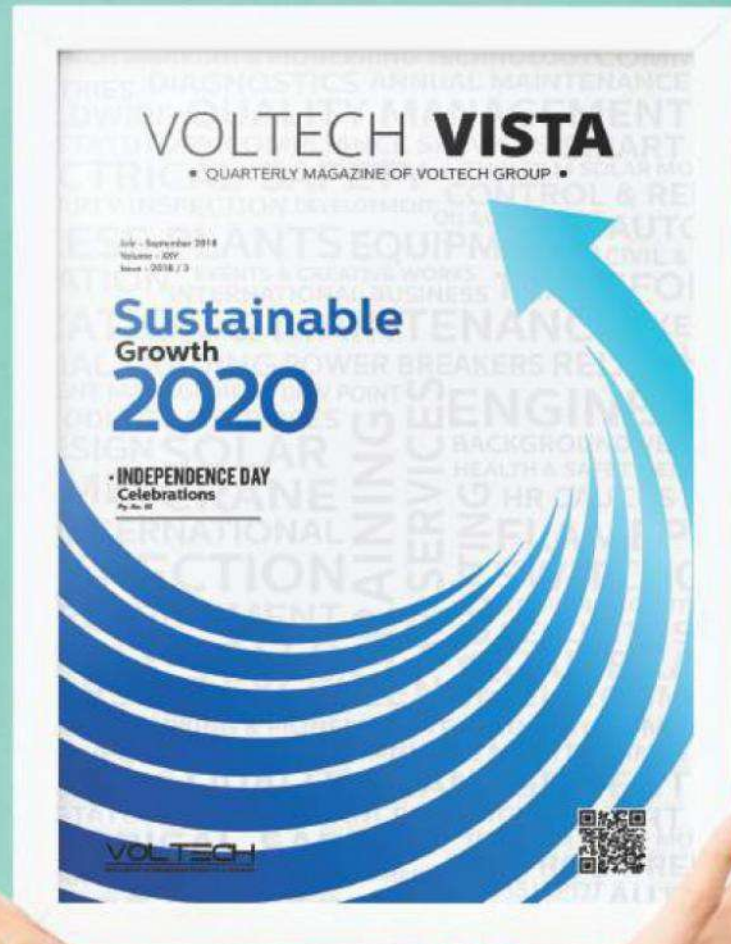
Lastly, I am gratified and very much honoured by the several awards and recognitions that have come my way in recent days. It was an honour and privilege to be counted upon as a mentor and guide for the future of India's young generation. I used this as an opportunity to share my vision and my wisdom for the two convocation ceremonies where I was the guest of honour. My felicitation by my alma mater, Anna University, was another moment in time that I would cherish forever, as it brought a measure of recognition and appreciation from my own compatriots and peers, many of whom are first among equals in different parts of the world. It was an attainment that I completely dedicate to my employees. They are truly the tour de force of my company. I end this letter with a quote from the Thirukkural:

நல்லாற்றால் நாழ யருளாங்க பல்லாற்றால்
தேரீனும் அகிதே துணை

The law of 'grace' fulfil, by methods good due trial made,
Though many systems you explore, this is your only aid.

Mr.M.Umapathi

Vistorial



Bruce Springsteen once famously sang, "You can't forsake the ties that bind" referring to the need to belong and a sense of community. The progress of the entire human race is based on those ties that hold, ties that we behold and the ties that bring us into a fold. Perhaps then it becomes important to reflect on the saying of yore, that you can acquire everything in solitude except character. These words echoed through the offices of Voltech during the month of August when our neighbouring state teetered on the brink by an unforeseen deluge. The sense of community that brought people together in the end was an illuminating lesson in humanity that taught us once again that great things could be achieved when people come together. It gave a polish of character to every participating member and made them feel part of a greater cause than their own.

The outpouring of grief and concern across the entire country and also the world to this man-made tragedy let us know that we are not alone. There was also shock and anger. The incident inspired a multitude of people from all walks of life to get involved in an issue and do whatever they could to make a difference. Their efforts go a long way in giving those affected a new start in life. For perhaps the briefest of moments, people abandoned the walls and the fences which they have built around themselves, and trustingly gave their precious belongings in kinship to their suffering brothers and sisters. The sense of oneness was truly potent. It was a compelling response to an unexpected unbrace that were matched by only the human spirit in fighting unsparing odds. The sense of oneness was truly overwhelming.

The sense of community is a symbol in an otherwise materialistic world that love is possible, and that conflict is not always necessary for progress. The feeling of belonging and being part of something is the most unifying and empowering spiritual denominator. It has the capacity to bring meaning and purpose into human existence. The power of a group of individuals who come together with a common purpose has no equal. This idea of community would change the meanings of so many

things that we see and associate with in our daily lives. Metaphorically, it would imply the individual's delight is in human differences and culture, to understand that differences are a source of strength and new learning and that they spur ideas and attitudes that can build bridges across a sea of mankind. The community enables us to welcome and help people in ways that could not have been possible as individuals. It is a commonwealth- a place, a resource and an economy that addresses the physical, social and spiritual needs of its members. It is an ecosystem by itself that co-exists with the outer world.

Power, domination and wealth are the antithesis to this strong sense of community. Such pursuits are driven by the need for stimulation, achievement and celebration. Yet, they embody a sense of loss both for the individual as well as society. The exhilaration of luxury asphyxiates the essence of community life. Such an idea distorts the sense of an environment. Its effects are felt not only on human health, but also on the environment. As a biosphere, every human act has an impact on the environment. The piquancy of isolated personal actions will never truly address the crisis faced by the world, which was in part manifested by the tragedy that struck Kerala. This drift towards a selfish privacy is immensely destructive and debilitating to the entire world. Its effects on the ecology would be profound, and they cannot be addressed through any policy initiative.

The notion of sustainability is strongly intertwined with the community ideal. As long as people live as islands in a vast ocean, apart from each other, they would never be able to achieve the collective goals of society as a whole. We must close ranks in spirit, to come together in the garden of God's creation. We are not alone, and we do not live for ourselves. When we rise and fall, others rise and fall with us. We must bind together as one, work together, encourage each other to our goals, and be prepared to make sacrifices. Only through collective sacrifice and care can we envisage the sustainable future we wish to give to future generations.

*"In this world it is not what we take up, but what we give up, that makes us rich."
- Henry Ward Beecher*



Rumination: Everything has beauty, but not everyone sees it. In the demiurgic exploration of artistic endeavours, I probe deep into the artistic process, drawing inspiration for my art from the world around me, and trying to blend this work into a presentation that the world can appreciate and the individual can distinguish. Analogically, my work is like a live feature performance and a serious conception, akin to a sonnet delivered with delicacy, poise and vivaciousness. The work is the composition, the lines and curves are the lyric. Their fusion into a seamless cadence conceives the rhyme that amalgamates the concoction of colours, contriving a medley that is reminiscent of the finer things in life.

It would not be entirely false if one proclaims that everyone is born an artist. Watching young toddlers playing with crayons, painting the walls of the home is but an expression of a work of art in itself. Sadly, the austere performances and acts expected by society often expel potential aspirants from pursuing more meaningful and acceptable endeavours. Art as a life form has seldom found widespread acceptance as a life choice. The artist must pursue his work as an avocation, and have a legitimate profession to meet the desideratum of society's expectations. Even the art of yesteryears that have found recognition in recent times have suffered from much oppression in their time. The artist lives in relative impoverishment, dependent entirely on the benevolence of a kind patron to sustain him from season to season. He must in turn, dedicate his work to the benefactor. Society's rigid strictures thus have had a redoubtable cynical effect on the soul and the pursuit of true happiness for the consummate artist.

The circumstances surrounding the life of a career artist is truly astringent. Apotheosis and deification come late into the years or perhaps never at all. Most artists are truly recognized for their work only after they are dead. This is the most bitter of ironies in this world. If ever an artist could find recognition and reward in a stable career and a steady income, he is truly the most fortunate of people. I count myself to be one among those few.

I have often discovered the finest artistic manuscripts in the random materials and artefacts that I encounter in my daily life. These have in turn inspired me time and again to create works that are captivating and mesmerizing. I have also discovered that art eclipses traditional boundaries imposed by trades and professions. Many of my works have been inspired by architecture and advertising. In my own time, I have seen art inspired by everything from broken crockery to discarded waste and scrap metal. Some of the finest artists who create these beautiful masterpieces live their life in aridity and exiguity. That I am able to pursue my dream as a profession by itself, in a world that demands legitimacy is the greatest blessing of all. I immerse myself in art, and I continue to thirst for more. My unquenchable desire to explore the realms of the art world has been wish that has never forsaken me. It gives me the hope with which I start each new day.

In order to reach my full potential, I need to spend time in preponderance and quietude, listening to deep within my soul and my feelings, and excoitating over them. It is only in the divine intercourse of emotion and idea that the most beautiful art is procreated. One must truly be in touch with one's feelings to ignite the spark of creativity.

"The true work of art is but a shadow of the divine perfection"
~Michaelangelo

Your friend in creation,
Mohammed Hafeez.V.H
Sr.Graphic Designer



Follow me @    

Designer's Note

Bagged New Orders

Cluster A

Southern Region

- Testing and Commissioning of Electrical Equipment at Jaggayyapet project from Ultratech Cement Ltd. valued at **300,000 INR.**
- Testing and Commissioning of Electrical Equipment at Wonder Cement Dhule GU-E&I from ABB India Ltd. valued at **589,000 INR.**
- Testing and Commissioning of Electrical Equipment at Adani Dhamara from ABB India Ltd. valued at **428,000 INR.**
- Testing and Commissioning of Electrical Equipment at 110/33KV Substation Technopark from ABB India Ltd. (Amendment) valued at **461,000 INR.**
- Testing and Commissioning of Electrical Equipment at CLT unit Paradip, Odisha from Punj Lloyd valued at **300,000 INR.**
- Testing and Commissioning of Electrical Equipment at Nagaipower from ABB India Ltd. valued at **261,000 INR.**
- Testing and Commissioning of Electrical Equipment at HZL RA Mine Electrics for UG from ABB India Ltd. valued at **790,000 INR.**
- Testing and Commissioning of Electrical Equipment at Amanishah Nallah projects, Jaipur from Tata Projects valued at **1.86 MINR**
- Testing and Commissioning of Electrical Equipment at BSP Bhilai projects from Tata Projects valued at **453,000 INR**
- Testing and Commissioning of Electrical Equipment at CMRL from Siemens Ltd. valued at **560,000 INR.**

Solar & Water

- Testing and Pre-commissioning of Electrical Equipment at PMIS from Megha Engineering & Infrastructure Ltd. valued at **4.3 MINR**
- Testing and Pre-commissioning of Electrical Equipment at Telangana from Mytrah Energy (India) Pvt. Ltd. valued at **1.61 MINR**
- Testing and Pre-commissioning of Electrical Equipment at Wanaparthy from Mytrah Energy (India) Pvt. Ltd. valued at **1.25 MINR**
- Testing and Pre-commissioning of Electrical Equipment at Mutchumarri from Megha Engineering & Infrastructure Ltd. valued at **720,000 INR.**

Oil & Gas

- Testing and Pre-commissioning of Electrical Equipment at 220KV Switchyard, BORL Bina projects from Bharat Oman Refineries Ltd. valued at **2.53 MINR**
- Testing and Pre-commissioning of Electrical Equipment at Paradip, Odisha from Indian Oil Corporation Ltd. valued at **7.8 MINR**
- Testing and Pre-commissioning of Electrical Equipment at IOCL-INMAX FCUU Bongaigaon Project from SAF Engineering valued at **739,000 INR.**
- Testing and Pre-commissioning of Electrical Equipment at IOCL from China Kunlun Contracting valued at **163,000 INR.**

Cluster B | Northern Region

- Testing & Commissioning of Electrical equipment at JSW Dalvi through M/s. Siemens Ltd. – Amendment Value of **2.15 MINR**
- Testing & Commissioning of Electrical equipment at 400/132KV NTPC Solapur, Mouda through M/S ABB India Ltd. – Amendment Value of **1.7 MINR**
- Testing & Commissioning of Electrical equipment at INOX Project through M/s. GET&D India Ltd. – Value of **1.59 MINR**
- Providing Testing and Commissioning services at Chandigarh through Sterling and Wilson Pvt. Ltd. - Value of **1.56 MINR**
- Testing & Commissioning of Electrical equipment at MH1 Parbhani Project through M/s. GET&D India Ltd. – Amendment Value of **873,000 INR.**
- Providing Testing and Commissioning services at Bachau Vestas Project from M/s. Siemens to the value of **815,000 INR.**



Courtesy : www.incoreinsightlytics.com

Cluster B

Western Region

- Testing and Commissioning services at BPCL Kochin from M/s. Larsen and Toubro Ltd. for **700,000 INR.**
- Providing Testing and Commissioning services at NPCL at Rawatbhata from M/s. Larsen and Toubro Ltd. for **424,000 INR.**
- Testing and Commissioning of Electrical equipment at 220/66KV Bhachunda- from M/s. Sterling and Wilson Pvt. Ltd. to the value of **354,000 INR.**
- Providing Testing and Commissioning services at Parabhandar from M/s. ABB India Ltd. to the value of **247,000 INR.**

Eastern Region

- Testing and commissioning of Electrical panels for 2 MTPA Expansion Projects from McNally Bharat Engineering Co. Limited for value of **424,000 INR.**
- Testing and Commissioning of Electrical panels for RE-DBN Project from McNally Bharat Engineering Co. Limited for value of **283,000 INR.**
- Testing & Commissioning of Electrics for the 100MVA, 33/6.6kV Transformer for LF-PDS from Mascot Electromech Pvt. Ltd. to the value of **340,000 INR.**
- Testing and Commissioning of 132/33KV Switchyard as per OPTCL at Udala, Odisha from SR Associates to the value of **446,000 INR.**
- Testing and Commissioning of electrical Equipment at Mangdechhu from NG Engineering for value of **610,000 INR.**
- Testing commissioning at 132kV GIS Site of WBSETCL at Panagarh of MBECL Project from Intelligent Solutions to the value of **464,000 INR.**
- Testing and Commissioning of Electrical Equipment at Faraka through Sterling and Wilson Pvt Ltd. to the Value of **646,000 INR.**
- Testing and Commissioning of Electrical Equipment at CSPTCL 220KV Jagdalpur from GE T&D India Ltd. valued at **743,000 INR.**

IC-D1

INDEPENDENT COMPANY - DOMESTIC 1

Cluster C

ATT

- Training Programs on Testing and Commissioning of Electrical Equipment at GETCO Engineers from Gujarat Energy Training & Research Institute valued at **251,000 INR.**
- Testing and Commissioning of 50MVA, 132/33KV Transformer at PGCIL, Dhaligaon from Transformers & Rectifiers (India) Ltd. valued at **10.6 MINR**
- Testing and Commissioning of 110/11KV Transformer at Murbad - ASU from Praxair India Private Limited valued at **394,000 INR.**
- Testing and Commissioning for Butene 1 project at HPL complex, Haldia from Haldia Petrochemicals Ltd. valued at **768,000 INR.**
- Testing and Commissioning at Karur from MAK Controls and Systems Pvt. Ltd. valued at **283,000 INR.**

HVDC

- Providing HVDC Testing and Commissioning services at Champa Amendment -6 from M/s. GE T&D India Ltd. valued at **2.59 MINR**
- Providing HVDC Testing and Commissioning services at Kurukshetra-Amendmen-8 from M/s. GET&D India Ltd. valued at **1.2 MINR**
- Providing HVDC Testing and Commissioning services at Champa CKL 2 Amendment -2 from M/s. GET&D India Ltd. valued at **1.4 MINR**

Raipur

- Providing overhauling testing services at various sites from Hira Ferro Alloys Ltd. (Power Div) valued at **625,000 INR**
- Testing and Commissioning at 33KV HT panel from Ahluwalia Contracts (India) Limited valued at **101,000 INR.**

Achievements

We had successfully completed a training programme at Vadodara for the participants of 90 personnel working at GETCO (AE/JE/ED/EE).



Training for experienced professionals



Training session in progress



Completion certificate from GETCO

Bagged New Orders

- We received valuable order from HZL –RA mines for Instruments Calibration valued at **1.5 MINR**
- We received valuable order from Cairn Barmer for Instruments Calibration valued at **500,000 INR**
- We received valuable order from Amara Raja Batteries for Testing of Electrical Equipments valued at **1MINR**
- Successfully bagged order from Siemens valued at **1.1MINR**
- Bagged order from Essar Power for transformer testing valued at **800,000 INR**
- We have received an order from M/s. Sathlokhar Synergy's Private Limited, Tamilnadu for the supply,

installation, Testing & Commissioning of CCTV system and Access Control system, and the project is valued at **1.3 MINR**

- We bagged a work order for the supply & installation, Testing & Commissioning of Surveillance System along the road leading to BITS, Pilani- Hyderabad campus from Anthayapalli Junction for the project valued at **483,000 INR**
- We have received an order from M/s. BGR Energy Systems Limited, Environmental Equipment Division Factory - Ponneri for the supply & service of CCTV system, and the project is valued at **839,000 INR**
- We have received an order from M/s. BGR energy Systems Limited, oil and gas equipment factory- Ponneri for the supply & service of CCTV system, and the project is valued at **395,000 INR**

Achievements

- We successfully completed Re-assessment of METICC lab for another 2 years.
- Successfully tested the protection system including GRP, MV & LV switch gears protection and switchyard protection system of 720 MW mangdechhu hydro power plant in Thangbi, Bhutan
- 4 protection engineers successfully completed NR protection training and become NR energy solution's authorized service providers.
- 2 more engineers approved as Siemens authorised SAS engineers.
- Successfully completed retrofitting survey of CRP's in 25 substations all over Himachal Pradesh as ABB representatives
- Successfully commissioned protection system of 220/33kV (37 bays) JSW, Dalvi site on behalf of Siemens
- We have commissioned ABB drive units in Universal Rail Mill complex at Bhilai steel plant.
- Siemens SCADA up gradation & Integration at AP Transco, 400/220kV Maragadam Station was successfully completed
- Siemens SCADA Integration at AP Transco, 400/220kV Uravugonda Station was successfully completed



Retrofitting Works in 25 Substations in Himachal Pradesh



NABL Team with our MD on Re-assessment of METICC lab

New Appointments

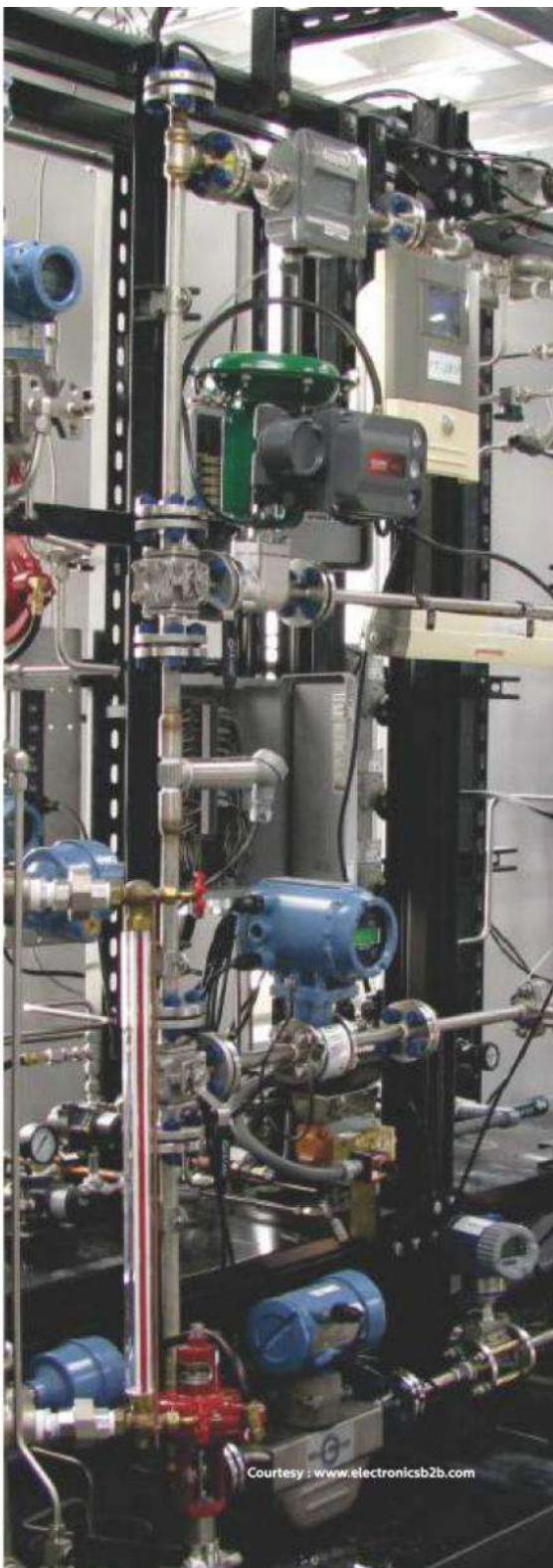
Mr. S. M. Chandra Mohan has been appointed as Head of IC - C&I Unit, with effect from 24.08.18. He would be looking after the unit's Business Development activities.



Mr. S. M. Chandra Mohan
Head - IC - C&I
Email : chandramohan.sm@voltechgroup.com
Mobile : +91-9791044007

Bagged New Orders

- We have received an order from M/s. ABB Ltd, for supervision of instrumentation work in M/s. Indian Oil Corporation Ltd. Baruaní Project, which includes total erection supervision activities and man power at site for a value of **778,000 INR**.
- We have received an order from M/s. ABB Ltd, for RTU (Remote Terminal Unit) panel commissioning for Gujarat, Punjab and Rajasthan locations and the project is value at **669,000 INR**.
- We bagged one more order from M/s. ABB Ltd, for supervision of instrumentation work at Indian Oil Corporation Ltd- Guwahati, for project value of **778,000 INR**.



Courtesy : www.electronicb2b.com

Bagged New Orders

- Voltech IC Solar got approval from Odisha Power Transmission Corporation Limited.
- Voltech IC Solar received order from L&T Odisha for supply of 40 Nos. of 1kW for IPDS Odisha Projects - Total value of **10 MINR**
- Voltech IC Solar received order from Vindhya Telelinks Limited for supply of 169 Nos. of 1kW for IPDS Bihar Projects - Total value of **18.4MINR**
- Voltech IC Solar received from Bajaj Electricals an order for 50 Nos. of 1kW for IPDS Bihar Projects- Total value of **6 MINR**.

Orders Executed

- Voltech-IC Solar successfully completed the supply of rooftop solar system for the following clients in IPDS Projects in Bihar.
- EAST INDIA UDYOG LIMITED : 1kWp x 101 Nos. for a value of **1.3MINR**
- VINDHYA TELELINKS LIMITED : 1kWp x 85 Nos. for a value of **920,000 INR**
- Voltech-IC Solar envisages repeat orders from above clients as well as other prospective clients in the coming months.



Courtesy : www.technology.nasa.gov

Service

QATAR

- Successfully commissioned Phase 11 Al Heedan substation through M/s. Siemens WLL.
- Successfully commissioned Phase 12 4Dohas substation through M/s. Siemens WLL.
- Successfully commissioned Phase 12 BAA-5 substation through M/s. NCC.
- Successfully commissioned Phase 12 BU Garn substation through M/s. Siemens LLC.
- Successfully commissioned Phase 12 Umm Al Seenem substation through M/s. Siemens WLL.
- Successfully commissioned Phase 12 Doha West Metro super substation through M/s. Siemens LLC.



Successfully commissioned Phase 12 4Dohas substation



Successfully commissioned Phase 12 Doha West Metro super substation



Vinayaka Chaturthi pooja at guest house-Voltech Qatar

BAHRAIN

- Order Received from M/s. CPPS to depute commissioning & protection engineer for their Alba project.
- Order Received from M/s. Danway to depute technician, supervisors and foreman for their Alba project.
- Order Received from M/s. Siemens to depute civil engineer for their Alba project.



Service

OMAN

- Order received from M/s. CADAGUA for Testing & Commissioning of STP Darsoit.
- Order received from M/s. CCC for Testing & Commissioning at Harweel PDO.
- Order received from M/s. Galfar for Testing & Commissioning of MC13 Muscat Airport
- Successfully completed E&I activities turnaround job in SMC for M/s. Aarkay



Successfully completed E&I activities turnaround job in SMC for M/s. Aarkay

NIGERIA

- Successfully completed Hipot test for 33KV Hyundai GIS system Busbar and cables for M/s. Onshore Construction at Dangote Fertilizer Plant.
- Successfully completed the 11KV trouble shooting works for M/s. Daleji Properties at Spar Lekki Branch.

New Ventures

Mr. Sachudhanandham has been appointed as Technical Manager from July'18. He will be handling all troubleshooting, AMC, T & C activities. We at Voltech BMS Nigeria Ltd. wish him all the very best and we trust that he will deliver his full support and cooperation for the improvement for Nigeria Business.

Contact Details: +234-07082048145 | Email ID: sachudhanandham.m@voltechgroup.com

ALGERIA

New Ventures

Mr. K. Manikandan has been appointed as Country Manager from September'18. Sarl Voltech Engineers Algeria, Hydra, Algiers, Algeria.

Mob: +213 553058685 / +213 778217862

E-Mail: manikandan.k@voltechgroup.com

BANGLADESH

- Order Received from M/s. LTL BANGLADESH to depute Testing & commissioning Engineer for their 100MW HFO Power Plant, Chittagong.

Products

KENYA

- Order received from M/s. Spenomatic Group, Kenya for the supply of 2MVA Transformer.

NIGERIA

- Order received from M/s. Olam Group, Nigeria through M/s. Voltech BMS Nigeria for the supply of Relays.
- Successfully supplied Batteries to M/s. Sapele Power, Nigeria.
- Successfully supplied and commissioned Temporary Excitation system at ST 03 for M/s. Sapele Power PLC.

UGANDA

- Successfully completed Testing & Commissioning of 500KVA Transformer, 11KV Panel and LT Panel which supplied to M/s. Makepasi, Uganda.



500KVA Transformer, 11KV Panel and LT Panels

UAE

- Amendment order received from M/s. Mitsubishi Hitachi Power Systems India Pvt. Ltd. for the supply of Electrical Items.

MD's Business Trip to Spain



Managing Director's visit to M/s. DF Energy



Our MD at The Royal Palace, Madrid



Managing Director's visit to M/s. Acciona Agua



Managing Director's visit to M/s. TSK



IC-IN2

INDEPENDENT COMPANY - INTERNATIONAL 2

New Orders

SINGAPORE

- Order received from M/s. ABB PTE LTD, Singapore for Testing and Commissioning services for MEDP Project at Singapore – Value of order **USD 102,700**
- Received amendment purchase order from PT. ABB PTE LTD, Singapore for installation supervision, testing and commissioning supervision of 150 KV GIS Substation in APR, Krinchi Project at Indonesia - Value of order **USD 30,650**

INDONESIA | Service

- Order received from PT. Euroasiatic Jaya, Indonesia for supply of replacement of defective components for Low Voltage Main Distribution Panel (PMCC) SBI Project at Indonesia - Value of order **USD 4,966**
- Order received from PT. Asia Pacific Fibers for plant survey engineer service for their Factory at Karawang Indonesia - Value of order **USD 2000**
- Successfully completed the Testing and Commissioning of 500KV AIS Substation, Central Java Project at Indonesia through PT. Grid Solutions Indonesia
- Successfully completed the Testing and Commissioning of 500/33KV AIS Substation, Tolo Wind Farm Project at Indonesia through PT. Siemens Indonesia

CAMBODIA

- Order received from M/s. Cambodian Energy Limited, Cambodia for maintenance of generator, pumps, valves, electrical panel equipment, ups and battery charger of 2*50MW coal fired power plant at Cambodia- Value of order **USD 72,500**
- Order received from M/s. Cambodian Energy Limited, Cambodia for switchyard maintenance and servicing of 230kv switchyard equipment of CEL Coal Fired Power Plant at Cambodia- Value of order **USD 26,500**
- Order received from M/s. RMS Quality Pte Ltd, Singapore for boiler manager service of 150MW Sihanoukville CEL2 coal fired power plant at Cambodia -Value of order **USD 68,400**

THAILAND

- Order received from M/s. PICE Company Limited, Bangkok for electrical design and engineering for 115kv power station of Chaiyaphum sugar factory at Thailand- Value of order **USD 13,650**
- Received amendment purchase order from M/s Grid Solution (Thailand) Limited for Testing and Commissioning of 5 wind farm substation at Thailand and Testing and Commissioning of 230/500KV Nabong Project at Laos- Value of order **USD 138,000**

LAOS

- Order received from M/s. SK Engineering & Construction, Laos for communication engineer and control engineer service of 115kv/220kv/500kv Xe-Pian, Xe-Namnoy hydro power plant project at Laos -Value of order **USD 38,000**
- Successfully completed the soil resistivity testing of powerhouse and switchyard for Nam Kong 3 project site at Lao through M/s. Andritz Hydro Private Limited.

MALAYSIA

- Successfully completed the testing of electrical equipment at Tecnimont Rapid P7 Package project through M/s. Tarpon Energy Services Asia Pacific Sdn Bhd.
- Order received from various customers at Malaysia for calibration of electrical equipment, testing and service of transformer - Value of order **USD 28,000**
- Order received from M/s. Lotte Chemical Titan, Malaysia for testing of 11 MVA Transformer –Value of **USD 4,000**



Our engineer and technicians at M/s. Cambodian Energy Limited, Cambodia - coal fired power plant at Cambodia

IC-M1

INDEPENDENT COMPANY - MANUFACTURING 1

Major Orders

- Order received from M/s. Bharat Aluminium Company Limited for "Internal Inspection and Overhauling of 2 Nos. of 16MVA, 33/6.6KV Power Transformer" valued at **2.2MINR**
- Additional order received from M/s. Bharat Aluminium Company Limited for "Internal Inspection and Overhauling of 144MVA Power Transformer – 4 Nos." valued at **2.3MINR**
- Order received from M/s. Michelin India Private Limited for "Preventive and Maintenance Work in Transformer" valued at **448,000 INR**
- Orders received from various customers for servicing of transformers valued at **600,000 INR**

IC-M3

INDEPENDENT COMPANY - MANUFACTURING 3

Major Orders

- Order received from M/s. Siemens, Ahmedabad for the supply of 21 Nos of 132kV CRP with Spares valued at **3.8MINR**
- Order received from M/s. Voltech Engineers Pvt. Ltd., Chennai for the supply of 1 Nos of 33/11kV, 7.5MVA Transformer Feeder Control & Relay Panel -Retrofitting valued at **220,000 INR**
- Order received from M/s. TANTRANSCO, GCC, Trichy for the supply of 13 Nos of AC PANEL FOR 33 KV SS valued at **997,000 INR**
- Order received from M/s. TANTRANSCO, Transmission-II, Chennai for the supply of 252 Nos of Type A (55), Type B(167), 220V DCDB (14), 110V DCDB (77), 110V Outdoor(119) Panel valued at **18MINR**
- Order received from M/s. TANTRANSCO, GCC, Salem for the supply of 13 Nos of AC Panel for 33KV SS valued at **964,000 INR**
- Order received from M/s. Tangedco, Kanchipuram for the supply of 360 Nos of 110 VDC, 4NC Contactor at **339,000 INR**
- Order received from M/s. Stelmec Limited, Thane for the supply of 141 Nos of Auxiliary Relays valued at **199,000INR**
- Order received from M/s. Stelmec Limited, Thane for the supply of 80 Nos of Auxiliary Relays valued at **113,000 INR**
- Order received from M/s. Tangedco, Pudukottai for the supply of 11 Nos of Numerical 30L+1EL Relay valued at **102,000 INR**
- Order received from M/s. Voltech Manufacturing Co. Ltd., Switchgear for the supply of 5 Nos of Numerical Motor Protection Relay valued at **147,000 INR**
- Order received from M/s. Voltech Manufacturing Co. Ltd., Switchgear for the supply of 18 Nos of Numerical 30L+1EL Relay valued at **150,000 INR**

IC-M4

INDEPENDENT COMPANY - MANUFACTURING 4

Achievements

- ICM4 have made Footprints in Jammu & Kashmir through M/s. PCS Business System, J&K..



Performance certificate received from Sterling & Wilson, Schneider Electric India Pvt Ltd, where Battery Charger(s) is satisfactorily functioning for almost more than two years.

IC-M5

INDEPENDENT COMPANY - MANUFACTURING 5

New Orders Bagged

- First major order received from M/s. Dow Chemicals, Mumbai for "Supply of 350 Nos of 75W LED Light Fittings" valued at **3.1 MINR**
- First order received from M/s. KBK Biotech Private Limited for "Supply of FLP Junction Boxes & FLP Local Control Stations" valued at **980,000 INR**
- Order received from M/s. Aurobindo Pharma Limited for "Supply of Various FLP Equipment like 16A Plug & Socket, 32A Plug & Socket and 36W LED Light Fittings" valued at **1.13MINR**
- Orders received from M/s. Precia Molen for "Supply of Various FLP Equipment" valued at **775,000 INR.**
- Orders received from M/s. Chemplast Sanmar for "Supply of Various FLP Equipment" valued at **559,000 INR.**
- Orders received from M/s. Toshniwal Hyvac Pvt Ltd for "Supply of Various FLP Equipment" valued at **357,000 INR .**
- Orders received from various valuable customers for "Supply of Various FLP Equipment" valued at **766,000 INR .**



Achievements

Bihar Electricity Board is implementing large number of sub-station and Distribution projects, In order to increase the evacuation capacity under two schemes IPDS (Integrated Power Development Scheme) & DDUGJY (Deen Dayal Upadhyaya Gram Jyoti Yojana) in **Patna & Nalanda** locations respectively.

NBPDCL & SBPDCL has also undertaken various projects of augmentation, renovation and modernization of existing Grids and Transmission Lines. To ensure stable and uninterrupted power supply to the people of state under which main locations are Patna and Nalanda.

M/s. Larsen & Toubro had been awarded with 15 sub-stations in Patna & Nalanda under IPDS & DDUGJY schemes for which M/s. Larsen & Toubro have chosen MU series breakers of Voltech for those sub-stations.

With this Bihar for the first time experiencing MU series breakers to have prodigious development in power sector and 5 stations were commissioned & running successfully.

With these, Voltech feel proud with Govt. of Bihar for their contribution towards developing activities in Bihar.



Major Orders

M/s. Government of GOA

M/s. Voltech Engineers Pvt Ltd received an order from M/s. Government of GOA, WRD for the supply of HT and LT panels to facilitate WTP project through M/s. Voltech Manufacturing Co. Ltd. We appreciate VEPL for awarding this order to us & extended opportunity to support them in this project.

M/s. Nuclear Power Corporation of India Ltd.

IC M2 receiving repeated opportunities from M/s. Nuclear Power Corporation of India Ltd. for supplying of HT & LT panels to Gorakhpur Haryana Anu Vidyut Pariyojana project in Haryana.

Type Test Performed in Q2

CENTRAL POWER RESEARCH INSTITUTE		TEST REPORT	
Test Report Number	CPRI/HT/18182319	Date:	12.07.2018
Name & Address of the Customer	M/s. Voltech Manufacturing Company Ltd, Swelling Chisnar, No.2423-B, Shree Kumanar Nagar, Kundahar Main Road, Abov, Chennai - 600128.		
Name & Address of the Manufacturer	M/s. Voltech Manufacturing Company Ltd, Swelling Chisnar, No.2423-B, Shree Kumanar Nagar, Kundahar Main Road, Abov, Chennai - 600128.		
Particulars of sample tested	R. No. 800A, 26.3kA VCB Panel		
Condition of the Sample on Receipt	Indoor		
Type	R. No. 800A, 26.3kA VCB Panel		
Description of Test sample	001		
Serial Number	001		
Number of samples tested	One		
Date of Test (in)	08.07.2018 to 09.07.2018		
CPRI sample code no	HRTL18182319		
Particulars of tests conducted	1. Temperature rise test at 800 Amps 2. Measurement of Resistance		
Test in accordance with standard/specification	IEC 62271-200:2011 and IEC 62271-1:2017		
Sampling date	NA		
Customer's requirement	NA		
Customer's approval	NA		
Name of the witnessing persons	Mr. E. Nandakumar, Mr. K. Anil Mungun and Mr. B. Venkatesh		
Customers representatives	NA		
Other than Customer's representatives	NA		
Test subcontracted with address of the laboratory	NA		
Documents constituting this report (in words)	None		
Number of sheets	Five		
Number of photographs	NA		
Number of graphs	NA		
Number of photos	NA		
Number of Test Circuit Diagrams	NA		
Number of Drawings	NA		
1) Drawing No.	1817003 SHEET NO.1 OF 4 REV. 0		
2) Drawing No.	1817001 SHEET NO.2 OF 4 REV. 0		
3) Drawing No.	1817002 SHEET NO.3 OF 4 REV. 0		
4) Drawing No.	1817003 SHEET NO.4 OF 4 REV. 0		
TEST ENGINEER	HEAD OF DIVISION APPROVED BY		
	Sheet 1 of 5		

Temperature rise test @ CPRI- MU Series
12 kV, 800A, 26.3 kA Indoor 3 Pole VCB Panel

CENTRAL POWER RESEARCH INSTITUTE		TEST REPORT	
Test Report Number	CPRI/LE/ATD18182319	Date:	12.09.2018
Name & Address of the Customer	M/s. Voltech Manufacturing Company Ltd, Swelling Chisnar, No.2423-B, Shree Kumanar Nagar, Kundahar Main Road, Abov, Chennai - 600128.		
Name & Address of the Manufacturer	M/s. Voltech Manufacturing Company Ltd, Swelling Chisnar, No.2423-B, Shree Kumanar Nagar, Kundahar Main Road, Abov, Chennai - 600128.		
Particulars of sample tested	LT Panel		
Condition of the sample on Receipt	Indoor		
Type	LT Panel		
Description of test sample	001		
Serial Number	001		
Number of samples tested	One only		
Date of Test (in)	07.09.2018		
CPRI sample code no	SATDPR18182319		
Particulars of tests conducted	IP 42 Test as per IEC 60529 Edition 2.2, 2013-08 Standard, Clause 13.2 and 14.2.2 Not applicable		
Test in accordance with standard/specification	IP 42 Test as per IEC 60529 Edition 2.2, 2013-08 Standard, Clause 13.2 and 14.2.2		
Sampling date	Not applicable		
Customer's requirement	1. IP 42 Test as per IEC 60529 Edition 2.2, 2013-08 Standard, Clause 13.2 and 14.2.2		
Customer's approval	2. Insulation Resistance Measurement at 500V DC and Power frequency High Voltage withstand test at 2.5 kV as to be applied for one minute between all the terminations shunted together and the body of the LT Panel Enclosure, to be conducted before and after IP 42 Test.		
Decisions if any	-As-		
Name of the witnessing persons	Mr. V. Pavanathan, Design Engineer		
Customer's representative	Mr. K. Anil Mungun, Design Engineer		
Other than customer's representatives	None		
Test subcontracted with address of the laboratory	None		
Documents constituting this report (in words)	None		
Number of sheets	Three Only		
Number of photographs	-As-		
Number of graphs	-As-		
Number of photos	-As-		
Number of Test Circuit Diagrams	-As-		
Number of Drawings	Three Only, Drawing No. VAC/1818MP4201 Sheet 1 of 3, Sheet 2 of 3 and Sheet 3 of 3.		
TEST ENGINEER	HEAD OF DIVISION APPROVED BY		
	Sheet 1 of 3		

IP-42 Type Test @ CPRI - LT panel



VOMS

VOLTECH O AND M SERVICES PVT. LTD.

Achievements

- VOMSPL received "BEST 5S for O&M category for the year of 2017/18" award from Vedanta group (BALCO - Vendus Meet).
- VOMSPL BALCO 1200 MW Electrical & C&I team won "5S award and two Kaizen awards" for operational excellence along with BALCO team at 12th internal convention on Quality Concepts".
- VOMSPL BALCO 540 MW Team Achieved "Kaizen Excellence award" for developing solution for ID Fan-4A manual start-up procedure and is made easy.

Major Orders

- M/s. NPCIL, KKNPP. Value of the order and duration: **32.7MINR** for 2 years. Scope of work: Support Services for Operation and Monitoring of various systems and updating of Operating Systems & Equipment data's of KKNPP Unit-II, Tamil Nadu.
- M/s. Clean Wind Power (satara) Pvt Ltd, M/s. Orange Maha Wind Energy Pvt Ltd, M/s. Inox wind Infrastructure Services Ltd. Value of the order and duration: **26.9MINR** for 60months. Scope of work: Operation and Maintenance Services for 220 KV Substation at South Budh (Maharashtra).
- M/s. Patran Transmission Company Limited (Sterlite Power Transmission Company Limited). Value of order and duration: **27.4MINR** for 3 years. Scope of work: Comprehensive (integrated) Basis Operation Maintenance of 400/220 KV AB make GIS substation at Patran, Punjab.
- M/s. Karnataka Power Corporation Limited. Value of order and duration: **8MINR** for one year. Scope of work: "BTPS Routine, breakdown and annual overhauling works of I&C system of CHP-1&2 at Karnataka"
- M/s. Karnataka Power Corporation Limited. Value of order and duration: **7.3MINR** for a year. Scope of work: "BTPS Unit-2 CHP Routine breakdown and overhauling works of Electrical Equipments at Karnataka"



VOMSPL received "BEST 5S for O&M category for the year of 2017/18" award from Vedanta group (BALCO - Vendus Meet).



VOMSPL BALCO 540 MW Team received "Kaizen Excellence award"



Safety Campaign at VAL plant - Jharsuguda for Monsoon Electrical safety preparation dated: 5/7/2018



Safety Campaign at TATA STEEL(KALAINAGAR) (Dengue Awareness) Dated : 03-09-2018



SAFETY CAMPAIGN ON SLIP AND TRIP HAZARDS TATA STEEL(KALINGANAGAR) SITE: 10-08-2018

ONSITE SAFETY TRAINING PROGRAMME



SEUPPTCL- REWA ROAD(Allahabad)



SASAN POWER LIMITED - Madhya Pradesh



HERO SOLAR ENERGIES- SOUTH BUDH



TATA STEEL - KALINGANAGAR



Best Safety Icon of the month (July 2018) Award received by Mr.Debdish Das (Safety officer) from VEDANTA

SAFETY PROGRAMS AND GIFT DISTRIBUTION FOR EMPLOYEES AT VARIOUS VOMS SITES



KSK – SITE (Akaltara, Chattisgarh)



ADANI-MUNDRA(GUJARAT)



FIRE AND RESCUE TRAINING AT VAL PLANT Jharsuguda



GIS and SCADA training given to JKPDD Officials at Amargarh (Sterlite Power Grid) 400/220KVGIS, Kashmir.



Major Orders

- We have received an order from M/s. Tamilnadu Petro Product for repair, servicing & oil reclamation of 25MVA, 110/33KV Transformer with a value of **1.8MINR**
- We have received an order through VMCL from M/s. BALCO for servicing of Oil draining, filtration, refilling and internal inspection of 144 MVA regulating or rectifier transformers –4 Nos with a value of **22.4MINR**
- We have received an order through VMCL from M/s. Michelin India Pvt. Ltd. for preventive maintenance, supply & installation of flexible link & transformer erection work with a value of **550,000 INR**
- We have received an order from M/s. Suryadev Alloys and Power Private Limited for servicing of 12.5MVA, 2 Nos. of transformers with a value of **324,500 INR**
- We have received an order from M/s. VEPL IC-IN1 for 2MVA transformer job & rental of filter machine with a value of **2.5MINR**
- We have received an order through VEPL IC-D2 from M/s. Hindustan Zinc for transformer OLTC service with a value of **150,000 INR**
- We have received an order through VOMS from M/s. Sem Corp for transformer OLTC service with a value of **46,000 INR**
- We have received an order from M/s. TNEB–Ayyampalayam for repair & servicing of 16MVA, 33/11KV transformer with a value of **3.99MINR**
- We have received an order from M/s. TNEB–Kulathur for repair & servicing of 8MVA, 33/11KV transformer with a value of **324,000 INR**
- We have received an order from M/s. TNEB–Annamalai for repair & servicing of 16MVA, 33/11KV, transformer with a value of **2.4MINR**
- We have received an order from M/s. TNEB–Guindy for repair & servicing of 16MVA, 33/11KV, transformer with a value of **1.7MINR**



Power Transformers under overhauling & rewinding process



Interviews Conducted

Galfar Engineering & Contracting, UAE has conducted interview in Chennai for the positions like QA / QC Manager, Project Manager, Planning & Control Engineer, Process Engineer, Engineering manager, Instrumentation Engineer & HSE Manager and selected 10 candidates.

Abahsain Consolidated Company, KSA has conducted interview in Chennai for the positions like QA/QC Engineers, Planning Engineer, Fiberoptic splicer, Electrician, Split ac technician, Safety officer, Welder, Helper, Mason, Steel fixture, Labor, Substation testing & transmission line helper & heavy driver and selected 30 candidates.

Oil Tech Services, UAE has conducted interviews in Odisha for the positions Erectors, Pipe Fitters, Pipe Fabricators, Structural Fitters & Structural Fabricators and selected 80 candidates.

Al Milad Engineering, UAE has conducted interviews in Madurai, Hyderabad, Kolkata & Gorakhpur for the positions Mason, Shuttering Carpenters, Electricians, Steel Fixers, Plumbers & Civil helpers and selected 283 candidates.

Middle East Group, KSA has conducted interviews in Hyderabad, Madurai, Banglore & Mumbai for the positions like Pest Control Technician, Entomologist, Pest Control Scheduler, Safety officer, Quality Engineer, Sales Executive & Store Keeper and selected 40 candidates.

Universal Voltas, UAE has conducted interviews in Kochi & Mumbai for the positions like HVAC Engineer, HVAC supervisor & HVAC technicians and selected 40 candidates.

Flex Link Technical Services, UAE has conducted interviews in Madurai, Chennai & Hyderabad for the positions like Production Engineer, QA/QC Engineer, Factory Safety Engineer, Mason, Steel Fixer, Shuttering Carpenters & Civil Helpers and selected 40 Candidates.

Events & Celebrations

Independence Day Celebrations

Voltech paid homage to the motherland on the 15th of August as India celebrated its 72nd independence day. A day of immense meaning and joy for every Indian, the patriotic fervour was felt among Voltech's employees and staff as the tricolour was hoisted at dawn at the Eco-Tower Headquarters by the Chief Executive Officer Mr. T. Hariraj while the Directors, Vice-Presidents and Heads looked on. The Managing Director stressed on the importance of fealty and faithfulness to the nation and its citizens, and also reminded those in attendance of their constitutional duties and responsibilities.

The message on this all-important date was in arousing every employee of Voltech, and their families, to renew their oath of allegiance to the nation, in showing deference to its rich cultural history and varied heritage, and in being reverent to the countless fighters who shed their blood and sacrificed their lives for India's freedom. The Managing Director used this opportunity to pay tribute to the father of the nation, Mahatma Gandhi, and his philosophy of Ahimsa, underscoring the message that all ends could be achieved in peace and brotherhood.



The Employees witnessing the flag hoisting



Group picture following the Independence Day speech





Ganesh Chaturthi Celebrations

Voltech celebrated the birthday of Lord Ganesha in great flourish and ceremony, as it ushered in divine blessings for a new year as well as for the removal of obstacles from its path to become a global corporation. Ceremonial prayers were offered at Eco-tower by the Managing Director, in the presence of the Director, Mrs. U. Kalaivani and the MD's revered parents, to invoke good fortune, and seek wisdom and intelligence from the deity. A pandal set up in the common floor area was adorned with a clay idol of Ganesha as the employees and staff gathered around the priest as he recited Vedic chants.

The prayers were also a thanksgiving offering for the propitious past year, especially in terms of the good fortune enjoyed by the company, both financially as well as through benevolent endowments of Mother Nature. The MD distributed the offerings at the conclusion of the prayer ceremony, by handing out sweets and gifts for the employees present. The occasion marked a very important function in the Hindu calendar as it is the first festival of the Tamil Calendar year.



The Directors offering prayers to the deity



Women employees present during the ceremony



The Managing Director presenting sweets

Full Health Check Up @ Eco Tower

In consonance with the company's internal directive to show concern for the welfare of its employees, a detailed full health check-up was organized at Eco-tower in association with MedAll Diagnostics for the Senior Heads, Presidents, Directors and Vice-Presidents across all companies and divisions. The two-slot event conducted on 14th and 25th of August was a health initiative aimed at addressing problems encountered by senior personnel in companies who work under enormous pressure and stress, and under stringent deadlines. The increasing attention shed on the issue by the media in recent days gave the prompting to organize such an event for the welfare of the company's leaders. The programme is part of a concerted effort by the Managing Director's office to spread awareness of health related risks in the office space, and also to ensure the early detection and treatment of common symptoms such as stress and other ailments.

The programme was received well among the participating members who hailed the foresight and vision of the company in promoting such checks. Plans are now being drafted to extend these activities across the rank and file on a periodic basis to ensure the wellbeing and happiness of all the staff and employees of the company.



Mr. Adalarasan - VP undergoing medical checkup



Mr. A. Manax, Country Manager participating in the camp



The CEO Mr. T. Hariraj present for the checkup



Mr. T. Premnath, ED undergoing a blood test

Corporate Social Responsibility

Voltech makes a donation to Govt. School, Nandanam

In keeping with the philanthropic spirit of giving back to society, the Managing Director of Voltech has had a long and fruitful association with a great number of charitable institutions over the years. These organizations reach out to communities and individuals who are in need of society's help and support, and give them the tools and materials to lift themselves out of their disadvantaged disposition. In the past decade alone, the organizations patronized by the Managing Director have reached out to tens of thousands of people across the state and beyond, providing livelihoods and giving new hope to the destitute.

In recognition of these pioneering efforts, the Rotary Club of Velachery felicitated the Managing Director, Shri. M. Umapathi at a function organized to mark the successful completion of a donation drive at the Government School, Nandanam. The donation efforts saw a contribution exceeding INR 200,000 made towards the school, which included the distribution of study kits to students, the installation of brand-new LCD projectors and sports equipment. These small efforts are part of a larger mission to provide better conditions for the next generation, and in empowering them to reach greater heights. The Managing Director was honoured as the Chief Guest for this function. It was a proud moment for the entire Voltech Group, as the recognition bestowed was shared and felt by the great many employees of the company who do their own small parts through the company's CSR programmes and other community centred initiatives to lend a helping hand to those forsaken in times of need.



Mr. R. Swaminathan, Advisor giving an inspiring talk



The Managing Director and other dignitaries in attendance



The Managing Director presenting projector to the HM



The Managing Director presenting sports goods to the staff



The Head Mistress felicitating the Voltech Group



School children witnessing the ceremony



The Managing Director presenting sports goods to the staff



The Managing Director receiving an award from Rotary Club

HR Induction Training @ Voltech Eco Tower

A batch of 60 engineering graduates have completed their training at the Voltech Training and Skill Development facility at Kovur, Chennai. The training programme is the crucial inductor into the Voltech corporate sphere, and sensitizes candidates to making an effective transition from student life to a highly-powered engineering workplace. The training programme is committed to providing every aspiring participant an opportunity to acquire the best skills in the industry and contribute to India's economy and grow with the nation.

The training schedule used a multifarious combination of teaching approaches, including case-management approaches that are tailored to address individual deficiencies and enable better application of knowledge. The participants, in addition to engineering skills based training, also received soft-skill development modules, information about the market and economy, assessment of individual job skills, training/retraining certification, and a host of other practices now deemed necessary in the professional environment. The engineers also received workplace sensitization training, education on preventing sexual harassment and prevention of discrimination.

The training programme is a crucial enabler for the trainees in terms of the culture of Voltech. It emphasizes areas of actual and shared responsibility, and increased accountability. The training is also used to address the finer nuances of each department's culture and practices, to ensure a more contoured consistency during inter-departmental interactions. With the ERP in place, the entire system has been digitized, which has resulted in optimization of operations and processes across the entire gamut of the company.

The training programme was concluded after the collection of participant feedback, individual mentoring and guidance, and detailed interactions with the trainers.



The HRD introducing the company to the new recruits



The HRD fielding questions from the participants



Participants undergoing the orientation



De-Briefing

EHS Induction & Training @ Voltech Eco Tower

The July-September quarter posted a phenomenal record of safety improvement in the workplace across all the ongoing work locations of Voltech. The concerted effort by the Chief Safety Officer, K. Dhavamani, and his team of safety engineers to transform the safety culture of Voltech has resulted in substantial and measurable changes in the last 24 months. One of the greatest challenges faced by the safety team was in creating a consistent culture of safety practices that were yoked and aligned with the entire network of Voltech's on-site operations across the ends of the globe.

The efforts by the safety team in recent days included taking surveys and employee interviews to accurately assess personal attitudes on safety. The safety team also researched behaviour-based safety tools and accident avoidance programmes that could transform Voltech into a protective and safe company. The safety team also reviewed existing current metrics and data, such as near-misses and injuries. The team also measured leading indicators such as training, internal auditing and implementation of behaviour-based tools. A rubric based safety training programme is presently under development which according to the Safety Officer, would "provide a framework of tools, training and technology that empowers frontline employees to change how they work, how they identify and solve issues, and increase overall safety awareness, with the intention of fostering a 100% injury free workplace".

The safety team is actively involved in scouting the larger industry space for obtaining the latest technologies. Plans are also now being considered to attend regional and international safety conferences which could create an inclusive sphere that allows for proactive sharing of knowledge. The recent conclusion of the annual review meetings allowed the safety team to monitor the progress of the programme with the management, and craft the design and implementation of new training programmes.



The Chief safety officer training the candidates



Participants being prepped for a safety activity



The CSO giving a report of the company's safety record.



Group photo of the new recruits with Mr. M. Babu, ED

EHS Training @ Domestic Sites



PGCIL 765KV Switchyard - Jatigaragh



PGCIL 400/220 KV GIS - GURGOAN



765/400KV JHATIKARA



BhushanSteel Limited - Angul (ER)



760/400KV STATCOM RANCHI



400/220KV GIS MANESAR



Unitech - Dhamrah port (ER)



LnT - Malwa(WR)



SPGVL 765/400KV Substation - Dhule



400/220KV GIS MAHARANJBAGH



Sterling Wilson - Bhuj (ER)



LnT - Malwa(WR)



132KV Gaurav Project - Aurangabad



400/220KV GIS MANESAR



SOMW Solar Power Plant - Tandur



PGCIL, Siemens - Yelhanka

EHS Training @ Domestic Sites



HVDC CHAMPA



Haldia Petro Chemicals



ABB - Ramji Ki Gol



ABB - Ramagundam, Telengana



ABB - Sheikshar



PGCIL, Siemens - Yelhanka



HVDC Champa



HVDC Champa

EHS Training @ Factories



Toolbox Talk at Transformers Factory



Safety Induction at Transformers Factory



Safety Induction at Transformers Factory



Safety Presentation at Electronics Factory



Safety Induction at Electronics Factory



Toolbox Talk at FLP Factory



Toolbox Talk at Relay Factory



Safety Presentation at Switchgear Factory

EHS Training @ International Sites



132/11kV Umm Al Hou1-2 Substation



220/132/33kV Doha West Metro Super Substation



132/11kV Umm Garn Substation



132/66/11kV Umm Ebairiya Substation



132/11kV Umm Al Hou1-2 Substation



132/11kV Ras Abu Fontas-3 Substation



132/11kV Umm Al Hou1-2 Substation



132/11kV Wakrah logistic -2 Substation



66/11kV Mehairja-1 S Substation



66/11kV Mehairja-1 S Substation



132/11kV Wakrah logistic -2 Substation



132/11kV Umm Garn Substation



132/11kV Ras Abu Fontas-3 Substation



66/11kV Khalifat -2 Substation



132/11kV Wakrah logistic -2 Substation



132/11kV Wakrah logistic -1 Substation

" Digitalisation, smart technologies are areas of potential"

M. BABU

Executive Director, IC - D1
Voltech Engineers Pvt. Ltd.



IC-D1, the largest regional company of Voltech, has maintained a healthy balance sheet amid challenging marketing conditions. Its Executive Director, M. Babu, has improved the visibility for the Company at the national level, and is now preparing it for a higher growth. He spoke to Vista on the economy, industry and also about his company. In an exclusive interview, mainly focussing on coming changes, M. Babu spoke about introduction of newer technologies in the energy sector, the digitization wave, and the progress of the sector over the coming 5 years.

The Executive Director's Perspective

An Interview with M Babu

Q. What is the Market Size for the IC-D1 Division in India?

Our business is almost entirely focused on the Testing and Commissioning (T&C) base. The present size of the market is estimated at around 1 Billion Indian Rupees. We see a scope of capturing in excess of 35% in this market, even as the industry records a steady growth of about 20% every year. That is a very impressive figure if you ask me, as it highlights the pace and speed of the energy sector's growth in India. We are not only growing, but also capturing market share from our rivals in this sector, with our growth figures comfortably in the range of around 32.5% year-on-year.

Q. What are the flagship products/services offered by IC-D1 in the segment?

HVDC and turnaround jobs in the Oil & Gas sector are pivots that support our revenues and business. We also specialize in Root Cause analysis, where we search an entire system for failure points, and find solutions. It's a highly specialized trade unlike other aspects of our company because it requires a complete and thorough know-how of the industry and mastery over the technology to execute it. Our successes in Root Cause analysis over the years has seen many prestigious clients coming to us for our expertise, so I can say with confidence that it is one of our flagship offerings at the present time.

Also, IC-D1 is a truly pan-India company. Our services are available from Kashmir to Kanyakumari (and we have been there too!). We can deploy our engineers to any location in India in less than 12 hours. Our presence as an established pan-India company has seen the bulk of our businesses coming from places such as the states of Eastern India and Northern India. The linguistic capabilities of our offices and our proficiency at cultural negotiation have given us a lot of delighted customer testimonials. Within my staff itself, we have people who speak every language in India.

Q. What are the latest emerging technologies in the segment?

About three months back, we commissioned India's first digital substation set up by ABB. Digitization is now creeping in steadily into this market as well. Our company is equipping itself for this market need, which will likely increase in the near future. In fact, nobody in the market other than us has commissioned a digital substation. We are the first in India. Truth is, none of our competitors even have this capability at present. For us, working in this new format has been an eye-opening experience. Digital Technologies are a game changer. They will revolutionize our market in the future.

Also, the EHV-HVDC (above 800KV) system is the latest technology to come into India, as far as our company is concerned. We were a part of this prestigious project, and at this time, Voltech's IC-D1 is the only qualified company to undertake in this project.

It would also interest you to know that we are doing all 6 projects using this technology in India. We have proved our capability and skills through our people and their specialization. The market in this scenario is entirely ours alone as we have no competition for commissioning of HVDC in India.

Q. Which sectors have been major contributors for the growth of the Power sector (with respect to T&C) in India?

Our mainstay is the Transmission and Distribution (T&D) business. Almost 80% of my company's revenues are driven by this. The remaining 20% comes from an assortment of industry base and the process industries. The T&D aspect of power generation has been driving our bottom line over the last many years now, but there have been changes in the market space. This financial year, renewables have begun to shine in the market, highlighting their profitability and economic viability over the future. It's growing faster, and the market is being steadily acquired by Solar, Wind and Biogas projects. These over the next 3 decades will supplement the present system of power generations. I'm seeing a phenomenal increase in the renewable energy market in India.



The Executive Director's Perspective

Q. What are the future initiatives of IC-D1 for the next 2 years?

IC-D1 has initiated an R&D Department to look into aspects of the latest research in our stream. Some of the outcomes are already entering into our commercial line-up such as the EV Charging stations. We have also undertaken a Detailed Project Report (DPR) to undertake and develop an electronics line. It will be a watershed project for our company, and could change the fortunes of the entire group.

We are also planning a mega workshop to the Engineering curriculum students. It's my personal dream to see this as a record-breaking event. It would be one of a kind for our industry, if this workshop were to enter the Limca Book of Records, or pray God into the Guinness Book. Our plan is to have 8,000-10,000 students trained by our professionals at a single stretch. We have already signed a MoU for this plan with the Tamilnadu Government. Our company has entered into discussions with SRM University for the realization of this event. We are also actively seeking out other top Engineering Colleges in the country.

CSR continues to remain one of our thrust areas for community development. From Jan 1st 2019 onwards, we are planning an awareness camp over the social media to educate customers on power saving techniques in their homes and offices. At present, this project is called "per day, one unit". The idea is that our tips could help consumers achieve a 1 Kilowatt power saving in a 24 hour period. We are planning to branch out our activity through the known social links, such as the families of our employees, and 15-20 known associates of each employee's family. Our objective is to reach a receptive audience comprised of conscientious individuals. We are developing this project into its final stages before execution, and have designed a thematic plan for WhatsApp and other social media.

Let me give you a small example of this. Typically people store coconuts with its tough outer husks in the fridge. This drives up power consumption because the husks can't be cooled easily. Our effort is not to make the consumer spend more, or buy anything to implement the innovation, but rather to follow our simple educational tips which can directly result in tangible costs savings for them and benefits for our country.

Q. Where does the sector see itself in the next 5 years?

Existing mega power projects are a real revenue generating stream for our line of business. Businesses from these areas, such as conditional assessment, retrofitting, refurbishment is likely to be present as demand in the market over a predicated future period. This is in line with the upgradation of facilities we have been seeing with the Government's initiatives. We are comfortably positioned to handle these types of activities. Voltech has also made a name for itself as a power brand in these types of challenging projects.

Let me give you an example. The Haldia Power Plant in West Bengal is a mega project. We completely handled the service, overhauling and maintenance of the plant during our last contract. It is not a small undertaking. Literally, we would have to dismantle, or be present at every critical point within the plant. It requires coordination, technical expertise, troubleshooting skills, a large project execution capability, a highly skilled workforce, and past experience with such mega projects. We not only did all of these, but also increased the overall efficiency factor of the plant. There is no competitor in the market who can handle such big turnaround projects in India at this time.

There are also very obvious trends that we can witness in the market. Digital India initiative is one of these. It is applicable to our business scenario also. We are now seeing such things as 'smart metering systems' which allows energy meters to be monitored remotely. Digitization is a huge push initiative that can have strong and long term implications for our business in the near future.

Q. What are the Sectorial trends vis-à-vis Government and other global factors

The nuclear power project which is coming up in Kudankulam is a huge impetus provided by the Government that Nuclear power is going to be a part of India's future. Some big expansion stages have been planned for this. By any calculation, this is going to be prolonged for another 5 years. The project is expected to generate power annually in excess of 60000 Megawatts. We are well equipped in terms of machinery, manpower and technology to capture this crucial part of the market. Working in nuclear power projects is also a prestige matter and can improve our reputation internationally.

Since our nuclear power projects are indigenous, we are comfortable handling the testing, commissioning, installation and supervision as well as design and engineering activities in relation to the above.

SUSTAINABILITY

THE WAY FORWARD

MISSION
2020

Ever since its founding two decades ago, the Voltech Group has used its unique position to champion action for a sustainable future. In the context of global challenges that include climate change, deforestation, and ocean pollution, the Group's companies have promoted sustainability to ensure that the natural assets upon which all of mankind depend, among other things soil, water, forests, a stable climate and fish stocks endure for future generations. The Managing Director, Shri. M. Umapathi believes that economic and social development will best succeed when it works in harmony with Nature, rather than in conflict with Nature.

The company in recent years has used its position to help raise public awareness about sustainability challenges and solutions through a variety of public and CSR initiatives. The company's sustainability work is based on the principle that environmental challenges in an increasingly interconnected world are best met by adopting integrated and holistic approaches to sustainability.

Within the energy industry also, things have been in a higher state of flux, causing companies like Voltech to constantly adapt to change. The external environment has forced the business to make significant adjustments on capital expenditures, operating costs and headcount. Voltech had to make its businesses competitive at a much lower price level as suppliers and other stakeholders exert increasing pressure to push prices downward. The case has not been restricted to companies alone. Citizens too pay a huge price in this shifting environment. As it is only too well known in India, price shocks in domestic energy has been a major concern for the citizens in recent days. The years since 2016 have been particularly stressful for the average Indian. Stability has given way to an uncertain energy scenario, and the vagaries of pricing and demand has been a cause of huge worry. In recent years, the simultaneous change in energy pricing has become an unavoidable problem for consumers.

Governmental regulations play into the midst of this, with stringent cuts on emissions, and caps on consumption. India is one of the world's fastest growing consumers of energy, and it faces increasing responsibilities in a globally connected scenario to cut down on emissions and consumption. This has caused the challenge to trickle down to each and every household, as well as every business. While some have balked at this trend by going around the legal system, and in other cases directly

deceiving it, others like Voltech have embraced this change for the greater good, and have internalized these value systems to produce macro-economic gains that will impact society. These factors are even more complicated when amidst these changes; some of the world's largest oil producers are facing political and social unrest, economic sanctions, or closing down their resources from the world economy.

Voltech anticipates these factors to be the major issues and concerns it faces in the near term. Efforts are now being made to directly address it. A few key findings are given below:

- Global energy demand will rise by around 30% between 2015 and 2035, India alone accounting for a significant portion of the increase.
- Hydrocarbons will see relative decline, but will still account for 75% of total energy in 2035.
- Coal consumption will peak sometime in the mid-2020s, but will decline later on.
- Renewables' share of total energy consumption will grow rapidly in India, making renewables the fastest-growing energy source
- The energy efficiency of the Indian economy will increase due to technology diffusion.
- Carbon Dioxide and greenhouse emissions will continue to remain a problem that takes time and resources to address. It poses short-term and long-term challenges to sustainability.

Voltech continues to negotiate the duality of the problem facing the industry, that of energy and carbon being two competing challenges: The Company understands the enormity of the challenge which it faces when it must supply to a world that needs more energy but also must drive human progress and lift people out of poverty. Reducing greenhouse gas emissions is the binding constraint in all of these. With these challenges in mind, Voltech has identified five key actions that can help the world and the company make a transition to the next stage. Those actions include:

- Estimating the environmental cost of emission of carbon from the company's facilities
- Expanding the use of renewable energies- both through service as well as supply
- Investing in innovation and cutting-edge technology aimed at accelerating the development and commercial viability of renewable energy sources
- Improving the energy efficiency of factory and on-site operations
- Helping consumers around the world improve their own energy efficiency in simple steps

SUSTAINABILITY THE WAY FORWARD

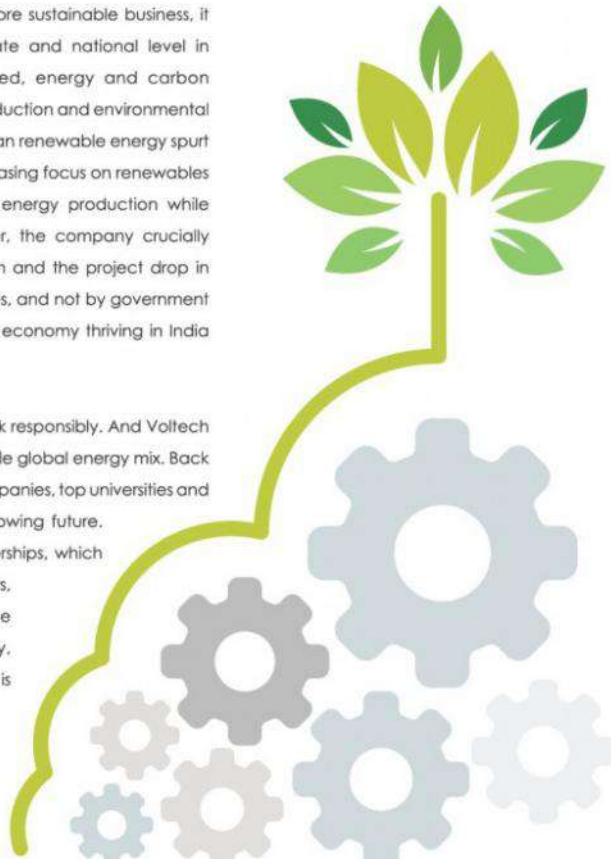
Voltech has been doing important work in each area, as it has been doing for many years now. Voltech is committed to playing its part and helping the world achieve a more sustainable energy mix. Each and every one of the pillars mentioned above is underpinned by a commitment to safety, which will always be the highest priority and the foundation of everything the company does.

The company has also aggressively pushed for modernization, aiming to create a more agile business, maximizing the potential of digital technology, and fostering an upstream mind-set focused on margins. This commitment is reflected in the long-term strategy for Vision 2025.

- Voltech is shifting its energy portfolio toward Solar energy and is targeting individual customers aside from electricity boards.
- Voltech is seeking market-led growth in its downstream businesses.
- Voltech is supporting innovative ideas and entrepreneurs as well as low-carbon technologies through venturing and other investments.
- Voltech is modernizing operations across the company to drive greater efficiency and productivity

As Voltech continues building a safer, stronger, more sustainable business, it works closely with policymakers both at the state and national level in advocating flexible, well-designed, market-based, energy and carbon policies. Voltech has long believed that energy production and environmental protection are not mutually exclusive - and the Indian renewable energy spurt has provided confirmation of this. Indeed, the increasing focus on renewables has demonstrated that it's possible to increase energy production while reducing economy-wide CO2 emissions. However, the company crucially recognizes that both the renewable energy boom and the project drop in emissions have been driven mainly by market forces, and not by government regulations. Voltech believes that the free market economy thriving in India would continue letting the market drive things.

The industry has to work safely. People have to work responsibly. And Voltech has to do its part to help create a secure, sustainable global energy mix. Back home at Chennai, Voltech is working with other companies, top universities and public officials to meet these challenges for a growing future. Voltech has also set up academia-Industry partnerships, which has provided valuable support to business leaders, researchers and policymakers alike. Indeed, these initiatives epitomize India's dynamic economy, innovative culture and competitive spirit. Voltech is working hand-in-hand to build a sustainable future.



GROUP ETIQUETTE

- E. Kumaresan | AGM - HR - VEPL

We are increasingly living in an impersonal world. Our patterns of communication also have changed from predominantly oral means to those given in writing. WhatsApp, Facebook, Telegram or even your group E-mails are simple instances where communication is enabled only through words. Our words count for more than what we give. People often do not weigh in the consequences of their written words, or their effects on other people. Social behaviour has also encouraged this in recent times. The present day superheroes and protagonists of Hollywood cinema are true and unapologetic narcissists, who give little regard to the feelings and emotions of others. But we are human insofar as our behaviour towards others is humane. This is the true essence of Gandhian behaviour, which has been distilled from the world's great religions in the most sublime way.

When working in office scenarios, one commonly finds situations where communication is addressed towards a group and not towards individuals. Maintaining appropriate decorum in such settings is important, both as a personal courtesy as well as a socially acceptable norm. However, the concept of group etiquette is not restricted to official communications alone. It can even be extended to personal situations where one communicates in the company of friends and family. Oftentimes, being insensitive to the demands of civilized group behaviour has been the root cause of conflicts and misunderstandings. I have experienced and encountered several instances of such incidents in my own career that has spanned the better part of a decade, as well as through the stories shared by people in my professional circles. This small article is intended to address commonly encountered problems, and the remedies that could be applied to avoid them. Its application can extend far beyond the professional working circles of the office, and can help improve your interpersonal relationships as well.

In the following section, I will present nine simple behaviours which we can consciously adopt to make a group more inclusive and active.



Always learn to appreciate other people's posts, even if they are not your friend.

Our amiable behaviour must reflect on our interactions with everybody and not just our friends. When we are open and appreciative, it makes other people feel important and encourages them to come up with behaviours and actions that are more positive.

Never run people down on the platform in a group chat.

By running down, I am referring to behaviours which are sardonic, sarcastic, caustic, insulting or humiliating. These actions in a group setting could be very degrading, and its effects are amplified in a diverse and multi-cultural environment. It also reflects poorly on the character of the person who posts such remarks. Actions such as these will cause people to withdraw and they might never again come up with their objectives on issues. Every person has the right to speak and voice their opinions. In a collective setting, the ideas from different people can open a whole panorama of intelligent viewpoints. Acting rashly against such individuals is a form of bullying, especially if they are persistent, relentless and focused with deliberate intent.

GROUP ETIQUETTE

- E. Kumaresan | AGM - HR - VEPL

When you see something you don't like from a member, inbox the person.

Constructive criticism is best delivered in discretion, particularly if the intended objective is positive reinforcement. As far as possible, avoid attacking a person on a platform publicly. It might hurt, offend and cause enmity and resentment. It is also bad karma. We can express our disagreement in a soft and polite way. Using a personal channel of communication is therefore more suitable, than a public retort. This is the height of well-mannered conduct and very gentlemanly or ladylike of the person involved. They would be appreciated for this.

When anyone is celebrating, he/she may not need to be your friend before you celebrate with that person.

It is the spirit of brotherliness to celebrate the good fortunes of another.

Don't try to enforce your ideas or suggestions on members

The idea of winning an argument is a paradox of sorts. Winning an argument doesn't really win the other person over. When ideas are forcibly enforced or suggestions are pushed, it invokes resistance in various forms, and can be obstructive to constructing group cohesiveness. Nobody has the monopoly on knowledge. We must allow majority conclusions to prevail on issues. It is the democratic way. Our suggestions may be voiced, but they must never be shouted.

Be quick to say sorry and apologize when you have erred

There is no shame in apologizing. It takes something to admit that one is wrong. Correction that often accompanied such behaviour builds character that leads to refinement. It also deepens the knowledge of the individual concerned. Apologizing is a form of self-discipline. It gives a motivation to the individual to not repeat the behaviour again. Importantly, it helps to bring down the tensions which wrongful words and utterances have created. It can defuse a potentially explosive situation.

Never insult or use unpleasant languages on members

Our behaviour not only reflects upon us, but also on our upbringing, our family and cultural values. Our conduct can expose one's uncultured manners and attitude to people, and may convert a platform into a combat ground. Instigated conflicts such as these could easily deteriorate the fabric of a group and can lead to its dissolution or complete dysfunctionality. A group can completely break down if these behaviours are exhibited. It has been used to great effect in recent times by marketers and campaigners to destabilize the groups of their competition. But the moral essence of such conduct is inherently wrong and unacceptable. Moderated groups have over the years enacted strict norms of behaviours expected from its members to ensure compliance. Even in the absence of moderation, it is our glory to demonstrate our best behaviour.

Never settle scores with anybody on a general group chat

Group platforms must never be used to exact revenge. It will cause divides and splits, when others seize the opportunity to take sides, and also simultaneously causing others to withdraw.

Some have the gift of talking and others, the gift of reading

We must consciously practice to contribute to the group. A group is the sum of its parts, and it can surpass it if the environment is synergistic. Even using a simple symbol as a thumbs-up emoji makes people know that we appreciate the work of the group.

Broadly speaking, there are three categories of posts what one always sees in a group chat.

A. Offensive Posts: Never respond to such posts through attack. It will be a costly mistake.

B. Inspirational/ Educational Posts: Commend the contributor when you can. Don't simply read and remain quiet.

C. Meaningless/ Wrong/ Uninformed Posts: It is best to start by appreciating the writer, followed by correcting the information. However, Please exercise care in not hushing the person up through condemnation.



THE EMERGENCE OF LABOUR LAW

- Vasu Barathiselvan | GM – HR, IR & SAFETY – VMCL

The labour movement in India may be traced from 1860's. Initially labour movement was generally led by social reformers and philanthropists. It is they who organized workers and protected them against inhuman working conditions.

The movement saw many ups & downs, many practical problems were faced. The labours were not united, the labour force was scattered and gradually some laws were enacted for the protection of labour class. In order to give strength to workmen Trade Union Act 1926, was enacted. Prior to that the first Trade Dispute Act was enacted in 1920, it provided for Courts Of Enquiry, Conciliation Boards, It forbid strikes in public utility service concerns without a month's notice in writing. However, the Act did not make a provision for any machinery to settle industrial disputes. This Act was repealed and replaced by Trade Dispute Act 1929. The main purpose of the new Act was to provide a Conciliation Machinery and it contained special provisions regarding strikes in public utility and general strikes affecting the community as the whole. This Act was amended in 1938, it authorized the 'appropriate government' to appoint Conciliation Officers for promoting the settlement of industrial disputes.

Thereafter Defense of India Rules came into existence, Rule 81A gave power to governments to intervene in industrial disputes, appoint industrial tribunals and the provisions regarding the enforcement of the award the tribunals.

Then came the Industrial Employment (Standing Orders) Act 1946, it covered various aspects of service conditions, including the classification of employees, procedure for disciplinary actions, etc. The employers were required to define the conditions of employment and to make such conditions known to the workmen. Thereafter Industrial Dispute Act came into force in 1947.

Various other enactments such as :

- Minimum Wages Act 1948.
- Payment Of Wages Act 1936.
- Workmen's Compensation Act 1923.
- The Factories Act 1948.
- The Trade Union Act 1926.
- The Maternity Benefit Act 1961.
- The Payment Of Bonus Act 1965.
- The Fatal Accident Act 1855. etc are beneficiary Legislations.



The principal objectives of Labour Laws are :

- To protect workmen from exploitation,
- to improve their working and living conditions,
- to encourage settlement of industrial dispute amicably for the purpose of maintaining industrial peace and harmony,
- to provide for a legal machinery to take care of various aspects of socio-economic importance and environment,
- to ensure social justice to both the employers and the employees ,
- to reduce tensions and chances of victimization,
- to create an environment of peaceful co-existence,
- to ensure safeguard and safe environment for workmen in factories and industries,
- to compensate the injured workmen and their dependents in the event of accident,
- to provide relief to workmen in the matter of layoff and retrenchment, collective bargaining, etc.

Prof. Dicey's observation is very appropriate:

"The rights of workmen have become a matter not of contract but of status"

Industrial Law is a dynamic social law. It has, as observed by Roscoe Pound "dominant, political, economic, social, scientific and philosophical" features.

In the recent past many radical changes in the views and pronouncements of superior courts can be noticed in disputes involving complex socio-economic environment. The Supreme Court of India has adopted a pragmatic, realistic and rational approach. Supreme Court in its recent judgments held that socio-economic problems arising out of industrial relations cannot be solved within the old framework. Labour laws touch the lives of millions men and women, some labour laws have become outdated and irrelevant in the present context. The emergence of Liberalization, Globalization and Privatization has brought new socio-economic changes and challenges. Now the main concern is how to ensure fast industrial growth in the country. Strikes, go-slow tactics etc. results in loss of production, MNC's are not willing to invest in India without necessary reforms in Labour Laws in India.

The leading historical case of Bangalore Water Supply has lost its glory. Supreme Court's Constitutional Bench's decision in Secretary, State of Karnataka and others v/s Uma devi and others – 2006(4) SCALE, p.1971. has changed the complexion of Industrial Dispute Act. Similarly, Supreme Court's decision in UP State Brassware Corporation Ltd. v/s Mamni, highlighted the need to look at and interpret Labour Laws in the context of socio-economic environment.



தாரிணி காரணி வாழியே!

இலட்சணச்சீரம் கொண்ட மா-தேவியே...

கல்கியின் சிறம் கொண்ட பழுவூர் இள(ன்) ராணி நந்தினியே...

அட்சய கரம் கொண்ட அண்ணபூரணியே...

அதிரா(த) சொல்லாற்றல் கொண்ட தாயே கலைவாணியே!

சந்திர சுந்தரன் - வள்ளி மணாளன் - அந்த செந்தில் ஆண்டவன்

உம் மாமனும் ஆகி மருமகரும் ஆனாரே!

உமையாளே... உம்மவர் உமை மணந்ததால் தான் உமா_பதி என்றானாரே?

பிறந்த நாளை கொண்டாடுவோர் பலர்...

பிறந்தநாளில் கொண்டாடப்படுவோர் சிலர்...

பிறந்ததற்காகவே கொண்டாடப்படுவோர் வெகு சிலர்...

அலர்மலர் வீற்றாளே நீவீர் இதில் மூன்றாம் ரகம்மா!

உங்கள் பொதுநலத்திலேயே எங்கள் சுயநலம் -

உங்கள் சுய நலத்திலேயே எங்கள் நலம்!

எம் வட்டில் பருக்கை நான்கில் இரண்டு உம்மவர் தந்த வாய்ப்பில் வாய்த்தவை!

இது துதியல்ல அம்மையே...

எங்கள் விதிகளில் நதியோல் பாய்ந்திருக்கும் பந்தத்தின் வாழ்த்து!

மங்கலம் பொங்கிப் பொழிய,

புண்புடை சொந்தம் குவிய, இதறமை அறம் அணைக்க நீவீர் வாழிய பல்லாண்டு!



Art by

Ms. S. Raashika

Commercial Assistant - IC D2 | VEPL

**Employees
Corner**



Art by
Mrs. S. Hemageetha
Asst. Manager - IC M2 | VMCL

Hemageetha

Wedding Bells



Groom : Mr. M. Baskar | Transport
Bride : Mrs. Nivedha
Marriage Date : 20th April 2018



Groom : Mr. I. Sauraja | Asst. Manager - IC C&I
Bride : Mrs. Jenifer Chellapushpam
Marriage Date : 02nd July 2018



Groom : Mr. B. Chandrabose | Sr T&C Engg. - IC IN1
Bride : Mrs. M. Vadivazhaki
Marriage Date : 23rd August 2018



Groom : Mr. T. Pradap Chandran - Sr. T&C Engg. - IC IN1
Bride : Mrs. S. Pavanee
Marriage Date : 23rd August 2018



Bride : Mrs. P. Divya | Sr. Engineer - IC D2
Groom : Mr. G. Yuvaraj
Marriage Date : 31st August 2018



Groom : Mr. Pushparaj Singh | Engineer - VOMSPL
Bride : Mrs. Rashmi Singh
Marriage Date : 12th September 2018



Groom : Mr. B. Karthick | Finance Officer - VEPL
Bride : Mrs. D. Poornima
Marriage Date : 23rd September 2018



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