scaling great heights
RBG East and North East set high professional standards
Hon’ble Prime Minister, Shri Narendra Modi, inaugurated the 500 bedded ESIC Medical College & Hospital at Coimbatore, Tamil Nadu on February 02, 2016. The Hon’ble Prime Minister is seen here taking a look at the model view of the project after the inauguration. Governor of Tamil Nadu, Dr. K. Rosaiah; Minister of State for Labour and Employment (Independent Charge), Shri Bandaru Dattatreya; Minister of State for Road Transport & Highways and Shipping, Shri P. Radhakrishnan; Minister for Rural Industries and Labour, Govt. of Tamil Nadu, Shri P. Mohan; Secretary (Labour), Govt. of India, Shri Shankar Aggarwal; Dr. Anoop Kumar Mittal, CMD, NBCC were also among other dignitaries present on the occasion.

HON’BLE PRIME MINISTER OF INDIA, INAUGURATES NBCC IMPLEMENTED ESIC MEDICAL COLLEGE & HOSPITAL AT COIMBATORE

Hon’ble Prime Minister, Shri Narendra Modi, inaugurated the 500 bedded ESIC Medical College & Hospital at Coimbatore, Tamil Nadu on February 02, 2016. The Hon’ble Prime Minister is seen here taking a look at the model view of the project after the inauguration. Governor of Tamil Nadu, Dr. K. Rosaiah; Minister of State for Labour and Employment (Independent Charge), Shri Bandaru Dattatreya; Minister of State for Road Transport & Highways and Shipping, Shri P. Radhakrishnan; Minister for Rural Industries and Labour, Govt. of Tamil Nadu, Shri P. Mohan; Secretary (Labour), Govt. of India, Shri Shankar Aggarwal; Dr. Anoop Kumar Mittal, CMD, NBCC were also among other dignitaries present on the occasion.
COMPREHENSIVE GROWTH

Stressing on the importance of teamwork, author John C Maxwell has stated – “Teamwork makes the dream work.” This is certainly true with NBCC because we have been creating an upward growth graph that is the end result of the hard work that all of us put into making our dream of becoming a Maharatna company come true.

It is certainly working because NBCC order book, which currently stands at ₹40,000 crore, is expected to grow 1.5 times by the financial year 2018. One of the key catalysts of this expected quantum growth is due to the fact that NBCC Board has given an in-principle approval for the acquisition of Hindustan Steelworks Construction Ltd, a company under the Ministry of Steel. This company, as per its last report, has an order book of approximately ₹8,200 crores and is posting an average turnover of ₹1,500 crores over the last three years. This is likely to increase once it becomes a part of NBCC family creating a win-win situation for all stakeholders.

I would also like to take this opportunity to applaud the stellar efforts of our Regional Business Groups who are executing a large number of projects in diversified areas all across the nation. This edition of NBCC News showcases the achievements of RBG (East) whose combined value of works in progress and to be commenced shortly stands at ₹10,707 crores. Besides this, projects which have approximate value of about ₹1,738 crores are in different stages of procurement under RBG (East). It also showcases the achievement of RBG (NER) whose combined value of works in progress and those to be commenced shortly is approximately ₹4,886 crores.

This is what comprehensive growth is all about and this is what will take NBCC to the next level as a corporate entity.

Dr. Anoop Kumar Mittal

CMD’s Desk

Dr. Anoop Kumar Mittal reaches out to the NBCC family

सर्वसमावेश्वरी वृद्धि,

सामूहिक प्रयास के महत्व पर बल देते हुए लेकिन जीन रो. मैक्सवेल ने कहा है कि “समूह का कार्य करने से साथ साथ होता है।” एनबीसी के सदस्यों में यह प्रश्न है कि हम उत्साहित समूह कर रहे हैं यह अपनी कंपनी की महारात्क का दर्जा दिनने से साथ करने के लिए हमारी कठिन मेहनत करने का प्रतिफल है।

इन प्रयासों के परिणाम वातावरण में फैली हुई रहे हैं व्यक्ति एनबीसी की आदेश वह जो वर्तमान में 40,000 करोड़ रुपये है इसके लिए वर्ष 2018 तक 1.5 गुना बढ़ने की उम्मीद है। इस आशापूर्ण असामान्य वृद्धि का एक महत्वपूर्ण समाधान कारण यह है कि एनबीसी के निदेशक मंडल द्वारा इस्तमाल मंडल के अंतर्गत एक कंपनी हिंदुस्तान स्टील्स कर्मचारी के अधिकतम प्रतिफल प्रदान की गई है। पिछले सालों के अनुसार इस कंपनी की आदेश वह लगभग 8,200 करोड़ रुपये है तथा विशाल तीन वर्षों के कमान 1,500 करोड़ रुपये का श्रेष्ठ उद्घाटन प्रदान कर रही है। एनबीसी की परिचय का हिस्सा बनने के परिचय इसमें और भी मजबूत होने की संभावना है जिससे सभी हिस्टोर्स को अच्छी प्रतिफल प्राप्त होगा।

इस अवसर पर हम, हमारे सेंट्रल ब्लॉक विज्ञापन समूह से, सामूहिक प्रयासों का प्रतिफल करना चाहूँगा जो कि समूह के रूप में विभिन्न प्रकार की अनेक परिवर्तन के कार्य का निषेधण कर रहे हैं। एनबीसी की नीति के इस अंतर्गत आर्थिक (पूंजी) की उपलब्धि को उत्पन्न कर दी गई है जिनकी कार्य प्रति पर एवं शीर्ष प्रारंभिक रूप से सही प्रारंभिक रूप से वाली परिवर्तन के मूल्य 10,707 करोड़ रुपये है। इसके अलावा आर्थिक (पूंजी) के पास 1,738 करोड़ रुपये मूल्य की परिवर्तन अधिकारियों के विभिन्न रूपों पर है।

इसके साथ ही आर्थिक (एनईआर) के कार्य प्रति पर तथा शीर्ष प्रारंभिक होने वाले कार्य की सत्ता राशि लगभग 4,886 करोड़ रुपये के कार्य की उपलब्धियों को भी उल्लेख किया गया है।

स्तरसमावेश्वरी वृद्धि के यह समूह प्रयास एनबीसी को निखृंडित कंपनी के अगले स्तर तक अवस्था पहुँचाएंगे।

डा. अनुप कुमार मित्तल
08 COVER STORY
Coverage of NBCC’s Regional Business Group (East) & Regional Business Group (NER)

16 CASESTUDY
Reinventing HR : Breaking the Mould Globally

23 EVENTS
50th Statesman vintage car rally

04 IN FOCUS
Key activities of NBCC this quarter

27 LAURELS
Net profit of NBCC rises 13.56%

28 PROJECTS
Construction of police stations

32 PROMOTIONS
Human resource successes

EDITORIAL BOARD

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National Buildings Construction Corporation Ltd. (NBCC), founded in 1960 is an enterprise of the Indian Government.

**Footprints**
NBCC has left its mark with work spread in more than 25 cities in India, and has its footprints globally in about 9 countries.

**Business Verticals**
NBCC works mainly in three areas which include:
- Project Management and Consultancy,
- Engineering Procurement and Construction,
- Real Estate Development and Re-development.

**Major Clients**
On the domestic front, NBCC’s major clients include:
- Ministry of Urban Development
- Ministry of Housing and Urban Poverty Alleviation
- Ministry of Information and Broadcasting
- Ministry of Rural Development
- Ministry of Home Affairs
- BHEL, NTPC and SJVN among others

**Success Stories**
NBCC’s re-development projects include East Kidwai Nagar, New Moti Bagh. Other than this, NBCC has also been involved in refurbishment of buildings like the Indian Museum, Kolkata and National Museum of Indian Cinema, Mumbai. NBCC’s successful real estate projects include Vibgyor Tower in Kolkata and Residency Tower in Patna. In the Health and Transport sector, NBCC has been successful in completion of Seelampur Metro Station in Delhi, Mysore Airport in Karnataka, Daman bridge in Daman and Diu, along with the Medical College in Haryana, AIIMS in New Delhi and Medical College in Mewat.

NBCC has also fulfilled the task of the development of office buildings like:
- CBI Headquarters in New Delhi
- Intellectual Property Office in Mumbai
- EMD Park in Hyderabad along with educational buildings like IIT, Roorkee, Dental College in Raipur and HNBG University in Srinagar (Garhwal), Uttarakhand.

**Global Presence**
NBCC’s international partnerships exist with countries like
- Republic of Iraq
- Republic of Libya
- Republic of Maldives
- Republic of Turkey
- Federal Democratic Republic of Nepal
- Republic of Yemen
- Sultanate of Oman
- Republic of Mauritius

In 2014, NBCC was conferred with the ‘Navratna’ status. NBCC carries an ISO 9001–2008 certification. Presently, it is the largest PSE in the construction sector of the country. The total net worth of NBCC presently is ₹1,325 crores. The gross sales of NBCC in the Fiscal Year 2015-16 was recorded to be ₹5,838 crores whereas the net profit for the same fiscal year was recorded to be ₹311 crores.
NBCC has identified 5-7 smart cities with three different business models for project execution. Most of the cities are talking to NBCC. Funds are one of the most important components of development of smart cities. However, demand of the day being sustainable lifestyle and living, smart city development is the order of the day and conceived to be implemented through monetisation of properties. Here NBCC has a big role to play.

NBCC is already present in few cities in states such as Rajasthan and Odisha. The New Delhi Municipal Corporation is also talking to NBCC. There are three models under which the Company can work with smart cities.

One, NBCC can be a partner in the SPV. Two, NBCC can be the project management consultant. Three, the Company could work on behalf of the municipal corporation and state government to re-develop properties and generate funds for them, and then use those funds as equity in the SPV.

There is a huge business opportunity for NBCC. Since the Company has experience in re-development projects, it is expected that NBCC will be preferred over other organisations.

Mr. Duk-Hoon Lee, Chairman & President of Korean EXIM Bank visited NBCC Corporate Office on January 15, 2016 and held discussions with Dr. Anoop Kumar Mittal, CMD to explore bilateral cooperation between K-EXIM and NBCC by extending financial facilities to support implementation of projects in India.

Dr. Anoop Kumar Mittal, CMD, Directors and Senior Executives of NBCC, released ‘NBCC Works Manual 2016’ on February 1, 2016 at Corporate Office. Consequent upon Company’s tremendous growth over the past few years, NBCC has adopted many new procedures, guidelines and methodologies in its business operation from time to time. The Revised Works Manual comprehensively incorporates all new provisions in order to effectively and efficiently manage the affairs of the company operation.
RAILWAYS IN TALKS WITH NBCC TO MODERNISE TWO STATIONS

The Railways is in talks with National Buildings Construction Corporation Ltd (NBCC) to redevelop two stations — Gomti Nagar in Lucknow and Bhubaneswar in Odisha.

It will be a turnkey project, but the size of the deal, among other details, is yet to be worked out.

Both projects are part of the Railway’s plans to modernise as many as 400 stations. It would like to showcase a few station modernisation projects that would reflect the potential of implementing the scheme.

Manoj Sinha, Minister of State for Railways, mentioned that, “the Bhubaneswar station is being redeveloped with NBCC at the State level. It will most likely be a turnkey project. The size of the project has not been worked out yet as Detailed Project Report (DPR) will be prepared after preliminary discussions are over.”

NBCC is in talks to modernise other stations as well.

The Railways is already working on modernising a few stations such as Bijwasan and Anand Vihar in Delhi and Habibganj in Bhopal. The Railways wants to modernise 400 stations and NBCC is one company that has the required experience with respect to redevelopment of projects.

NBCC OBSERVES SAFETY AWARENESS WEEK

Dr. Anoop Kumar Mittal, Chairman-Cum-Managing Director and Shri Sanjiv Sawarup, Chief Vigilance Officer, administered the Safety & Health Pledge to all the employees of the Corporate Office on March 4, 2016. Followed by the Pledge, Dr. Mittal and other senior Executives of NBCC jointly released safety posters, safety manual and safety policy of the Company.

HON’BLE MINISTER OF SOCIAL JUSTICE & EMPOWERMENT, VISITS NBCC PROJECT SITE

Hon’ble Union Minister of Social Justice & Empowerment, Govt. of India, Shri Thaawarchand Gehlot, accompanied by Dr. Anoop Kumar Mittal, Chairman-cum-Managing Director, NBCC; Shri B.L Meena, Joint Secretary (BC & SCD-A) and Member Secretary, Dr. Ambedkar Foundation and other senior officers of NBCC, made an inspectorial visit at the project site of Dr. Ambedkar International Centre at Janpath, New Delhi on February 4, 2016. The project is being implemented by NBCC for the Ministry of Social Justice & Empowerment, at a cost of ₹185 Crores.
IN FOCUS
The building blocks of the growth graph charted by the NBCC

Earth Hour

NBCC participated in Earth Hour, the biggest global movement to save the planet, by encouraging everyone to support the movement by turning off their lights and support the cause on March 19, 2015 between 8.30 pm and 9.30 pm. Earth Hour aims to encourage the global community to share the opportunities and challenges of creating a sustainable world.

WOMEN EMPLOYEES CELEBRATE INTERNATIONAL WOMEN'S DAY

The Women Employees of NBCC Corporate Office and its Delhi NCR offices, celebrated International Women’s Day at the Corporate Office on March 8, 2016. Dr. Anoop Kumar Mittal, CMD, was the Chief Guest at the programme and spoke on the occasion, highlighting the significance of the day. He also assured all the women employees that the Company as always, would constantly endeavour to work for their betterment and to enrich their work life. S/Shri Sanjiv Swarup, Chief Vigilance Officer; S.K. Pal, Director (Finance); S.K. Chaudhary, Director (Projects); Rajendra Chaudhari, Director (Commercial) and Executive Directors of the Company were also present on the occasion and shared their views on women empowerment.

The event comprised various activities relating to Women Empowerment. Smt. Shruti Sharma, Programming Head of Zee Business, was the Invitee Guest and she shared her thoughts on women empowerment which were applauded by all the participating employees of the Company. An in-house Quiz Competition was also part of the celebration, where the women employees of the company participated.

THE ART OF COMMUNICATION SKILLS AND EFFICIENT TEAM WORK TO ENHANCE WORKERS PARTICIPATION IN MANAGEMENT

A three day programme on "The Art of Communication Skills & Efficient Team Work to Enhance Workers Participation in Management" was conducted by Regional Directorate, CBWE, Ministry of Labour & Employment, Government of India, for the Representatives of Workers Union from 28-30th March, 2016 at EDC, Ghitorni, New Delhi. The entire program was conducted in Hindi.
NBCC has been conferred the "R&M Property Awards 2015-16" in two categories namely (i) Excellence in CSR Initiatives and (ii) Trusted Developer of The Year by Realty & More Magazine in its first R&M Property Awards function held in New Delhi on January 23rd, 2016. The awards have been given away by Gen.V.K. Singh, Hon’ble Union Minister of State for External Affairs. Shri Yogesh J P Sharma, CGM (Engg.), NBCC, received the awards on behalf of the Company.

**PRIDE OF INDIA AWARD**

Dr. Anoop Kumar Mittal, Chairman -cum-Managing Director, NBCC has been conferred with the 'Pride of India Award' and NBCC has been bestowed the 'Gold Medal' by the Institute of Economic Studies on 25th February, 2016 at a function in Dubai. The Awards have been conferred in recognition of outstanding contributions in construction industry made by Dr. Mittal and the Company.

Congratulations!

Dr. Anoop Kumar Mittal, CMD, NBCC, is nominated as Chairman of ASSOCHAM's National council on Public Sector Enterprises.

Dr. Anoop Kumar Mittal, CMD, NBCC, is nominated for second tenure as member of the board of governors of Thapar University.
NBCC is executing large number of projects in diversified areas all across the nation. These projects are being executed under stewardship of Regional Business Groups (RBGs) manned by Executive Directors.

One of these is RBG (East) which is headed by Shri T. N. K. Singh who started his career at NBCC on 4.11.1982 from BHEL Plant work at Haridwar. He holds a B.Sc Engg in Civil. Presently he is posted at Kolkata in the capacity of Executive Director (Engineering). The RBG (East) has jurisdiction of works in the following four states:

a) West Bengal  
b) Bihar  
c) Jharkhand  
d) Odisha

The cumulative value of works in progress and to be commenced shortly under RBG (East) is approximately ₹10,707/- crores. Besides this, projects with approximate values of about ₹1,738/- crores are in different stages of procurement.

PRESTIGIOUS PROJECTS COMPLETED

WEST BENGAL  
Coal India Office Complex at Rajarhat, Kolkata (Cover photo)

One of the most prestigious projects executed successfully and handed over is the Corporate Office building of Coal India Limited viz. Coal India office complex at Rajarhat, Kolkata at a cost of ₹195.35 crores.

Salient features of the building:

• Basement + Ground + 8 Storey with an Atrium and Auditorium.  
• Green building registered under IGBC and GRIHA.  
• As an alternative Energy source, BIPV and PV solar modules for generating 140KVA ±5% electricity have been used, which is 10% of total requirement.  
• Total area of building is 2,70,000 sqft designed for seating capacity of 800 persons.  
• External cladding with dry granite, ACP and double glazed windows with smart glazing systems for low heat transmission and better thermal insulation.  
• IBMS  
• Rain water harvesting.
Indian Museum, Kolkata

- The work comprised restoration of 200 years old heritage building which has been completed successfully.
- The scope of work consisted of up-gradation of 7 galleries. The galleries were Anthropology, Paleo, Textile, Decorative Art, Gandhara, Coin, Bharoot. Apart from the galleries, the external façade, corridors have been renovated including external and internal lighting. In addition to this, new ticket counter and toilet block, cafeteria and gift shop have been created.
- The Indian Museum was reopened for visitors by Hon’ble Prime Minister of India on 02.02.2014. The occasion was also graced by Hon’ble Chief Minister, West Bengal, Minister of Culture.
- Hon’ble Governor of West Bengal is the Chairman of the Board of Trustee, Indian Museum.
- In the inauguration ceremony, NBCC was appreciated by all dignitaries for the excellent work done and delivering the project within the time schedule. The appreciations were also carried in electronic media and press.
- The value of the work is ₹48.00 crores and the work was completed on 18.12.2015.

Indian Institute of Technology, Kharagpur

- The construction of Faculty Accommodation at IIT Kharagpur campus, West Bengal was completed and handed over to IIT Kharagpur in Mar’ 2015. The project constituted construction of two blocks (G+7), 56 units in approximately one acre area of land. The total floor area of each block is 5936 sqm which consist of 28 flats of 166 sqm floor area with parking facility for 28 cars at ground floor. The total height of the building is 26.40 m. The building has been designed as R.C.C. framed structure with isolated footing foundations.

Victoria Memorial

- It is an ambitious project to preserve the heritage structure of Victoria Memorial while transforming it into a contemporary state-of-the-art museum. The project for renovating the interior that had been prepared by National Institute of Design (NID) is under progress.

BIHAR

Indian Institute of Technology, Patna

- NBCC has constructed a well-designed self sustainable green field Academic Complex spread over a sprawling 500 acres, for the Indian Institute of Technology at Bihta, Patna. The world-class, state-of-the-art Institute consists of iconic arch-shaped administrative buildings, three academic buildings, one tutorial complex, three workshops with one students activity centre having a built-up area of approximately 6 lakh sq ft. The campus has been completed in the shortest possible time and is the first new IIT to shift in the permanent campus. Some of the key features of the campus buildings are that they have been built as sustainable green buildings with internal green lung spaces.
RBG (East) is handling a wide variety of projects for esteemed clients like the Government of West Bengal, Government of Bihar, Government of Jharkhand, Government of Odisha, NABARD, NIC, Calcutta University, Indian Statistical Institute, BSF, NIELIT, CISF, NIT, NTPC, Engineering Colleges, Hospitals, Medical Colleges, Bhubaneswar Development Authority, Mahanadi Coalfields Limited, Bhubaneswar Municipal Corporation, Central Tool-Room and Training Centre, CBSE, STPI, etc.

Some of the prestigious works in progress are as under.

**WEST BENGAL**

**Dhan-dhanya project: 2400 Seater Auditorium at Alipore, Kolkata (Cover photo)**

The project provides for state-of-art Auditorium and Convention Centre besides other facilities being designed by STUP Consultants.

The project has been split into two packages with construction up to ground level in Phase-1 and balance up to fifth floor in Phase-2. The state-of-art auditorium will house Convention Centre, Cafeteria, Guest Rooms, 400 seater auditorium, etc. on ground floor besides 2400 seater auditorium on 2nd floor and above.

The value of the work is ₹300.00 crores and the work is scheduled to be completed by January 2019.

**Regional office of NABARD, Kolkata**

The construction of the regional office of NABARD at Kolkata, designed by M/s Space Design group is to commence shortly.

The work is valued at ₹70 crores.

**Kolkata House**

The project is a prestigious Convention Centre designed by Architecture Unlimited Consultants and is being executed in 2 phases. The Phase-1 of the project costing ₹26.39 crores is under progress and is likely to be completed by 25.02.2017.

**Regional office of NIC, Kolkata**

It is a state-of-the-art building designed by M/s Space Design Group, the construction of which is likely to be commenced shortly. The value of work is about ₹150 crores.

**BIHAR**

**National Institute of Technology, Patna**

The NIT Patna is a prestigious project designed by M/s Axis Consultants. The construction of the project started in December 2013 and is likely to be completed by Mar’2017. The approximate value of work is ₹51 crores.

**Medical college & hospital works at Bihta, Patna**

The project has been designed by M/s DDF Consultants for our precious clients ESIC. NBCC is the project management consultant for the construction of the hospital and medical college, which is under progress and is likely to be completed by March 2017. The approximate value of work is ₹573 crores.
**JHARKHAND**

The value of work done in the Financial Year 2015-16 is ₹123.60 crores and the target for the Financial Year 2016-17 is ₹414.65 crores. Some of the prestigious projects are CISF Ranchi, NTPC Hazaribagh, NIELIT Ranchi, Engineering College at Koderma and Palamu. The Jharkhand unit is likely to secure new projects worth ₹65 crores in the Financial Year 2016-17. In addition to above, projects worth ₹300 crores are in the pipeline.

The details of some of the prominent projects undertaken by the Jharkhand unit:

**CISF Works, Ranchi**

The infrastructure for Central Industrial Security Force is one of the prestigious projects of NBCC in Jharkhand designed by M/s Arch En Design. The construction started in April 2013 and is likely to be completed by October 2016. The approximate value of work on completion of the project is anticipated to be ₹83.40 crores.

**500 Bedded Hospital in Saraikela (Part A)**

The project has been designed by M/s Arch En Design for the Government of Jharkhand. NBCC started the construction of hospital at Saraikela in December 2013 and is likely to be completed by December 2016. The likely value of work on completion is ₹106.08 crores.

**ODISHA**

The value of work done in the Financial Year 2015-16 is ₹172.29 crores and the target for the Financial Year 2016-17 is ₹319.14 crores. Some of the prestigious projects/clients are STPI office building, NIC Data Centre, CBSE office building, Bhubaneshwar, STPI, Berhampur, Mahanadi Coalfields Limited. The Odisha unit is likely to secure new projects worth ₹60 crores in the Financial Year 2016-17.

In addition to above, projects worth ₹909 crores are in the pipeline which includes prestigious project of IIT, Bhubaneshwar.

The details of some of the prominent projects undertaken by the Odisha unit:

**MCL Medical College at Talcher**

NBCC started the construction of the Medical College for Mahanadi Coalfields Limited in October 2015. The project is designed by M/s Design Associates. The value of work is approximately ₹492.00 crores and is likely to be completed by July 2017.

**CBSE office building at Bhubaneshwar**

NBCC started the construction of the office building for Central Board of Secondary Education at Bhubaneshwar in November 2014. The project is designed by M/s The Design Group. The value of work is approximately ₹49.60 crores and the project is likely to be completed by June 2016.

**STPI office building at Bhubaneshwar**

NBCC started the construction of office building for Software Technology Parks of India at Bhubaneshwar in September 2014. The design of the building has been done by M/s CP & DS Associates. The value of work is approximately ₹18.00 crores and is likely to be completed by March 2016.

**NIC Data Centre at Bhubaneshwar**

The Construction of the Data Centre for National Informatics Centre started in March 2015. The value of work is approximately ₹76.51 crores. The construction is likely to be completed by September 2016.

**BDA-RAY Works at Bhubaneshwar**

NBCC started the construction of the residential flats at Bhubaneshwar under the Rajiv Awas Yojana (RAY) for the Bhubaneshwar Development Authority in January 2015. The value of work is approximately ₹10.50 crores and the construction is likely to be completed by December 2017.

**PMGSY WORKS**

In addition to above projects, the RBG (East) is also implementing various projects under Pradhan Mantri Gram Sadak Yojana (PMGSY) in the four states under his jurisdiction. The scope and status of these PMGSY projects is as under:

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</tbody>
</table>
RBG (NER) is under the purview of Shri Ram Lal Mehra, Executive Director. Shri Mehra joined NBCC in March, 1982 as Assistant Engineer Grade-I. He holds a Bachelors degree in Civil Engineering from Punjab Engineering College, Chandigarh. Shri Mehra has devoted his services in the field for the past 37 years in the capacity as Zonal, SBG and RBG Head. His knowledge and capacity in the field is manifested by many landmark projects like Oil Jetty at Bombay, Mass Housing in Yemen, Institutional Projects LIET-Longowal (Punjab), Bridges on National Highway near Phillaur (Punjab), Hospital and Real Estate Projects in West Bengal, Indo-Bangla Border Fencing, PMGSY and other development projects in North-Eastern States and Redevelopment Project at New Moti Bagh, New Delhi. He has also headed Administration, HRM, Corporate Communication, CSR at Head Office, Delhi. He is due for superannuation in April 2016.

As a Public Works Organisation under the aegis of Ministry of Urban Development, NBCC has been acting as an extended arm of the Ministry and is executing various developmental projects in North East Region including buildings, roads, water supply and sewerage, solid waste management and drainage etc. under 10% lumpsum scheme of GoI for the development of North Eastern States including Sikkim. NBCC have also been executing many projects for MoHUPA, DoNER, other clients and State Governments. With high quality of works maintained in spite of many constraints in the region, NBCC has earned for itself, the reputation of delivering projects within time, raising the aspirations of the people of the region with regard to developmental works.

Since the beginning of this scheme in 2001, NBCC has completed 58 projects valued at ₹955.27 crores (sanctioned cost) with fund released to the tune of ₹874.94 crore for the works sanctioned by MoUD. Presently 13 projects are in various stages of construction. List of projects in 10% Lumpsum Scheme for NER are detailed below.

### MAJOR PROJECTS UNDERTAKEN BY NBCC IN NORTH EAST

NBCC’s works in the North-East region comprising the seven sister states and the state of Sikkim are as under:

**Assam:** The ongoing developmental works undertaken by NBCC in the state of Assam valued at Rs. 273 crore consists of LNUPE works of cricket field and road culvert at Sonapur, Sahastrara Seema Bal works at Mangaldoi, Howly and Bijni, Central Forensic Science Laboratory (CFSL) works at Guwahati, National Investigating Agency (NIA) works at Guwahati, National Institute of Design works at Jorhat. Majority of these projects are likely to be completed in 2017. Some of the projects completed recently and handed over include FCI works at Changrari, Apparel and Garment Making Centre for Ministry of Textile works.
Tripura: The ongoing developmental works undertaken by NBCC in the state of Tripura valued at ₹2463 crores. Some major projects under progress in the State comprises PMGSY Works; Town Hall at Sonamura, Kailasahar, Belonia and Bishalgarh; Tripura Institute of Technology; Slum Development at Dharmanagar; Construction of residential quarters at BSF Campus Ambassa, Teliamura. Some of these will be complete by 2017. Some major projects recently completed under the stewardship of Shri Anil Malla, General Manager and the then In-charge of the state which were inaugurated by Hon’ble CM and other dignitaries include Housing Complex at Radhanagar, Motor Stand at Amarpur; NIELET Centre at Agartala; Water Supply & Sewerage Scheme at Agartala. Town Hall at Kamalpur and Centre for apparel and garment making for Ministry of Textile at Agartala. NBCC has also completed around 1890 Km of rural PMGSY road and 21 nos. of bridges under the PMGSY scheme.

Mizoram: The developmental works undertaken by NBCC in the state of Mizoram valued at ₹106 crore are presently headed by Shri K. N. Sharma who is Additional General Manager. Some of the major clients/ projects in Mizoram which are completed or under progress, consist of auditorium and stadium works at Serchhip, Sport Stadium at Serkawn, Lunglei, Sport Stadium at Kolasib, Sport Stadium a Zolang, Champhai. Majority of these projects are likely to be completed in 2016.

Meghalaya: The ongoing developmental works undertaken by NBCC in the state of Meghalaya consist of Redevelopment of Parking-lot at Akhongre, Infrastructure development works at Nazimg Bazar, construction of Polo Market at Shillong Integrated Housing & Slum Development Plan (IHSDP) works at Tura, Ministry of Textile works, Inter State Bus Terminal works at Tura. The approximate value of these projects is ₹130 crores. Majority of these projects are likely to be completed in F.Y. 2016-17 and F.Y. 2017-18.

Sikkim: The developmental works undertaken by NBCC in the state of Sikkim is valued at ₹115 crores and are presently headed by Shri P. K. Das who is Additional General Manager. Some of the major clients/ projects in Sikkim which are under progress comprises Bus & Truck Terminus at Jorethang, Vegetable Market-cum-Parking at Singtam, Construction of State Head Quarter for SSB at Panga under Frontier Head Quarter, Siliguri and Textile Works. Majority of these projects are likely to be completed in 2016. Some of the works to be taken up in the state in 2016 include the SSB Head Quarters at Geyzing and Yukson, NIELET Centre at Gangtok. These totalling to approximately ₹134 crores.

Arunachal Pradesh, Manipur & Nagaland: The developmental works undertaken by NBCC in the state of Arunachal Pradesh, Manipur & Nagaland valued at ₹15 crore in each of these states, consist of the construction of Apparel and Garment making centres for Ministry of Textiles (MoT), who are one of NBCC’s major clients in North Eastern region. The construction of Apparel and Garment making centre for the Ministry in Manipur has recently started while similar construction has been completed in the other north-eastern states.

NORTH EAST REGION TEXTILE PROMOTION SCHEME (NERTPS)

Centre for Apparel and Garment Making for North East States under North East Region Textile Promotion Scheme (NERTPS)

The project was initiated by the Ministry of Textiles for Skill Development of the Tribal and Rural Women in the 8 North Eastern States including the State of Sikkim for a project cost of ₹114.08 crores (approx). Under this project, apparel and garment making units are being constructed in the rural and interior parts of the northeastern states wherein locals will be
trained in garment making with the purpose of making them self-sufficient and self-reliant.

The project duration is of 6 months including the construction of the units, installation of machineries and commissioning of the same. For meeting the timeline, only prefab materials are used for the construction work of the 3 units in each location/State. For completion of the work in a time bound manner, many challenges are being faced, the main being the very hostile terrain of northeast and the unpredictable weather. Overcoming all the hurdles, work in States of Assam, Tripura, Mizoram Nagaland, Meghalaya has been completed and handed over to the respective state government. The balance work in the states of Arunachal Pradesh, Manipur, and Sikkim will be handed over in a phased manner in this FY only.

### Sl. No Work allotted by MHA

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Work allotted by MHA</th>
<th>Work sanctioned by HLEC</th>
<th>Actual Length at site</th>
<th>Completed as on 31.03.2016</th>
<th>On-going</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assam</td>
<td>181.75</td>
<td>104.49</td>
<td>157.39</td>
<td>4.35</td>
</tr>
<tr>
<td>2</td>
<td>Meghalaya</td>
<td>634.84</td>
<td>382.73</td>
<td>501.28</td>
<td>0.96</td>
</tr>
<tr>
<td>3</td>
<td>Mizoram</td>
<td>430.76</td>
<td>103.48</td>
<td>110.18</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Tripura</td>
<td>393.97</td>
<td>270.72</td>
<td>371.9</td>
<td>0.54</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>1641.32</td>
<td>861.42</td>
<td>1140.75</td>
<td>7.85</td>
</tr>
</tbody>
</table>

There are certain gaps along the length of border fencing work due to the following:

- Riverine area
- Nallah
- Villages/agricultural land falling within 150 yards
- Objection by the local population /NGOs (Meghalaya State)
- Statutory approvals awaited in case of reserve forest (DTR in Mizoram state)

The fencing work in the areas where villages/agriculture land fall within 150 yards were taken up by our Government with the counterparts in Bangladesh, have been fenced with single line fencing along with the help of Bangladesh Rifles (BDR). We are doing the work of single line fence in the following states:

- Tripura
- Meghalaya
- Assam

### INDO BANGLADESH BORDER FENCING (IBBF)

To protect the Indian Borders from intrusions and prohibiting other illegal trades across international borders, India planned to fence the international border lines in phases. The length of border along Bangladesh is 4097 km and is surrounded by 5 states i.e. West Bengal, Assam, Meghalaya, Mizoram & Tripura. The border fencing work has been sanctioned in 3 phases by cabinet committee on security (CCS). Phase-III is re-doing of Phase-I fencing. The project sanctioned under phase-I, II, III are as below-

<table>
<thead>
<tr>
<th></th>
<th>Phase-I</th>
<th>Phase-II</th>
<th>Phase-III</th>
</tr>
</thead>
<tbody>
<tr>
<td>Road</td>
<td>2866</td>
<td>3664</td>
<td></td>
</tr>
<tr>
<td>Bridge</td>
<td>22</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td>Fence</td>
<td>857</td>
<td>3287</td>
<td>871</td>
</tr>
<tr>
<td>Flood Lighting</td>
<td>277</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

NBCC has been sanctioned fencing works under Ph-II & Ph-III scheme since 2002. Under Ph-II NBCC is working in 4 states i.e. Assam, Meghalaya, Mizoram & Tripura. Under Ph-III NBCC is working in 2 states i.e. Assam, Meghalaya. The work awarded in Ph-II & Ph-III scheme is as below-

<table>
<thead>
<tr>
<th></th>
<th>Phase-II</th>
<th>Phase-III</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fence</td>
<td>643</td>
<td>222</td>
<td>865</td>
</tr>
<tr>
<td>Road</td>
<td>712</td>
<td>0</td>
<td>712</td>
</tr>
<tr>
<td>Single Line Fence</td>
<td>8</td>
<td>0</td>
<td>8</td>
</tr>
</tbody>
</table>
### Major Works:  ₹4531.10 Crores

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Name of work &amp; place</th>
<th>Value of work</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Construction of Integrated Exhibition cum Convention Centre at Pragati Maidan, (New Delhi)</td>
<td>2149.00</td>
</tr>
<tr>
<td>2</td>
<td>Additional Redevelopment works of Kidwai Nagar (East) GPRA project</td>
<td>1034.00</td>
</tr>
<tr>
<td>3</td>
<td>Construction of Roads for Central Coalfield Ltd at Ranchi</td>
<td>479.37</td>
</tr>
<tr>
<td>4</td>
<td>IIT Mandi Works, HP, Ministry of HRD</td>
<td>246.00</td>
</tr>
<tr>
<td>5</td>
<td>Construction of Science and Innovation Park at IIT, Delhi</td>
<td>133.41</td>
</tr>
<tr>
<td>6</td>
<td>Construction of Residential buildings at Kharghar, Mumbai, Central Excise and Customs Department, Raigad(Maharashtra)</td>
<td>70.00</td>
</tr>
<tr>
<td>7</td>
<td>Natural Draught Cooling Tower at Wakanbori STPP (Gujarat)</td>
<td>66.98</td>
</tr>
<tr>
<td>8</td>
<td>Construction of Swadhar Greh for Widow at Vrindavan(Uttar Pradesh), Ministry of Women &amp; Child Development, Govt of India</td>
<td>55.49</td>
</tr>
<tr>
<td>9</td>
<td>Sewerage &amp; STP works at IIT Campus, Kharagpur (West Bengal)</td>
<td>55.36</td>
</tr>
<tr>
<td>10</td>
<td>Development of Infrastructure &amp; Residences for High Court at Nainital (Uttarakhand)</td>
<td>40.38</td>
</tr>
<tr>
<td>11</td>
<td>Construction of Corporate Bhawan at Ahmedabad, Ministry of Corporate Affairs</td>
<td>39.00</td>
</tr>
<tr>
<td>12</td>
<td>Development works of Central University Haryana at Mahendragarh, Riwadi (Haryana)</td>
<td>33.36</td>
</tr>
<tr>
<td>13</td>
<td>ITBP campus at Bhanu (Haryana)</td>
<td>26.12</td>
</tr>
<tr>
<td>14</td>
<td>Construction of Bangladesh Bhawan at Visva Bharti Santiniketan at Kolkata (West Bengal)</td>
<td>24.26</td>
</tr>
<tr>
<td>15</td>
<td>Neyveli Lignite Corporation Limited(NLC) works at Chennai</td>
<td>22.00</td>
</tr>
<tr>
<td>16</td>
<td>Construction of Residential campus at Jammu for BSF</td>
<td>21.87</td>
</tr>
<tr>
<td>17</td>
<td>Construction of Regional Centre for Lalit Kala Academi, Kolkata (West Bengal)</td>
<td>17.28</td>
</tr>
<tr>
<td>18</td>
<td>Construction of Residential Campus for National Judiciary Academy at Bhopal (Madhya Pradesh)</td>
<td>8.83</td>
</tr>
<tr>
<td>19</td>
<td>BSF North Bengal Works, BSF(MHA)</td>
<td>8.39</td>
</tr>
</tbody>
</table>
CASE STUDY ON HR TRANSFORMATION

NBCC HR Team sent the entry for the Case Study Contest on “Reinventing HR : Breaking the Mould Globally”, organized by the Standing Conference of Public Enterprises during “SCOPE International HR Summit - 2016” on 4th & 5th February, 2016 at New Delhi. Under the able guidance of Shri Manas Kaviraj, General Manager (HRM) the case study on topic “HR Transformation”, was prepared by the team comprising Shri. Ajay Kumar Gulati, DGM(HRM), Ms. Sumedha Kandhari, Manager (HRM) & Shri Raveesh Sethi, Manager(HRM). This case study encapsulated challenges faced by HRM team in view of changed Business Scenario, the OD interventions adopted and the impact of transformation in HRM Department in NBCC in the past three years. It also mentioned the major milestones achieved in HRM journey of NBCC. The Case Study mainly emphasized redefining HR in NBCC that brought laurels.

Director General, SCOPE in his communication to our CMD has appreciated the efforts of HR team of NBCC towards professionalism and evolving HRM practices in the Company. This Case Study has been published in the special issue of Kaleidoscope which was released in the Inaugural session of HR Summit on the 4th February, 2016 by Central Vigilance Commissioner. The Certificate of Participation Awarded to the NBCC Team Members during the Summit is recognition to this initiative by NBCC, and is a proud moment for the Company.

CASE STUDY

NBCC, witnessed a remarkable turnaround during the period from 2001 to 2010 which was a journey from being a sick company with negative net-worth and salary backlog in 2001 to becoming a Blue-Chip PSU having ‘Schedule A’. By the year 2012, Management was ready to take on new challenges in Construction Business. Strategies were being formulated for venturing into new business areas across various geographic regions to mark its presence. However, it was facing a challenge with respect to extremely slow and outdated functioning of Personnel Department. The department, headed by technical persons since last 30 years, used to perform only the traditional personnel functions which were tightly compartmentalized. Most of the processes were being managed manually, documentation /record keeping was random and disorderly resulting in inordinate delays in retrieval of information. The integration of processes within or outside the departments was either non-existent or dismally low. The IT skills in the team were not at par with the contemporary market trends at that time. With changing scenario in the market conditions and business needs, Management was finding it cumbersome to manage with slow moving HRM processes and systems since it was hampering the overall business decisions.
PROBLEM STATEMENT
How to transform the HRM Team into a Modernized, Dynamic & Proactive team so as to align it with long term business strategy.

KEY CHALLENGES FACED
- Slow HRM Operations / Process delays
- Lack of transparency
- Problems in Communication
- Employee Welfare/ Employee Grievance
- Removing the Skill Gaps

ADDRESSING CHALLENGES

Change in HRM Leadership
Management took a conscious decision of placing HRM professionals at senior level and changing the nomenclature of the department to HRM Department. The change in HRM leadership resulted in transformation in the outlook and orientation of the people performing the function, thereby realizing the criticality of their role in meeting the business expectations.

Process Improvements
The Record keeping and Data Maintenance was given a due priority which led to the streamlining of the processes with the help of IT by maintaining all the important documents in soft copies. As a practice now, documents are being managed both in hard as well as soft copy for fast retrieval purpose.

New Recruits
Getting a right manpower was of the utmost importance. With majority of employees due to superannuate in the next 5-7 years and recruitment freeze lifted in 2008, Management emphasized on the need of formulating a clear cut Recruitment Strategy in 2013. As a result of which manpower planning was initiated first time in 2014. As a strategic measure, it was suggested that only well qualified people for each and every discipline will be hired according to industry benchmarks. Hirings were initiated both on Regular as well as Contractual basis. The hiring of contractual employees was to ensure minimum liability on the Company since our major jobs are project based. For all the regular positions at senior level (E-5 & above), the recruitment is now happening as per succession planning for grooming new recruits per business requirements. The Company time to time is implementing decisions in line with Govt. views on recruitments in PSUIs, like recently, it has dispensed with the interview mode for all positions in C&D Category in line with Hon’able PM’s view.

Induction & Orientation Programs for fresh recruits
To enable the new entrants to become familiar with the system procedures and working culture of the organization, an Induction Program of 7 days has been developed and is executed for employees at the level E-0 and above. This has facilitated developing a sense of belongingness in the new recruits for the Organization.

Online PMS started in the year 2013
This was a huge by successful step towards gaining employee faith. By this, employees can now see their final ratings and assess their performance in a more objective manner. Conducting of annual DPC has been made regular without any deviation in the timeline. On 01st of Oct each calendar year, the list of promotions is circulated on the Company website for the purpose of information to everyone in the Company. The Company has proactively designed Policy of Fast Track Promotions in the year 2014 to help performers grow fast in their career path and promote internal talents for higher positions.

In order to reduce the skill gap within the HRM team and overcome the challenge of superannuating employees in large numbers in the department, Training Strategy was formulated and implemented across organization especially HRM Department. As a result, the Training Calendar is freezed for the in-house training programs at the beginning of the financial year and employees are encouraged to attend various External Trainings. Due to all these L&D initiatives, a major change has been noticed by way of increased productivity, higher motivation levels, thus facilitating employee engagement.

Document Updations
Document updations were encouraged in order to be in line with the current market challenges. In the year 2014, first time the updation happened for Recruitment Rules which was after 4 decades. Also the HR Manual was updated after a span of more than 22 years. Such updations helped in creating up-to-date systems and disseminating required information to the employees on different processes / procedures.

Employee Welfare, Health & Wellness
In view of Employee Welfare measures in mind, HRM has always encouraged diversified employee welfare initiatives. In the last three years, many Employee Friendly Policies like CUG Connection, Fast Track Promotions, Liberalised Leave Encashment Policy, Special Increment for grant of Navratna Status etc have been introduced. Company is among a few PSUs having Defined Contribution Superannuation Pension Scheme as per DPE guidelines. NBCC Employees’ Defined Contribution Superannuation Pension Trust has been created in which company contributes 7% of the Basic+ DA towards the employer contribution and 1% to 8% of BP + DA can be voluntarily contributed by the member. Further, creation of NBCC Fraud Prevention & Detection Policy, Corporate Safety Policy, Sustainable Development Policy, Research and Development Policy, Corporate Social Responsibility, Quality Policy, NBCC Whistle Blower Policy, NBCC Risk Management Policy etc., have boosted the environment of trust and integrity in the Company.

NBCC majorly, has ageing population and a lot has been done in terms of creating culture for initiatives on health aspects such as supporting employees for Annual Health Check-ups, Tie ups with various hospitals for discounts etc. The spiritual /health camps are regularly organized for the health and well-being of employees.

Employee Business Value Proposition & Cultural Diversity
HRM Department has been actively articulating and communicating the employee business value proposition and its linkage to organization’s broader business goals. HRM Division is the first one in the Company to introduce ERP based communication system in 2012. The issuing of
all communiqués is done through ERP system which has received huge appreciation from employees as this has resulted in faster and precise communication. Emphasizing the role of Cultural Diversity, hiring the candidates without any gender/regional bias has helped developing progressive culture inside the Company. In fact, several key positions in the company are occupied by women employees.

**Awards/Recognition**

In order to motivate employees for stand out performance and to give them desired appreciation & recognition of the work, the Company introduced NBCC Award for Excellence which is given annually to the employees under various categories. This has further generated a spirit of healthy competition and sense of operational excellence among employees working for various functions.

**Mechanisms for Feedback/ Information Tracking/Idea Sharing**

Management has introduced various Mechanisms in order to track performance and facilitate communication in the organization. HRM has earned a seat in Periodic Business Reviews and inputs are actively sought from HRM Head on business issues. HRM Reviews are happening on monthly basis for monitoring activities in the department. Alternatively, number of interactive platforms has been created for internal and external stakeholders for sharing views/grievances/suggestions. SAMVAAD is a platform which is used by the senior officers of the Company for brain storming & idea sharing on various processes/functional areas for improvement purpose. Interact with CMD is a section specially designed to give suggestion to CMD directly and suitable suggestions are rewarded as well. For handling grievances, Online Vendor Grievance Lodging and Monitoring System, has been created. The Company has developed a culture of encouraging celebrations/events, like Diwali Mela, NBCC Foundation Day Celebration etc. where employees/ex-employees participate in great numbers for breaking the monotony and get refreshed.

**OUTCOMES ACHIEVED FROM THESE IMPROVEMENTS:**

- Speedy & Efficient HRM Processes
- Increase in Transparency and Clarity in Communication
- Reduction in Skill Gaps
- Increase in Employee Engagement through welfare measures
- Reduced Attrition & Enhanced Employee Satisfaction
- Employer Branding through growing visibility in the market.
- Building of new HRM image and credibility

With the visionary leadership, the HRM team is now geared up for partnership role rather than mere routine operations. The digitalisation of PMS, recruitment, record keeping, paperless processes/manuals has led to increase in transparency & faster communication. The easy retrieval of information has helped making various HRM & business decisions in timely and apt manner.

Through Employee Portal in Intranet, employees view and transact their day to day HR related activities very conveniently thus helping them emerge as more independent and confident. Going a step further in the Paperless transactions, employees shall be filing their Annual Property Returns online this year which will also be managed by HRM Department.

The continuous endeavor of apex leadership developed a concept of Intrapreneur organization in which Regional Business Group (RBG) and Strategic Business Group (SBG) are made to use resource from organization which are utilized to garner business for the Organization and getting it executed.

NBCC is actively developing talent pool of fresh professionals by providing Internship Training, thereby creating its value and visibility in the society.

Due to manpower planning, the company was able to save huge recruitment cost. The selection of candidates through campus interview/contractual mode/GATE scores and processing of applications through online mode helped getting best quality candidates in the minimum possible time. Display of all recruitment information on the company website further increased not only the level of trust in our processes but also drastically increased the transparency for outsiders.

The Company is very active on social sites like facebook, linkedin etc which helps it connecting with employees, ex-employees & general public. The Company’s participation in various events/forums/programs by way of sending nominations or sponsoring is enhancing its Brand Image in the market. It also helps us appraising the recent trends in our business.

**Author:**

Shri Manas Kaviraj,
General Manager (HRM) of NBCC
NBCC WILL BENEFIT FROM HINDUSTAN STEELWORKS CONSTRUCTION’S ORDERBOOK

NBCC board has given in-principal approval to acquire Hindustan Steelworks Construction. Dr. Anoop Kumar Mittal, CMD, NBCC, talks about the acquisition and outlook for NBCC in this interview.

ET Now: NBCC has got the in-principal approval to acquire Hindustan Steelworks Construction. Give us more details of this company. How is this going to benefit you?

Dr. Anoop K Mittal: Hindustan Steelworks Ltd. is a company under the Ministry of Steel. Primarily it was constituted for steel projects, but in the last decade, they were primarily in EPC contract - 75 per cent business was coming from EPC, PMC business and 25 per cent from steel plants. But this company is under heavy debt. The amount for VRS Scheme for their employees was paid by government of India and some banks.

Our board has approved that NBCC is willing to take over the company after their balance sheet is restructured, their government loans along with interest are waived off and the provision for bank loan and interest and other contingent liability should be made by government. So once balance sheet is clean, there is hardly any debt NBCC will take over.

This company has order book of about ₹8,200 crores as per their last report and is doing an average ₹1,500 crores turnover over the last three years with an operating margin of 7 per cent which is about 100 crore. The company is in loss because of interest burden. Once the restructuring is done, NBCC will benefit with the ₹8200 crores order book with additional turnover average of 1500 crores which we will definitely increase once it comes to NBCC fold.
Once the restructuring is done, NBCC will benefit with the ₹8200 crore order book with additional turnover average of 1500 crore which we will definitely increase once it comes to NBCC fold.

**ET Now: Can you take us through current financials of the company and what is the amount that you are paying?**

Dr. Anoop K Mittal: NBCC board has approved and requested for restructuring which means NBCC will not take burden of any loan and interest part of the company except may be a few crore rupees. I cannot reveal numbers but it will be a very negligible amount. The bottom line is that NBCC will take over once it is restructured and interest and loans are waived off. NBCC investment will be hardly anything in this company.

**ET Now: It is definitely looking good in terms of acquisition. A lot of brokerages are saying that they see your order book growing 1.5 times from ₹35,000 crore to ₹60,000 crore till FY18. What are the internal estimates that you are working with?**

Dr. Anoop K Mittal: I am inclined to agree to brokers’ report that present order book is about ₹40,000 crore and we have acquired almost ₹25,000 crore orders from different clients in this financial year. Many orders are in discussion with the clients and I hope in coming financial year most of them will be approved by government. So it may cross ₹60,000 crores also by FY18.

**ET Now: How do you see growth for the PMC segment and what is the way ahead for redevelopment projects?**

Dr. Anoop K Mittal: The main projects in our order book are from redevelopment projects, which falls under PMC segment. We have planned minimum 25 per cent CAGR growth for the next five years in the top line and bottom line almost near to that. 25 per cent CAGR is a very conservative figure considering the order book and future order book. It will definitely increase but right now this is the figure which we are revealing. This growth rate will increase after three months or six months, once the order book is converted into income and projects are started.

**ET Now: What is your total cash on books right now and what is the strategy for the deployment of cash?**

Dr. Anoop K Mittal: We have two types of cash in our banks and balance sheet: one is client deposit which they deposit in PMC projects because of that company’s negative working capital and another thing is our own cash which is about ₹300-
350 crore rupees. Some amount we have already invested in our ongoing real estate projects. So 900 plus 350 is right now approximate figure of cash available. HSCL also has some cash in their balance sheet, again negative working capital. That company is doing similar kind of jobs which NBCC does. So that is another advantage for NBCC.

**ET Now: What is your outlook for the next year?**

Dr. Anoop K Mittal: For coming years few new projects like AIIMS redevelopment, which is already approved and we will start very soon, is major. Second is Pragati Maidan exhibition centre. We are redeveloping that with convention centre and exhibition centre and there are a few redevelopment projects of government colonies like Kidwai Nagar. Three colonies are there and I am expecting approval in the first half of the next financial year.

Dr. Anoop Kumar Mittal
Chairman-cum-Managing Director
NEW ONLINE APPLICATIONS LAUNCHED AT FIRST SAMVAAD FOR GMS

The first ever Samvaad for General Managers of NBCC was held on January 8, 2016 at India Habitat Centre, New Delhi. This innovative platform launched by NBCC, aims to hold brainstorming sessions and structured discussions annually for all General Manager level executives of the Company to evolve new ideas and address critical issues for operational improvement and faster growth. During the event, NBCC CMD, Dr. Anoop Kumar Mittal, also launched Vendor Grievance Portal and Online Annual Property Return Portal, a move towards transparency under umbrella of Digital India. NBCC is actively participating in the Government of India’s Digital India Campaign.

Earlier, three editions of quarterly conducted SAMVAAD, were also organised for CGM and above level officers.

FOURTH EDITION OF SAMVAAD HELD

Dr. Anoop Kumar Mittal, CMD, NBCC addressed senior executives at the Company’s fourth Edition of SAMVAAD. The event has gathered appreciable impetus as a platform for quarterly deliberations on Corporate Growth Strategy and Policy Issues. It was held on March 5, 2016. During the event, Dr. Anoop Kumar Mittal also launched NBCC Digital Cloud and Technical Support Portal.
The 50th edition of The Statesman Vintage and Classic Car rally was flagged-off by Dr. Anoop Kumar Mittal, CMD, NBCC; Air Chief Marshal, Arup Raha and other guests at the Statesman House, New Delhi on 28th February, 2016. The event saw more than 125 cars participating in the heritage rally. There were nearly 43 winner trophies under various categories, including "NBCC Trophy" for the Category "The Most Outstanding American Car". It was a glittering event which finally concluded at the National Stadium near India Gate, New Delhi. The winners were given away awards at a function held at National Stadium in the afternoon. Buick 1938, owned by Mr. Diljeet Titus, won the "NBCC Trophy" at Rally.
हिंदी कार्यशाला का आयोजन

सरकारी कार्यालयों एवं राज्यागारहिंदी का प्रचार-प्रसार बढ़ाने के लिए निर्देश में 04 मार्च, 2016 को एनबीसीसी के कार्यक्रम, कर्मचारी विकास केंद्र, एनबीसीसी, छिटकेशरी, नई दिल्ली में प्रवक्त (मा.संसा.प्रव.)/उप प्रवक्त (मा.संसा.प्रव.)/सहप्रवक्त (मा.संसा.प्रव.) स्तर के अधिकारियों के लिए एक दिवसीय हिंदी कार्यशाला का आयोजन किया गया। हिंदी कार्यशाला में प्रतिभागियों को राज्यागार निर्देश, 1976 राजनीता अधिनियम, 1963 के साथ-साथ धारा 3(3) के अंतर्गत आने वाले कार्यालयों एवं प्रशासनिक कार्यों में हिंदी के प्रयोग की जानकारी दी गई।

हिंदी कार्यशाला के आरंभ में राज्यागार कार्यक्रम में उप महाप्रवक्ता (राजभाषा) ने हिंदी कार्यशाला में उपस्थित सभी प्रतिभागियों को स्वागत करते हुए कहा कि हिंदी कार्यालयों को व्यावहारिक बनाने के उद्देश्य से कार्यशाला में लेंगे एवं आयोजन कराएंगे। कार्य/जानकारी के बारे में एक हिंदी कार्यशाला प्रतिभागिता रची गई है। प्रतिभागिता की जानकारी देते हुए उन्होंने कहा कि कार्यशाला में यह प्रबंधन करवाया जाएगा कि प्रतिभागिता आयोजित की जाएगी।

हिंदी कार्यशाला का उद्घाटन श्री आर वापु मुख्य महाप्रवक्ता (मा.संसा.प्रव.) ने किया। आपने उद्घाटन मार्गम में उन्होंने कहा कि हिंदी कार्यशाला कराने का उद्देश्य सरकारी कार्यों में हिंदी के प्रयोग को बढ़ाना है। इस कार्यशाला का उद्देश्य कार्यक्रम में किया जा रहे प्रशासनिक कार्यों में हिंदी के प्रयोग को बढ़ाने में आने वाली कठिनाइयों को दूर करना है। आप सभी का दायित्व है कि आप अपने प्रमाण/साक्ष्यों में अधिक से अधिक कार्य हिंदी में करें और हिंदी कार्यशाला में जो भी सीख कर जाते हैं उनका अपने कैरियर में सहज सरल हिंदी शादी में प्रयोग करे जिससे हिंदी में कार्य करने में आपकी सुविधा हो तथा पढ़ने वाले व्यक्ति भी उसे आसानी से समझ सकें।

हिंदी कार्यशाला में केंद्रीय हिंदी सिद्धांत लेखों के भूपूर्व उप निदेशक को व्याख्या देने के रूप में अभिव्यक्ति किया। अपने व्याख्यान में उन्होंने राजभाषा नीति, नियम तथा
राजनाथ सिंह दी. अपने व्याख्यान के दौरान उन्होंने प्रश्नान्वयन करण में प्रयोग में आने वाले हिंदी शब्दों तथा हिंदी शब्दों को लिखित में आने वाली व्याकरणिक कूटनायकों का समाधान करते हुए बताया कि किस प्रकार मानक हिंदी वर्तनी का योग किया जाना है अपने व्याख्यान के दौरान उन्होंने हिंदी शब्दों सहित हिंदी नीटिंग –प्रत्येक एवं हिंदी में वन लिखने का अवसर भी दिया।

हिंदी कार्यालय के अंत में उन्होंने कार्यालय के दौरान दी गई जानकारी को लिखित परिःशा प्रतियोगिता ली।

हिंदी कार्यालय के अंत में उप महाप्रभुक्ष (राजनाथ) सर्वे पुष्पनाथ कुमार शर्मा ने आमंत्रित व्याख्याता तथा सभी प्रतिशाखियों को प्रतिवाद दिया।

व्याख्याता द्वारा प्रतियोगिता की उद्धरण संस्कार करके जो परिणाम/अंक दिया उनके आंक के आदर्श पर सात प्रतिशाखियों को प्रथासान पुरस्कार के लिए चुना गया था।

स्थान – दिनांक 04 मार्च, 2016 को हिंदी कार्यालय के दौरान आयोजित प्रतियोगिता में विजेता प्रतिभागी

<table>
<thead>
<tr>
<th>क्रम सं.</th>
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<td>श्रीमती सरदार कविया</td>
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<td>सीजीएम डिल्ली-III, पुष्प विहार, नई डिल्ली</td>
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जोनल कार्यालय, गुवाहाटी में हिंदी कार्यालय का आयोजन

कार्यालय एस ऱर, महाप्रभुक्ष (इंडी) जोनल प्रभुक्ष की अध्यक्षता में दिनांक 29.03.2016 को जोनल कार्यालय गुवाहाटी में हिंदी कार्यालय का आयोजन किया गया। इस कार्यालय में राजनाथ सिंह दी. उप निदेशक (राजनाथ) ने हिंदी के प्रति प्रसार के लिए कार्यालय में उपस्थित सभी औद्योगिकों एवं कर्मचारियों के साथ सहयोग पर चर्चा की और कार्यालय हिंदी में कार्य करने के दौरान आने वाली कृतियों के समाधान के लिए महत्वपूर्ण सुझाव दी।

श्री राश्म एम. एस. ने राजनाथ सिंह दी. के प्रश्नान्वयन के लिए कार्यालय में उपस्थित सभी औद्योगिकों एवं कर्मचारियों द्वारा हिंदी में कार्य करने के लिए कार्यालय के प्रश्नान्वयन के लिए योगदान सुझाव दी। इसके अलावा हिंदी में कार्य करने के लिए प्रश्नान्वयन के लिए मदद की।

इस कार्यालय में आमंत्रित सभी औद्योगिकों एवं कर्मचारियों द्वारा राजनाथ सिंह दी. के प्रश्नान्वयन के कार्य करने के लिए सहयोग प्रदान करके उनकी मदद की।
INVESTORS ROAD SHOW & EDELWEISS INVESTOR CONFERENCE 2016

Dr. Anoop Kumar Mittal, CMD, NBCC with other senior NBCC officials attended Investors Road Show & Edelweiss Investor Conference 2016 (Disruptive Innovations) from February 15 to 17, 2016, organized by Edelweiss securities in Mumbai with several key foreign and domestic institutional investors being present at the conference along with CEO/Chairmen of various Indian Corporates.

In this Conference, Dr. Anoop Kumar Mittal addressed a large investment fraternity about NBCC’s unique redevelopment business model during conference flagship event “Disruptive Innovations”.

During this event, Dr. Anoop Kumar Mittal with other senior officials also spoke to various analysts, prospective investors, financial institutions and media, on the company, its strategy, operations, and other important aspects.

TWO-DAY IN-HOUSE PROGRAM ON VIGILANCE RULES & REGULATION

NBCC conducted a two-day In-house Program on Vigilance Rules & Regulations which was held on 11th & 12th February 2016 at EDC, Ghitorni, New Delhi. Inaugurated by Shri Sanjiv Swarup, Chief Vigilance Officer, NBCC, the training programme was conducted by hiring outside faculties, which comprised S/Shri M P Singh and Ashok Kumar Malhotra, former DIGs of CBI.

NBCC CONDUCTS IN-HOUSE ORIENTATION TRAINING PROGRAMME FOR NEW RECRUITS

NBCC Training & Development Division conducted In-house three weeks Residential Orientation Training Programme from December 28, 2015 to January 16, 2016 for new inductees recruited during 2014 and upto September 2015. The programme was held in New Delhi and the participants included categories such as Management Trainees, Junior Engineers/PEs /SPEs & DPMs.
WORK ORDER OF ₹2526 CRORES BAGGED

NBCC has bagged ₹2,526 crores work order in the month of January 2016 alone. With this, the company’s order book for FY 2015-16 till January, 2016, has touched ₹17,170 crores. Talking to the media, NBCC CMD, Dr. Anoop Kumar Mittal, informs that the Company has recently secured a few prestigious work contracts in Delhi from AIIMS and ITPO. These include development of Jai Prakash Narayan Apex Trauma Centre of ₹2,000 crores and Redevelopment of Residential complexes of ₹5,828 crores, both from AIIMS.

AIMING FOR ₹1 LAKH CRORES ORDER BOOK BY 2020-END

NBCC is aiming to increase its order book from ₹17,000 crores to around ₹1 lakh crores by the end of 2020. Bluechip navratna National Buildings Construction Corporation Ltd (NBCC) had a turnover of around ₹5,000 crores in the 2014-15 fiscal. Despite the weak market, NBCC has been able to perform better and it will continue to do so in the coming years.

NBCC SHARES CLOCKED 250.29% RETURNS

State-owned enterprises have been underperforming keeping in mind their benchmark index since a couple of years now. While BSE’s benchmark Sensex has dropped 4.75% since 2014, BSE PSU index has dropped 22.46% in the same period. Out of the 57 stocks of public sector undertakings (PSUs) in the BSE PSU Index, 40 have been down since 2014, while only 17 are in the green. NBCC is the best performer among state-run stocks.

ORDER BOOK TO TOUCH ₹40,000 CRORES BY FISCAL END

NBCC’s order book is likely to reach ₹40,000 crores by end of this fiscal year on back of strong performance of its project management consulting business. NBCC was listed on stock exchanges in April 2012 with a total market capitalisation of about ₹1,270 crores. At present, its market cap is close to ₹12,000 crores - an increase of almost ten times within a span of just three years. NBCC has broadly three areas of operations - project management consultancy (PMC), real estate development and EPC contracting. Dr. Mittal added that while PMC contributes to about 85 per cent of its annual revenues, the other two segments are also doing well.
**SSB OFFICE BUILDING INAUGURATED**

Shri Bansidhar, Director General of Sashastra Seema Bal (SSB), inaugurated the NBCC built office building of Sashastra Seema Bal at Mahipalpur, New Delhi. Seen in the picture above are Shri P.K. Mittal, CGM, NBCC and other senior officers of SSB. It may be mentioned that NBCC has already executed huge number of Paramilitary Forces projects all across the nation and these Forces include BSF, ITBP, CISF, CRPF etc.

**FOUNDATION STONE FOR CBI OFFICE-CUM-RESIDENTIAL COMPLEX LAID AT THIRUVANANTHPURAM**

Shri Anil Sinha, Director, CBI, laid the Foundation Stone for CBI Office-Cum-Residential Complex at Thiruvananthapuram, Kerala on 22.02.2016. Shri Rajendra Chaudhari, Director (Commercial), NBCC, Shri S.D. Sharma, Executive Director and other top State Police officials pose with Shri Sinha, after the foundation stone laying. The execution of this State-of-Art Complex incorporating sustainable Green Features shall be completed by NBCC by November, 2017. It is worth mentioning that NBCC has already executed the iconic CBI HQ Green Building in New Delhi to the entire satisfaction of the agency.

**INAUGURATION OF ITBP PUBLIC SCHOOL**

Shri Krishna Chaudhary, DG, ITBP inaugurated ITBP Public School, Dwarka, New Delhi, on March 10, 2016. Also seen in picture is Shri S.K. Soni, AGM (Engg.), NBCC, In-charge of the project and other Officials of NBCC and ITBP. The project has been executed by NBCC at a cost of approx. ₹26 crores with a substantial cost saving of ₹5.00 crores. The School is a green building project comprising Solar Power back-up and other green features.

**POLICE STATION HAUZ QAZI**

Construction of a police station at Hauz Qazi, Delhi has been completed at a sanctioned cost of ₹15.08 lacs in a period of 18 months. The project involves construction of an Admn. block having an area of 1144 Sqm and 4 nos. Staff Quarters. The project has come up in an area of 0.60 Acres and has green building features like efficient lighting system. The project was inaugurated by Commissioner of Police Shri B.S. Bassi on January 12, 2016.
POLICE STATION DWARKA
Construction of a police station at Dwarka, Sec.-17, New Delhi has been completed at a sanctioned cost of ₹4443.00 lacs in a period of 24 months. The project involves construction of an Admin. block having an area of 8920 Sqm with one basement and 44 nos. of Staff Quarters. The project has come up in area of 2.5 Acres and has green building features like STP, Rain Water Harvesting, efficient lighting system and solar heating system. The project was inaugurated by Commissioner of Police Shri. B.S. Bassi on February 19, 2016.

POLICE STATION SHALIMAR BAGH
Construction of a police station at Shalimar Bagh, New Delhi has been completed at a sanctioned cost of ₹3906 lacs in a period of 24 months. The project involves construction of an Admin. block having an area of 7104 Sqm with one basement and 40 nos. of Staff Quarters. The project has come up in area of 2.5 Acres and has green building features like STP, Rain Water Harvesting, efficient lighting system and solar heating system. The project was inaugurated by Commissioner of Police Shri. B.S. Bassi on February 24, 2016.

POLICE STATION ANAND PARVAT
Construction of a police station at Anand Parvat, Delhi has been completed at a sanctioned cost of ₹558.02 lacs in a period of 18 months. The project involves Construction of an Admin. block having an area of 1666 Sqm with One basement. The project has come up in area of 0.412 Acres and has green building features like Rain Water Harvesting and efficient lighting system. The project was inaugurated by Commissioner of Police Shri B.S. Bassi.

SHRI BHIM SAIN BASSI, COMMISSIONER OF POLICE, DELHI, APPRECIATES NBCC’S PERFORMANCE

During the last three years, Delhi Police has made great strides in constructing housing for its personnel and office buildings. New Police Station buildings for P.S. Anand Parvat, Hauz Kazi, Dwarka, Shalimar Bagh and Academy for Smart Policing have been successfully completed by M/s National Buildings Construction Corporation Limited (NBCC Ltd.)

I wish to place on record my appreciation for the team of M/s NBCC officials. The team made tremendous efforts in completing the above mentioned projects in time with excellent project management.

I wish them success in their future career and hope they will continue to work with same zeal and enthusiasm.

Yours sincerely,

Bhim Sain Bassi,
Commissioner of Police, Delhi.

Dr. Anoop Kumar Mittal
Chairman cum Managing Director
National Buildings Construction Corporation Ltd.
NBCC Bhawan, Lodhi Road, New Delhi-3.
NBCC CELEBRATES NATIONAL PRODUCTIVITY WEEK

On the occasion of celebration of National Productivity Week (12th -18th Feb, 2016) two interactive sessions on the topics “Make in India” & “Ease of Doing Business for Higher Productivity and Sustainable Growth” on 17th & 18th February, 2016 were organised. On this occasion, eminent and expert speakers viz; Prof. S.A. Khadar, Consultant, National Productivity Council & Prof. Rakesh Choudhary, Consultant, IILM were invited to share their thoughts on how to increase productivity at the Corporate Office, where CMD, NBCC & Senior Officers, eloquently exchanged views on the subject during the interactive sessions.

THE ART OF COMMUNICATION SKILLS AND EFFICIENT TEAM WORK TO ENHANCE WORKERS PARTICIPATION IN MANAGEMENT

Three Days Program on “The Art of Communication Skills and Efficient Team Work to enhance Workers Participation in Management” was successfully conducted from 28th March, 2016 to 30th March, 2016 at NBCC Employee Development Centre, Ghitorni, New Delhi for representatives of NBCC Worker’s Unions. This was conducted by Dr. Pankaj Rastogi, Education Officer from Regional Directorate, Central Board of Workers Education (CBWE), Ministry of Labour & Employment, GoI.

HRM POLICY UPDATES

1. The Promotion Policy (For Group A & B Categories including Junior Engineers) has been amended on March 28, 2016 reducing the eligibility period for promotion which has been reduced in the categories E2-E3, E3-E4 & E6-E7. Additionally the new procedure of DPC has also been incorporated.


3. The Policy on Mentorship has been implemented on March 14, 2016 with a view to provide guidance and information sharing from the experienced employees of the organization to the new entrants. This will help clarifying the their role and responsibilities and help building their character and value system for achieving the long term goals of the organisation.

4. NBCC Incentive Scheme For Acquiring Higher / Additional Qualifications has been implemented w.e.f February 20, 2016 with a view to motivate employees to strive for self-development through improving their knowledge and professional competence by undertaking higher studies in the relevant functions.

5. For Senior Officials posted in Delhi & NCR, expenditure for “Farewell Party” has been enhanced w. e. f. January 15, 2016.
MOU WITH KALINGA INSTITUTE OF SOCIAL SCIENCES (KISS) SIGNED

NBCC has signed an MoU with Kalinga Institute of Social Sciences (KISS) on 20th February, 2016, New Delhi, basis which NBCC will provide ₹3.15 lacs as scholarship for 100 Meritorious Class VII Girl/Female Tribal Students to KISS, Bhubaneswar for the year 2015-16. As per the MoU, NBCC shall also continue to give Scholarships to these students for the next five years.

NBCC SIGNS MOU WITH ALIMCO

NBCC has signed an MoU with Artificial Limbs Manufacturing Corporation of India (ALIMCO) on 9th February, 2016, New Delhi for distribution of Assistive Devices such as Artificial Limbs, aids & appliances such as Tricycle, Wheel Chairs, BTE Hearing Aids, Crutch Axilla Adjustable, Braille Cane, MSIED Kit, Braille Kit, Tablet, Daisy Player, Smart Phone with magnifier, Smart Cane, Motorized Tricycle etc to differently abled persons/Amputees at Ranchi, Jharkhand. This project is aimed to ensure sustainability of life of the persons with disability.
APPOINTMENTS

A warm welcome to new members of NBCC team

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<tr>
<th>Sl. No.</th>
<th>Employees Name (S/Shri)</th>
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<tbody>
<tr>
<td>1</td>
<td>Sanjay Kumar</td>
<td>AGM (Fin)</td>
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<td>2</td>
<td>Vishal Sonkar</td>
<td>DGM (Civil)</td>
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<td>3</td>
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<td>AM (Marketing)</td>
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<td>4</td>
<td>Ms. Anjali Narayan</td>
<td>DGM (HRM)</td>
</tr>
<tr>
<td>5</td>
<td>Utpal Paul</td>
<td>DGM (Civil)</td>
</tr>
<tr>
<td>6</td>
<td>Amaresh Behera</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>7</td>
<td>Shobhit Kulshrestha</td>
<td>DGM (HRM)</td>
</tr>
<tr>
<td>8</td>
<td>Rajeev Kumar</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>9</td>
<td>Vivek Jain</td>
<td>DGM (Fin)</td>
</tr>
<tr>
<td>10</td>
<td>Vijay Goyal</td>
<td>DGM (Fin)</td>
</tr>
<tr>
<td>11</td>
<td>Prabdeep Singh</td>
<td>DGM (Civil)</td>
</tr>
<tr>
<td>12</td>
<td>Praveen Baswan</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>13</td>
<td>Choudhury Gyanaranjan Samal</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>14</td>
<td>G S B V S Rajaram</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>15</td>
<td>Krishan Kumar</td>
<td>DGM (Fin)</td>
</tr>
<tr>
<td>16</td>
<td>Jaya Prakash Guru</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>17</td>
<td>Dinesh Chaudhary</td>
<td>DGM (Fin)</td>
</tr>
<tr>
<td>18</td>
<td>Shubham Saraswat</td>
<td>JE (Civil)</td>
</tr>
</tbody>
</table>

PROMOTIONS

Congratulations to members of NBCC family for their success (under fast track promotion policy)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Employees Name (S/Shri)</th>
<th>Promoted to</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>HARSH DAWRA</td>
<td>AGM (Engg.)</td>
</tr>
<tr>
<td>2</td>
<td>ASHOK KUMAR</td>
<td>AGM (Engg.)</td>
</tr>
<tr>
<td>3</td>
<td>AMIT KUMAR ROY</td>
<td>AGM (Engg.)</td>
</tr>
<tr>
<td>4</td>
<td>BHAGWAN DAS</td>
<td>AGM (Engg.)</td>
</tr>
<tr>
<td>5</td>
<td>RAKESH NARAYAN SINHA</td>
<td>DGM (Engg.)</td>
</tr>
<tr>
<td>6</td>
<td>ASHOK KAPOOR</td>
<td>DGM (Fin)</td>
</tr>
<tr>
<td>7</td>
<td>JAGJIVAN RAM</td>
<td>DGM (HRM)</td>
</tr>
<tr>
<td>8</td>
<td>J CHANDRAN</td>
<td>Manager (HRM)</td>
</tr>
</tbody>
</table>

PROMOTION (2013-2014)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Employees Name (S/Shri)</th>
<th>Promoted to</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>S.K. NANGIA</td>
<td>AGM (Systems)</td>
</tr>
</tbody>
</table>

AU REVOIR

Wishing former colleagues, who have played a big role in NBCC’s growth, All success for their future endeavours

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Employees Name (S/Shri)</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>C P SINGH</td>
<td>M(F)</td>
</tr>
<tr>
<td>19</td>
<td>MOHD. SHOKET</td>
<td>JE (C)</td>
</tr>
<tr>
<td>20</td>
<td>RUPESH KUMAR</td>
<td>JE (C)</td>
</tr>
<tr>
<td>21</td>
<td>SHEIKH IDRISH ALI</td>
<td>Supervisor (SCD)-III</td>
</tr>
<tr>
<td>22</td>
<td>MOHD. TAIYAB</td>
<td>SR. CHOWKIDAR</td>
</tr>
<tr>
<td>23</td>
<td>OM PRAKASH</td>
<td>Contn. Sup. (Optr Gen.)GR.-III</td>
</tr>
<tr>
<td>24</td>
<td>SUDIP SAHA</td>
<td>AGM (ENGG.)</td>
</tr>
<tr>
<td>25</td>
<td>T R SRIDHARAN</td>
<td>DGM (ENGG.)</td>
</tr>
<tr>
<td>26</td>
<td>NAJIB AHMED</td>
<td>DGM (ENGG.)</td>
</tr>
<tr>
<td>27</td>
<td>M U B SARMA</td>
<td>DGM (F)</td>
</tr>
<tr>
<td>28</td>
<td>A K GARG</td>
<td>DM (F)</td>
</tr>
<tr>
<td>29</td>
<td>K KANDASAMY</td>
<td>AGM (HRM)</td>
</tr>
<tr>
<td>30</td>
<td>NIRANJAN KUMAR</td>
<td>DM (HRM)</td>
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<tr>
<td>31</td>
<td>RAJIBIR SHARMA</td>
<td>AM (HRM)</td>
</tr>
<tr>
<td>32</td>
<td>S SREEDHARA</td>
<td>OA-I</td>
</tr>
<tr>
<td>33</td>
<td>KEDAR NATH SHARMA</td>
<td>Contn. Sup. (Carpeting)-GR.-III</td>
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<tr>
<td>34</td>
<td>ABUL KALAM AZAD</td>
<td>Contn. Sup. (Carpeting)-GR.-III</td>
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</table>
## STATEMENT OF ASSETS AND LIABILITIES

FY 2015 - '16

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Particulars</th>
<th>Consolidated As at 31.03.2016</th>
<th>As at 31.03.2015</th>
<th>Standalone As at 31.03.2016</th>
<th>As at 31.03.2015</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Shareholders Funds</td>
<td></td>
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<tr>
<td>(a)</td>
<td>Share Capital</td>
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<td>12,000.00</td>
<td>12,000.00</td>
<td>12,000.00</td>
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<tr>
<td>(b)</td>
<td>Reserves and Surplus</td>
<td>1,38,518.61</td>
<td>1,21,839.69</td>
<td>1,36,850.01</td>
<td>1,20,413.22</td>
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<tr>
<td></td>
<td><strong>Sub Total - Shareholders Funds</strong></td>
<td><strong>1,50,518.61</strong></td>
<td><strong>1,33,839.69</strong></td>
<td><strong>1,48,850.01</strong></td>
<td><strong>1,32,413.22</strong></td>
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<tr>
<td>2</td>
<td>Minority Interest</td>
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<tr>
<td>3</td>
<td>Non Current Liabilities</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>(a)</td>
<td>Long Term Provisions</td>
<td>6,075.71</td>
<td>4,495.19</td>
<td>6,075.71</td>
<td>4,495.19</td>
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<td></td>
<td><strong>Sub Total - Non Current Liabilities</strong></td>
<td><strong>6,202.91</strong></td>
<td><strong>4,495.19</strong></td>
<td><strong>6,075.71</strong></td>
<td><strong>4,495.19</strong></td>
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<td>4</td>
<td>Current Liabilities</td>
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<tr>
<td>(a)</td>
<td>Trade Payables</td>
<td>1,79,698.46</td>
<td>1,51,533.14</td>
<td>1,80,004.47</td>
<td>1,51,398.86</td>
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<tr>
<td>(b)</td>
<td>Other Current Liabilities</td>
<td>2,02,066.93</td>
<td>1,76,898.61</td>
<td>2,00,519.77</td>
<td>1,76,514.53</td>
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<td>(c)</td>
<td>Short Term Provisions</td>
<td>16,053.46</td>
<td>9,623.93</td>
<td>16,053.46</td>
<td>9,623.92</td>
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<tr>
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<td><strong>Sub Total - Current Liabilities</strong></td>
<td><strong>3,97,818.85</strong></td>
<td><strong>3,38,055.68</strong></td>
<td><strong>3,96,577.70</strong></td>
<td><strong>3,37,537.31</strong></td>
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<tr>
<td></td>
<td><strong>TOTAL - EQUITY AND LIABILITIES</strong></td>
<td><strong>5,54,540.37</strong></td>
<td><strong>4,76,390.56</strong></td>
<td><strong>5,51,503.42</strong></td>
<td><strong>4,74,445.72</strong></td>
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<tr>
<td>B</td>
<td>ASSETS</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1</td>
<td>Non Current Assets</td>
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<tr>
<td>(a)</td>
<td>Fixed Assets</td>
<td>6,201.93</td>
<td>2,622.13</td>
<td>6,199.78</td>
<td>2,622.13</td>
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<tr>
<td>(b)</td>
<td>Non Current Investments</td>
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<td>1,113.36</td>
<td>2,290.17</td>
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<td>(c)</td>
<td>Deferred Tax Assets (Net)</td>
<td>3,147.76</td>
<td>1,951.40</td>
<td>3,147.76</td>
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<tr>
<td>(d)</td>
<td>Long Term Loans and Advances</td>
<td>6,644.14</td>
<td>4,060.89</td>
<td>6,644.14</td>
<td>4,060.89</td>
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<tr>
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<td><strong>Sub total - Non current assets</strong></td>
<td><strong>17,107.19</strong></td>
<td><strong>9,747.78</strong></td>
<td><strong>18,281.85</strong></td>
<td><strong>10,332.55</strong></td>
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<tr>
<td>2</td>
<td>Current Assets</td>
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<td></td>
<td></td>
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<tr>
<td>(a)</td>
<td>Current Investments Inventories</td>
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<td>1,17,207.23</td>
<td>1,42,465.42</td>
<td>1,15,484.23</td>
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<td>Trade Receivables</td>
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<td>2,00,794.00</td>
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<tr>
<td>(c)</td>
<td>Cash and Cash Equivalents</td>
<td>1,15,998.99</td>
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<td>1,13,351.58</td>
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<tr>
<td>(d)</td>
<td>Short Term Loans and Advances</td>
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<td>57,106.81</td>
<td>55,112.64</td>
<td>57,167.12</td>
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<tr>
<td>(f)</td>
<td>Other Current Assets</td>
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<td><strong>Sub Total Current Assets</strong></td>
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<td><strong>5,33,221.57</strong></td>
<td><strong>4,64,113.17</strong></td>
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<td><strong>Total Assets</strong></td>
<td><strong>5,54,540.37</strong></td>
<td><strong>4,76,390.56</strong></td>
<td><strong>5,51,503.42</strong></td>
<td><strong>4,74,445.72</strong></td>
</tr>
</tbody>
</table>