



## *Leaders speak....*



Dear Gedecians,

**Environment, Health & Safety (EHS)** is an integral part of the success story of any organization, in projects, it carries greater importance due to constant uncertainties & complexities of the work and location. In our Organization, we are sincerely trying to take initiatives in EHS which will be visible in coming times. As a first step the EHS policy has been formulated which can be accessed by all [here](#).

Everyone should go through the policy to understand its content and implement it in spirit in your daily work at site and in your personal life too. An explanation of EHS policy to each employee of GEPDEC shall be arranged and we expect that it will be adhered by all Employees of GEPDEC.

We are constantly embarking into new areas and geographies across the workspace and the eco system. Any incident besides affecting the workmen, lost man hours, consequential delays & costs directly affect the image of an organization. It is extremely important that each one of us gives utmost importance wherever be our workspace to achieve zero incident.

The leadership is continuously involved in reviewing EHS performance at sites with timely reviews and insights. At sites, Site In charges have to take up the responsibility to model themselves as 'Safety Leaders' by demonstrating safe behaviour and strive to achieve EHS objectives.

**Good Wishes!!**

Santosh Sharma

## ***Operations' Update***



Dear Team,

I want to thank whole heartedly each one of you for your continuous support and efforts in making GEPDEC what it is today. GEPDEC is growing in EPC business and to be a successful EPC player we need to execute all our projects in an efficient way to ensure continuous improvement in our processes. we have started working on these aspects.

### **1- Continuous Communication**

We have learnt new way of communication during lockdown period and it is Team meetings. This is major achievement for us as our sites are now better connected.

We are strengthening communication in Project through various means. Our effort is that required information shall reach to relevant stakeholders of project within shortest possible time. Accordingly, we have put up following communication in the Project.

- Monthly review meeting with MGM by Project Manager through face to face meeting or Team.
- Weekly review meeting with PM by Site Manager on Team or through teleconferencing

- Monthly report to Customer by Project Manager through Hardcopy and Scan.
- Daily Progress Report by Site Engineer through Email.

These meetings are conducted from April'20 and many of the site personnel are part of these meetings. As of now these meetings and generation of reports are not regular. We need to be more disciplined to achieve better results in Projects. Project Managers and Site Managers should take these responsibilities and highlight critical issues in Project in timely manner to all stakeholders including customer. For example, highlighting bottlenecks in weekly meetings to Project Manager so that the same can be timely attended.

### **2- Usage of Z- Folder on One Drive**

Another way of efficient working is to use Z- Folder in Projects. Z- Folders is a systematic way of storing project data in its respective folders which can be accessed thru a standard process.

Few advantages of having **Z- Folders** on One-drive are

- Data is stored through a process which is independent of Human/Machine and is accessible 24\*7 at the click of mouse.
- All data related to Project is easily accessible to relevant stakeholders. No need to send through email.
- Access of data can be limited or extended subject to jurisdiction of PM for ensuring safety of data.
- Commercial items such as BG/insurance/invoice which are limited to finance/accounts are also accessible as per requirement
- Standardized the way of data storage and security.

All are requested to make full use of Z-folder on one-drive.

### 3- Performance Review

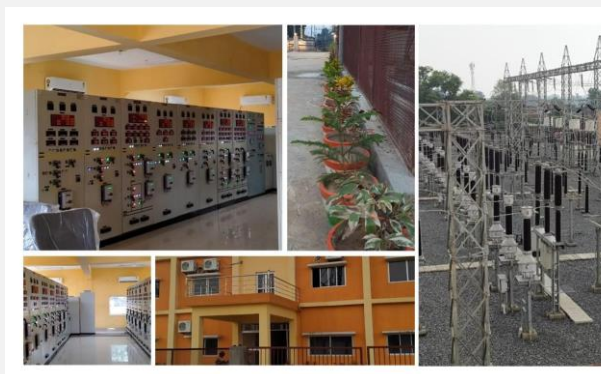
We intend to start performance review for everyone involved in Project. These are already in place for Project Managers and further needs to be drilled down to Site teams. Performance parameters shall be measurable, and these could be following.

- Sales Target for the Project on quarterly basis
- Cash target for the project on quarterly basis.
- Gross Margin /GM Improvement
- EHS target for the project.
- Completion /TOC target for project.
- Project governance target

This will be regularized very shortly and formally communicated to all.

We listed few initiatives which we have started in Q1 and expect everyone to co-operate to get these initiatives successfully implemented quickly. for any doubt/assistance please feel free to reach out your Project Managers or the Leadership.

### Achievement of Quarter-1



GEPDEC successfully charged 132/33kV Kerpa

Details of the Project:

**Owner:**BSPTCL

**Work:** Supply, Erection, Testing and Commissioning of 132/33kV GSS including civil works on turnkey basis

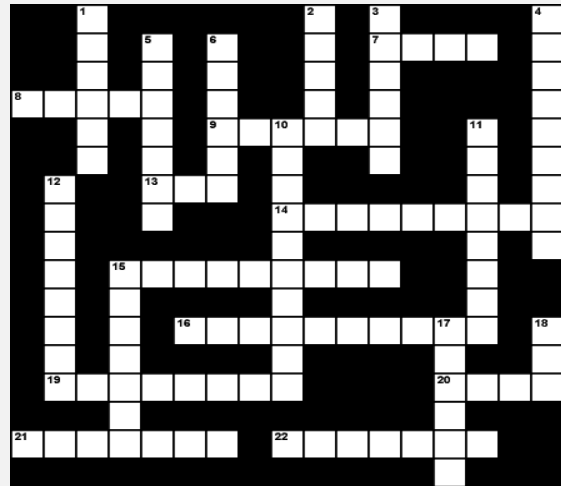
**Capacity:** 132kV bays – 08 Nos  
33kV bays- 13 Nos  
50MVA transformer – 03 Nos

**Location:** Village Kerpa, Distt- Rohtas, State-Bihar.

Major achievement of this project is that we secured TOC within time and without imposition of LD. This was possible because of efficient teamwork in the leadership of Mr. Amit Bajpai, team's ownership and commitment to the Project. We wish all projects to get completed in the same manner.

**Let's make it a habit!!!**

## Fun Zone



### Across

7. Unit of electrical power, named after the Scottish inventor of the steam engine
8. a rotating machine that transforms electrical energy into mechanical energy
9. The kind of electricity you create by rubbing a balloon on your head
13. Atom or group of atoms that carries a positive or negative electric charge as a result of having lost or gained one or more electrons
14. Emission of radiant energy in the form of waves or particles
15. It transmits electricity, like copper
16. Opposition to the passage of an electric current
19. Elementary particle consisting of a charge of negative electricity
20. Smallest particle of an element that can exist either alone or in combination
21. Uncharged elementary particle
22. Electric potential or potential difference

### Down

1. Elementary particle that carries a positive charge
2. Electromagnetic radiation in the wavelength range including infrared, visible, ultraviolet, and X-rays
3. Device for making, breaking, or changing the connections in an electrical circuit
4. Flash produced by a discharge of atmospheric electricity
5. Complete path of an electric current including the source of electric energy
6. Inventor of the electric light bulb
10. Force acting on particles of matter, tending to draw them together
11. Electrical charge with more protons than electrons
12. Electrical charge with more electrons than protons
15. Electrical flow through a conductor
17. Definite quantity of electricity
18. Unit of electrical resistance

Please send your entries to [hr@gepdec.in](mailto:hr@gepdec.in). Names of the sender of earliest five correct answers will be published in the next edition with the answer.

## 2020 born Gepdecians (till June) ...



Adarsh  
(Punjab-site)



Girish (HO)



Mayank (HO)



Meha (HO)



Alok Dixit  
(HO)



Hifzan (SAIL-  
site)



Vivek Shukla  
(SAIL- site)