

PMI BODH

NTPC PMI'S QUARTERLY NEWSLETTER



THIS QUARTER'S NEWS AND UPDATES:

Technical Training - 2
Information Technology 2-3
Human Resources and
General Management 3-5
RLI Dadri - 6
RLI Simhadri - 6
RLI Sipat - 7
RLI - Vindhyachal - 7 RLI
RLI Talcher - 8
RLI Solapur - 8
RLI Farakka - 9
Safety Academy - 9

FROM PMI'S DESK

R K Sinha, GM(BE & PMI)

Dear Readers,

It is heartening to be back to work in the usual way after an ill-fated second wave of Covid-19 having gone past by. Though the quarter, April to June 2021, began with despair of NTPC employees and families battling ferocity of the pandemic, with the support of management and our near ones, we did manage to sail through.

PMI and RLIs kept up the momentum of work in L&D sphere despite the struggles of pandemic. A 100-bedded hospital facility at PMI created within a short span of time to cater to medical needs to Covid patients is still running in the premise. NTPC also bagged the prestigious ISTD Award for Innovative Learning Practices for the years 2018-19 and 2019-20.

During this quarter itself, ET training of multiple batches of 2019 and 2020 went ahead in full swing at PMI and RLIs, Samarth modules for job rotations and lateral inductees training went on simultaneously. The calendar programs ran at its pace and schedule without disruptions. Two months daily yoga, twice in a day, was provided to all employees and families through multiple channels culminating its finale on the International Day of Yoga. Also, the Snehal facility of counseling services from trained psychologists which has been extended to all NTPC employees and their families is being received overwhelmingly by all.

We hope that the year ahead brings us a lot of learning through innovative design practices while all of us keep safe and agile. Wish you happy learning!

TECHNICAL TRAINING

Some of the mentionable technical training programs held at PMI are given below -

- IN JUNE, 21 DAYS INDUCTION PROGRAM MODULE FOR E-0 EMPLOYEES WITH 136 PARTICIPANTS
- ENVIRONMENTAL CONCERNS: MANAGEMENT & COMPLIANCE WITH 78 PARTICIPANTS ATTENDING THE PROGRAM
- Boiler related programs included BUILDING ON OPERATION PRACTICES and UNDERSTANDING & IMPROVING-BOILER PRESSURE PARTS. The Two programs were attended by 60 and 63 participants respectively.
- 27 participants from all across NTPC Stations attended the Boiler Operation Engineer (BOE) CERTIFICATION PREPARATORY COURSE
- In May, Turbine Governing System for IOCL Participants was conducted. 25 executives attended the training.



14 week Induction training of ETs from BIFPCL organised at PMI and plant visit to Dadri arranged

Launch of LMI and GPi Learn

Director (Operation), Sh. Ramesh Babu V, Director (HR), Sh. D K Patel and Director (Finance), Sh. A. K. Gautam inaugurated the LMI repository and launched LMIs in GPiLearn+ platform on 3rd June, 2021 in the presence of REDs, HOPs, Heads of O&M, RLI/EDC, CC-OS, CC-IT. Station-specific and department – specific LMIs can now be accessible through GPiLearn 24x7 from any device.

This process involved the linking up of more than 6024 plus LMIs on to GPiLearn to ensure proper and secure connections between GP servers in US and NTPC servers in Noida and Hyderabad. More than 428 Project Wise Department Wise Learning Paths are assigned to more than 5626 O&M executives depending on their role. D(HR), D(O) and D(F) appreciated the combined efforts by the CC-OS, CC-IT, Station LMI Coordinators and PMI.

INFORMATION TECHNOLOGY



INFORMATION TECHNOLOGY

FutureSkills Instructor-led “Foundations of AI” course was launched on 7th May, 2021 by Sh. R K Sinha, GM (CBE and PMI) and training for 2 batches of the same are currently running. FutureSkills is a platform for self learning of emerging technologies and professional courses, designed and maintained by National Association of Software and Service Companies (NASSCOM).

PMI conducted **several Renewable energy training** programmes. “Hydrogen and Fuel Cells: Technologies and Applications of the fuels of the Future” on 16th April, 2021, “Energy Storage Technologies” during 12 and 13th May, 2021 and “Comprehensive programme on Wind Energy” during 20 and 21st May, 2021.

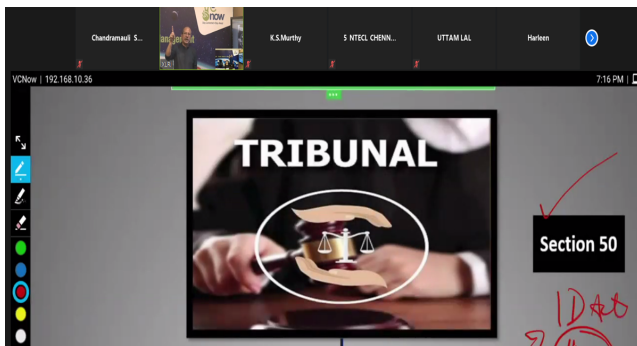
Customized training for **lateral inductees (O&M) for Batch-2** was successfully completed on 2nd April, 2021. Around 60 participants have attended the training.



LEARNING NEVER EXHAUSTS THE MIND.
~ LEONARDO DA VINCI



HUMAN RESOURCES AND GENERAL MANAGEMENT



First Program on the 4 Labour Codes (Code on Wages, Industrial Relations Code, Social Security Code and Code on Occupational Safety, Health & Working Conditions)

Was organized through XLRI for around 50 executives in E6 and E7 grades. The program was inaugurated by Director(HR). It was delivered online, by Professor P K Padhi and his team from XLRI, through 4 sessions of 3 hours each (from 4.30 PM to 7.30 PM) on 31st May, 2nd June, 7th June and 9th June. The program pedagogy included quiz in all sessions and case-study. Participants had to finish the case-study in groups after the 2nd session. The groups were constituted before the commencement of the program. Pre-read was provided.

Second Program on the 4 Labour Codes

Organized through XLRI for around 50 executives in E7, E8 and E9 grades. The program was delivered online, by Professor P K Padhi and his team from XLRI, through 4 sessions of 3 hours each (from 4.30 PM to 7.30 PM) on 21st June, 23rd June, 28th June and 29th June. The program pedagogy included quiz in all sessions and case-study. Participants had to finish the case-study in groups after the 2nd session. The groups were constituted before the commencement of the program. Pre-read was provided and group wise tests were conducted in each of the sessions. Case study response of groups was also marked.

HUMAN RESOURCES AND GENERAL MANAGEMENT

1st Competency Development Program on Analytical Ability, Communication Skills and Quality Consciousness

42 identified executives in E7 grade who were assessed as requiring development in one or more of the managerial competencies of Analytical Ability, Communication Skills and Quality Consciousness were targeted for this program. The assessment was based on the Competency, Potential and Value (CPV) assessment undertaken for them, through reputed external agency. The program was designed as a 3 day program (3 full days) and was delivered online through Society for Human Resource Management (SHRM) on 24th, 25th and 26th June. Each session was mapped to one or more of the competency descriptors for each of the afore-mentioned competencies with a view to address all the competency descriptors. The competencies were covered by 3 reputed faculty representing SHRM.

1-month Yoga and Breathing Exercises for increasing immunity

With a view to further support employees and families to face the challenge of the pandemic and to ensure holistic wellbeing in these difficult times, online Yoga sessions with focus on Pranayam (breathing exercises) was started for one hour each twice in a day (early morning and after-office evening slots) from 18.05.2021 to 21.06.2021. The sessions were live cast over YouTube channel of NTPC-PMI so that family members and PRMS beneficiaries can also be a part of it and avail benefits.



International Day of Yoga 2021

Three programs were organized by NTPC, PMI on 21.06.2021 for employees and family members across NTPC, leveraging MS Teams and YouTube platforms.

(i) The morning yoga session on "Common Yoga Protocol" from 7.00 AM to 8.00 AM was graced by Shri Gurdeep Singh, CMD, Smt. Kiran Singh, President, Sanyukta Mahila Samiti and Bal Bhawan and senior officers of NTPC. Around 460 participants attended the session. CMD NTPC emphasized on importance of yoga and urged everyone to inculcate yoga and pranayam in their daily life. He also stressed on how post-Covid breathing exercises bring about huge change while recuperating from the illness and how every individual must practice yoga to strengthen immunity.

(ii) From 11.00 Am to 12.00 noon, the special session on "Yoga at Workplace" attended by around 290 persons emphasized on yoga at workplace to keep the body and mind healthy while spending long hours at the work station.

(iii) In the evening session (7.00 PM to 8.00 PM), a talk was delivered on "Benefits of Yoga and Meditation" followed by Q&A. The deliberation will cover myths in yoga, diet and nutrition, power of shlok and mantra, relaxation techniques and ailment specific queries. Approx. 120 participants attended the session.

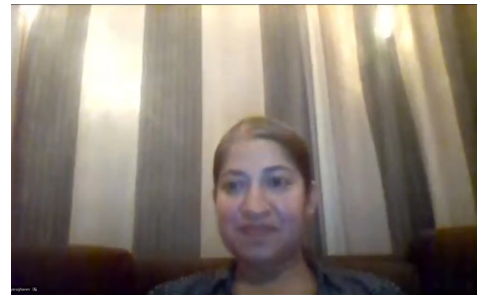


YOGA IS THE PERFECT OPPORTUNITY TO BE CURIOUS ABOUT WHO YOU ARE" — JASON CRANDELL

HUMAN RESOURCES AND GENERAL MANAGEMENT

Launch of Snehal - Counseling and Employee Assistance Program

Covid not just brought about physical ailments but also caused severe emotional distress and mental fatigue to everyone. The effects of Covid manifested in underlying symptoms like psychological problems, substance abuse, physical lethargy, depression, anxiety, eat or sleep disorders, trouble coping with office/studies/relatives/society and even other personal issues. In order to help employees and their families cope with such psychological issues, a 24X7 counselling facility was started with effect from 7th May 2021 in association with M/s 1to1help.net, a leading firm in the field of EAP, to provide services like counselling from trained psychologists through video calls, web portal, mobile application, phone calls and chat messages. Apart from counselling, a gambit of other services is also being provided like self-assessments, articles, free webinars, video guiding tutorials on emotional well-being, services of nutritionist etc.



ET-2019 batch Management Training Module completed

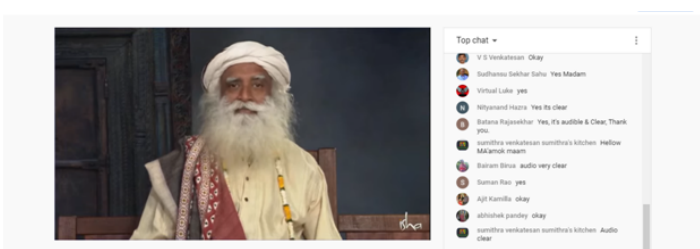
57 Executive Trainees of ET-2019 Batch successfully underwent online Management module training by PMI which ended on 20th June 2021. This marks completion of their one-year ET program.



NTPC bags the prestigious ISTD Award for 2018-19 and 2019-20

NTPC has won the prestigious ISTD award in L&D for Innovative Training Practices for the year 2018-19 and 2019-20.

NTPC won in the final round held today for 2019-20 at Scope Convention Centre and was bestowed the honour in a glittering ceremony. Thirty-four teams participated. The prize included a cheque of one lakh rupees, a certificate and a trophy.



Yoga for Immunity was held by ISHA foundation on 6th June'2021 wherein 182 employees joined for the Kriya

3M (Mindfulness, Meditation & Medication) being organized by SCOPE in collaboration with Famhealth on 6th June'2021 to bring together programs, dispelling myths and breaking the chain of misinformation about COVID wherein 193 employees registered.

RLI DADRI



The major part of the quarter marred by the Covid grip saw lots of challenges. The **ET 2020 (Mech Batch) training** continued in online manner. However, on resumption in June surge of activities compensated for previous gap. In addition to technical on-site training, special sessions on – Know thyself, Analytical thinking, Presentation skills & Personal financial planning were held.

Two **On line book club meets** of Dadri's very own Book club – A book club @ Dadri (ABCD) with the book reviews and discussions on books of different Genre were organized - from Ikigai, To kill the mocking bird to Inimitable Jeeves bringing delight to the minds of avid book readers.

Programmes towards **Competency Development** on Analytical thinking and Quality Consciousness for entire region was organized to support in IDPs of executives.

A new initiative in the form of **RuBaru – a chat show with senior leaders** to draw out insights & Leadership lessons was started. This event was highly appreciated by one and all and made everyone glued to their screen with chat flooded with questions and comments.

Several Training Programmes for Executive and non executives – on Electrical Safety, Interpersonal Effectiveness, Different aspects of safety etc were conducted.

"Power of Positive thinking - Real life experiences" conducted for specially abled employees on 07.04.2021. Wherein Mr. G. Bhadra Rao, Mr. G. Kalyan Ram, Mr. K R Anil Kumar, Mr. P. Raju shared their real life experiences with participants from across NTPC, 47 specially abled employees participated in the program across NTPC.

Positive thinking & stress management for employees & family members during COVID pandemic was conducted online on 03.05.2021 from The Linking Tree, New Delhi wherein employees & family members were present.

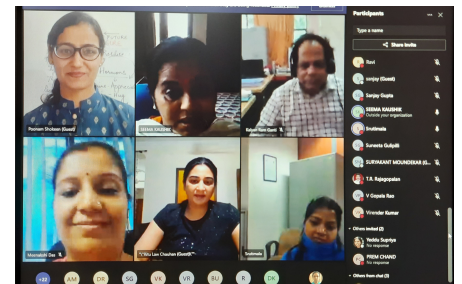
Program on Financial Propriety, concurrence & DOP conducted with faculty support from Shri Niranjan Ghosh, Ex-ED(Fin.),NTPC for SSC employees wherein 66 employees participated from NTPC.

Programs on Solar Tariff & related commercial aspects was conducted on 26th June 2021, 31st May, 11th May and 29th May for different groups to promote awareness about Non Conventional energy in which more than 100 employees participated.

Labour Codes - Code on wages 2019, Industrial relations code 2020, Social Security code 2020 and Occupational safety and working conditions code 2020 on 19th, 22nd 16th June and 24th June 2021 to promote awareness among employees about the changes in Labor legislation. It elicited good response from more than 100 Participants.

Impact analysis was conducted for the Programs on Simatic WinCC V7 Basic Course, Simatic S7-400 with Manager (Advance) in March 2021 and June 2021.

RLI SIMHADRI

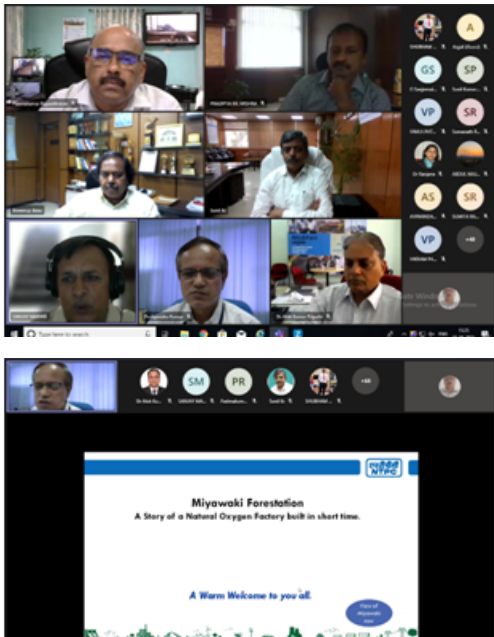


SOME GLIMPSES OF THE TRAINING PROGRAMS

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"LEARN AS THOUGH YOU WOULD NEVER BE ABLE TO MASTER IT; HOLD IT AS THOUGH YOU WOULD BE IN FEAR OF LOSING IT."
~ CONFUCIUS

RLI SIPAT



RLI-Sipat Saturday Special

This series is floated to enhance life skills of employees. Areas like - Spirituality, Health & Wellness, Creativity & Innovation, Ayurveda, Book Review etc. are covered in these programs. RLI-Sipat conducted following programs under this series during April to June 2021 - Breathing Exercises to Overcome COVID-19, Power of Trust and Healing Self in difficult times

World Environment Day

RLI Sipat organised a program titled Miyawaki Plantation* - Story of a Natural Oxygen Factory on 5th June 2021, the World Environment Day. The faculty were Shri Pushpendra K. Laad, GM(TS) and Shri P. Sunil Kumar, Sr Mgr NTPC Ramagundam. The program was graced by Shri Sanjay Madan, RED, WR II, Shri R Padmakumar, ED Sipat, Shri B Basu, HOP, NTPC Korba, Shri Sunil Kumar, HOP, NTPC Ramagundam, Shri M K Singh, HOP, NTPC Kharagone, Shri Pradipta Kumar Mishra, HOP, NTPC Gadwarwa, and other senior executives.

Research Methodology Program for Managers

RLI Sipat organised a two-day program on Research Methodology in association with UPES- University of Petroleum and Energy Studies. The Program objective was to impart Research Methodology skills for solving Business Problems.

RLI VINDHYACHAL

Safety Programs

Safety management & safety Compliance, safety while working at height, Safety compliance in CHP, participative management on Safety, electrical and mechanical safety rules and PTW system, Safety in elevator, hoists etc. were conducted.

ISO 50001:2018 Certification was conducted. It included - 3 Days Internal Auditors' online Training for 15 Candidates, 1 Day Online Awareness Training for 25 Candidates and 3 Hours duration Online Basic Awareness Training for 50 HODs.

Turbine governing system, Turbine startup and protection Training program organized for all O&M Employees and **Electrical Vehicle and Charging Station** training program arranged on 21th March 2021 of Northern Region.

Decision-making and Business attitude

Two day training program conducted online through YOGAMAYA Associates on 7th & 8th April 2021 for all executives of NR at E7/E8 level who scored low in decision-making and business attitude competency in CPV Assessment.

IT programs

Three programs were conducted in association with IT department - Introduction to Artificial intelligence, Digitalization and Cyber Security on 28th April, 18th May and 24th May 2021 respectively.

ET-2020

13 ETs from Batch-2 and 12 ET-2020 Batch 1 underwent technical training program at RLI-Vindhyachal.

Advance GeM training arranged through GeM trainer MP for all employees of NR on 8th June 2021.



NATIONAL ENVIRONMENT DAY OATH AND TREE PLANTATION PICTURES

RLI SOLAPUR

Simulator

Three ETs who are undergoing FJT and one E0 Executive of Solapur underwent two weeks beginner program on Simulator (660MW) from 07.06.2021 to 20.06.2021. Two Lateral Entry executives and 5 ETs of Mouda are undergoing simulator training on 660MW simulator of Solapur on Remote meeting. Barh II simulator Module was released by M/s Steag for training and Lateral entry executives of Barh are being trained from 21.06.2021. Barh-II Simulator model testing & commissioning in progress. Tanda Simulator Model, 2nd round of testing activities are in progress. Darlipalli and Meja Simulator Models have been offered for 3rd/4th round of testing to respective projects after defects rectification by M/s STEAG. Solapur ALSTOM HMI long pending issue resolved after intervention from original software supplier through remote testing from USA.

9 DTs of 2019 Batch have been regularised and posting orders issued by HR on 06/04/2021.

Webinars conducted on -

Safety Supervisors for Agencies organised by Safety Academy, NTPC-Unchahar, Job Specific Training under Train the Trainers on "Slip, Trip & Falls", "Challenges in Welding of Titanium Clad Plates" was conducted by Sh. Rajeev Kumar Jain, AGM(RIO-Pune) and Generator Excitation System were among few other programs

Job specific training on booklets for Fitter, Rigger, Welder & Electricians developed by RLI-Solapur were inaugurated jointly by Director(HR) and Director(Operations) on 29 May 2021



RLI TALCHER

Training Program on First Aid

This training is part of Safety Framework Program of Talcher Kaniha. The online program was conducted in 3 batches on 14th, 15th and 16th of June 2021. Some of the First Aid methods like Basic Life Support, Life Threatening Conditions, Severe Bleeding, Shock Management, Stroke and Choking, Epilepsy and Seizures etc. have been covered in the program.

Talk on "Yoga for Health and Wellness"

Was arranged by RLI-Talcher Kaniha on 19th June 2021, as a prelude to the IDY (International Day of Yoga). The Yoga Guru talked about seven steps towards prosperous, blissful & graceful living, Yoga asanas and pranayama with their benefits, as well as Meditation and tips for healing through regular Yoga.

Talk on Swachchata and Covid-19 containment on 20.05.2021

RLI Talcher Kaniha conducted 5 nos. of training programs on Electrical Safety on 19th, 20th and 26th June 2021 in connection with the National Electrical Safety week, which started from 26th June 2021. Important topics on electrical safety were covered, like Electrical Shock and Prevention, Arc Flash Hazard Analysis, Static Electricity, Grounding, Hazardous Area Classification, Electrical Safety Management.

Talk on Swachchata and Covid-19 containment

The talk was organized on 20th May 2021 and 29th May 2021 respectively. Senior Medical Consultant of NTPC, CC and Medical Consultant of Talcher Kaniha had delivered the lectures and provided all the necessary information required to maintain good health & hygiene, as well as on how to stay protected from Coronavirus. The executives from ER-II region had joined the programs.

RLI FARAKKA

Monitoring and Life Management of Transformer and Reactor

It was a virtual training program organised for executives of O&M and delivered by Ex ED Shri P R Dahake.

Future challenges for tariff for economic & commercial viable operations w.r.t CERC Norm on PPA withdrawal. This virtual program was attended by 51 participants and received good feedback.

New Labour Codes

The program was delivered by Shri Hari Parmeshwar who is a visiting faculty at IIM indore and MDI Gurgaon. Program covered IR Code, SS code, OSHWW Code and code on wages.

Workshop ON STORE & WAREHOUSE INCLUDING LOGISTIC MANAGEMENT

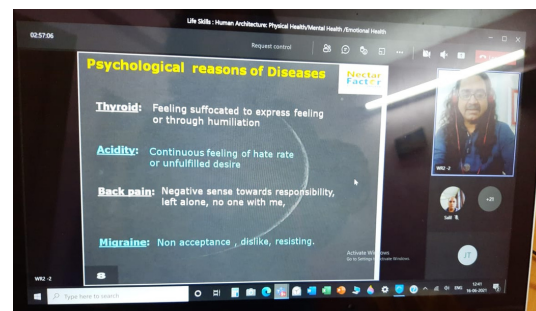
The program was delivered by Shri S C Sehgal, Ex NTPC and Material Management Consultant. Pre and Post quiz was conducted. Program was very interactive and participants got many queries resolved.

NUMERICAL RELAYS IN POWER SYSTEM PROTECTION

Program was delivered by Shri PP Francis, Ex NTPC executive. The program covered Numerical Relay hardware architecture, software and special features of the numerical relays and etc.

HUMAN ARCHITECTURE- PHYSICAL /MENTAL /EMOTIONAL HEALTH

The 6-day program covered understanding of health, immunity, metabolism, dealing with current pandemic situation, mental health, power and law of thoughts, nine types of emotions etc. It was attended by approx. 158 participants.



SCREENSHOTS FROM TRAINING PROGRAMS

NTPC SAFETY ACADEMY - UNCHAHR

Safety Programs for Agency supervisors

Three programs of 3-day duration each were organized by NTPC Safety Academy- Unchahar in which more than 100 agency supervisors participated in each of the program. These trained 300 agency supervisors will further ensure transfer knowledge gained during the program to contract labour working with them and also implement it themselves. This will further help in spreading Safety Culture amongst the work force deputed by Contractors

Disaster Management and Emergency Response

The 2-day program was conducted by Dr. U K Chakraborty (Independent Safety Expert). 113 executives from all over NTPC participated and the program aimed to provide knowledge to individuals and emergency response teams to be able to reduce vulnerability during disasters. Case studies of previous disasters were also covered.



Hazard Identification, Risk Assessment & Control (HIRAC)

For plants in O&M stage, an intervention was designed to provide skills to O&M executives with the aim to provide complete methodology of identifying Hazards/Risks, their Probabilities, Frequency, Consequences and how to implement control measures as per hierarchy of controls. This 2-day program was conducted through M/s Max Safety, Navi Mumbai and attended by 220 participants