



# Connect OCPL

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# MESSAGE FROM CHAIRMAN



## Connect OCPL



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**Nikunja B. Dhal, IAS**  
Principal Secretary to Government  
Department of Energy

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I am delighted to know that OCPL is bringing out the inaugural issue of its newsletter "Connect OCPL". I convey my greetings and best wishes to the management and employees of OCPL on this occasion. The ongoing pandemic has affected the entire spectrum of economy. To mitigate the challenges during this time, we have to be innovative in our approach, accelerate digital transformation and implement agile operational strategies.

I hope this Newsletter will be informative, resourceful and will act as a catalyst to connect various stakeholders of OCPL.

*Nikunja Bihari Dhal*

**Nikunja Bihari Dhal**

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# FROM CEO's DESK



Sri Sariputta Mishra  
CEO, OCPL

It's a pride moment for entire OCPL Family, when the prestigious award ,Brand Of Odisha -Pride of India 2022, by media house Sambad Group, was conferred upon OCPL, for its spectacular achievements this year. With huge growth in coal production & dispatch the company has made a solid foot print in Coal Industry in general syncing the state and central ethos .Even concerned Ministries of Govt.of India and stake holders have all taken cognizance of the potential in OCPL and look forward to our enhanced contributions. Govt. of Odisha has been generous in endorsing our endeavors in pursuit of excellence. It is high time we all in OCPL tighten our belt

to step into a different phase all together to secure best in terms of profit and parallelly continue contributing to the society at large. Needles to mention professionalism, compliance in all sphere & Good governance in the core is need of the hour to sustain this accomplishments.

On the auspicious occasion of lunching of this inaugural publication of In-house magazine, I wish entire OCPL employees and their family

members who are directly and indirectly associated in our journey ,a grand time ahead. Let this piece of publication be the frame work & conduit to periodically capture & circulate in-house efforts, multi dimensional talents, innovations and above all the spirit of celebrations.



*Jagannath Swamy Nayana Patha Gami Bhava Tume !*



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# HR CORNER



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**Sri Ayaskant Kanungo**  
General Manager (C & CA)

#### LEADING FROM BEHIND:

Leading from the behind sounds like an oxymoron. The word 'lead', in the context of management, has a connotation of someone being at the front. While in command or wielding authority, it can be difficult to imagine how leadership can occur while you're behind everyone else. Since ancient times, Man had a vision, a leader is someone who stands at the top. The leader rallies the people under him or her.

In his 1994 autobiography, "Long Walk to Freedom", Nelson Mandela described a leader leading from behind as a shepherd. The shepherd stays behind the flock, letting the weakest go ahead. As the others follow, all of them are unaware that they have been directed from behind. While it may seem like the shepherd is abrogating his leadership responsibilities, the observant one can notice that occasionally, he uses his staff to nudge the flock. At times, he notifies them of danger, then promptly veering them away.

In the context of management, such a leadership style breaks away from the traditional lead-from-the-front model. It is a style that suits the workplace of today due to shifting attitudes. However, the benefit is not one-sided. Leaders get to have visibility and create more opportunities for innovation. Yet, most leaders are not equipped to lead from behind. In reality, that is unsurprising.

Sharing a story as told by our former president A P J Abdul Kalam : In 1973 I became the project director of India's satellite launch vehicle program, commonly called the SLV-3. Our goal was to put India's "Rohini" satellite into orbit by 1980. I was given funds and human resources — but was told clearly that by 1980 we had to launch the satellite into space. Thousands of people worked together in scientific and technical teams towards that goal.

By 1979 — I think the month was August — we thought we were ready. As the project director, I went to the control center for the launch. At

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# HR CORNER

four minutes before the satellite launch, the computer began to go through the checklist of items that needed to be checked. One minute later, the computer program put the launch on hold; the display showed that some control components were not in order. My experts — I had four or five of them with me — told me not to worry, they had done their calculations and there was enough reserve fuel. So I bypassed the computer, switched to manual mode, and launched the rocket. In the first stage, everything worked fine. In the second stage, a problem developed. Instead of the satellite going into orbit, the whole rocket system plunged into the Bay of Bengal. It was a big failure.

That day, the chairman of the Indian Space Research Organization, Prof. Satish Dhawan had called a press conference. The launch was at 7:00 am, and the press conference where journalists from around the world were present, was at 7:45 am at ISRO's satellite launch range in Sriharikota. Prof. Dhawan, the leader of the organization, conducted the press conference himself. He took responsibility for the failure — he said that the team had worked very hard, but that it needed more technological support. He assured the media that in another year, the team would definitely succeed. Now, I was the project director, and it was my failure, but instead, he took responsibility for the failure as chairman of the organization.

The next year, in July 1980, we tried again to launch the satellite — and this time we succeeded. The whole nation was jubilant. Again, there was a press conference. Prof. Dhawan called me aside and told me, "You conduct the press conference today."

I learned a very important lesson that day. When failure occurred, the leader of the organization owned that failure. When success came, he gave it to his team. It was the best management lesson I have learned.

If every managers or leaders can stand for their team at the time of need rather thrashing them, then Trust is built and it ensures a sense of security within the individuals which can in itself take care of a major chunk of attrition. An engaged employee is one that believes in the organization's mission. He or she is proud to be associated with the organization and would go far and beyond to deliver results. It's about being larger than themselves.



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# HR CORNER

## From the Back, You See Everything

Many leaders are always looking forward — with the only occasional report from the back, leaders can often get blindsided. In such a critical role, it is through the actions that resulted in them being crippled. Without the right perspectives, employees can get dissatisfied, disengaged and unproductive.

Rather than stay at the front, leaders can create space for others to go forward.

Falling to the back of the line is not about abrogating leadership responsibilities. Recall the role of the shepherd: he still leads, ensures that everyone is banded in together and that they are not veering off-course. From the back, the leader can see those who are straggling, disengaged, discouraged, and then deal with the problems they engender. At the front, it is about injecting energy, providing guidance and rallying the entire team.

An effective is one who can pull from both ends, rather than excel from the front.

Leading at the back is such a challenge and most leaders have a misconception about it, it is not instantaneous. We cannot simply wake up tomorrow and think about leading from the back, then making that happen at the workplace hours later. Without the team's trust, it will be difficult to lead from behind. However, when a leader makes it their goal to lead from the back, the team will take notice and appreciate the leadership. After all, it is always easier to 'manage', but harder to 'lead'. With the exemplary demonstration of leading from behind, let us create a Happier OCPL.



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# MANOHARPUR COAL MINE PROJECT- A PROSPECTIVE VIEW



**Sri L. Ramachandra Reddy**  
Head-Mines

Development of the coal blocks associated with specified end use plants are highly challenging as any delay in the development would lead to the scarcity of coal to the specified end use plant and lead to risking of huge capital investments associated with block development and end use plant. Further, the challenges associated with development needs to be addressed in a timebound manner. OCPL has developed the Manoharpur coal block and made it operational well before the scheduled timelines. OCPL is always meeting the coal requirement of the OPGC units in terms of quality and quantity with cost effectiveness. The operational efficiency of the team has led to achieve the

production targets and financial break even before the schedule.

Technology adoption and continual improvement process with the following features helped the mine in achieving the consistent quality coal production with safety in Manoharpur coal mine:

- Sustainable Coal Mining
- Blast free technology for coal winning.
- Quality Control/Assurance from Planning to execution.
- 100% consumer satisfaction in terms of quality and quantity of coal
- Advanced laboratory for Coal Analysis.
- Infill drilling and band by band analysis of all the core samples for Planning and maintaining Coal production with quality.
- Use of advanced Mining Software for Mine Planning viz. Minex (6.5.5)
- A combination of Total Station and LiDAR based Terrestrial Laser Scanner (TLS) for survey.
- Best- in- class and site-specific Environment, Occupational Health and Safety Policy and frame work.
- Use of renewable energy for lighting in the mines.
- 24x7 online mine monitoring with 360° PTZ cameras
- Coal transportation through series of belt conveyors, Rapid loading system and Merry-Go-Round rail network.
- Maintaining highest safety standards with a zero-accident vision.



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# HSE & SUSTAINABILITY



Sri Alok Praharaj  
DGM (Electrical)

#### ENERGY CONSERVATION MEASURES

OCPL as a responsible corporate is committed to prudent use of available resources and the prevention of energy wastage through reliable and efficient methods.

*Some of the steps taken so far by OCPL towards conservation of energy are as follows...*

- Energy efficient LED luminaires have been provided in all buildings and for outdoor areas. Total installed capacity of LED luminaires in the entire mines area is approximately 1 MW. All the lighting control panels have been provided with automatic photo

sensors to cut off the supply when day light is available. OCPL is also committed to use energy efficient luminaires and appliances in all future projects.

- Air condition system provided in office buildings are all of highest star rating as stipulated by BEE.
- Sizing & selection of electrical machines and drive units has been carried out in an optimized way to reduce losses and energy wastage. It is a regular practice to mention the guaranteed loss figures of transformers in the NIT document itself.
- Office buildings, township and plant buildings have been designed in a way to use maximum day -light and to reduce energy wastage.
- Automatic power factor correction panels have been installed in distribution substations to reduce energy wastage.
- Pool vehicle system has been implemented in the site office for optimum use of vehicles and reduction of fuel consumption.
- Professional and qualified Energy managers, who have expertise in policy-making, financial management, and implementation of energy-related projects have been appointed in the department.

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# HSE & SUSTAINABILITY

#### *Steps taken by the OCPL for utilising alternative sources of energy*

- Roof top off-grid solar power plants- total installed capacity 13 Kwp
- On-grid solar power plants- 85 Kwp in installation stage
- Solar pumping system with panels- total installed capacity 5.5 Kwp
- Solar street lights- 83 Nos having installed capacity 5 Kw

#### *Future plans of OCPL towards utilising alternative sources of energy and energy conservation :*

- Installation of 2x45 Kwp on grid solar power plant for common facility loads of Resettlement & Rehabilitation (R&R) colony
- Installation of 1 Mwp on grid solar power plant in Manoharpur Township
- Installation of Biogas based plant for R & R colonies and township
- Incorporation of vehicle management and maintenance system in mines to reduce fuel consumption





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# HSE & SUSTAINABILITY

## WATER CONSERVATION MEASURES



**Sri Kamalkant Ujinwal**  
Sr. Asst. Manager (Environment)

OCPL is committed towards the management of water through conservation. In the process of coal mining, huge volume of mine water gets collected in mine sumps and subsequently pumped out to surface. By application of appropriate treatment methods, the available mine water may be used for drinking/irrigation/other purposes. As a part of standard practice, various water conservation measures have been adopted at Manoharpur Coal Mine. Some of them are as per following:

- a) Utilization of mine water (i.e. sub surface runoff) collected in sump
- b) Utilization of rain water collected in sump from active pit mine area
  - a. Channelization of runoff to Recharge Ponds through drains provided along mine boundary and OB dump
  - b. Provision of Effluent Treatment Plant (ETP) to treat and reuse the treated waste water generated from workshop area

As stated above, Recharge Ponds of adequate capacity have been provided at suitable locations within the project area as a water conservation measures to recharge the ground water. The Photographs showing the same is provided below:



Recharge Pond-1



Recharge Pond - 2

### Water Conservation Measures to Recharge Ground Water



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# HSE & SUSTAINABILITY



Garland drain provided around the OB dump



Mine Sump to collect rainwater



Moreover, necessary arrangement are being and will be made by OCPL to use optimum water by adopting water conservation techniques / methodologies and compensate the damage done to the nature through systematic water conservation / harvesting.

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Green OCPL - Massive Plantation drive initiated



Hon' Minister Sri Dibya Shankar Mishra Planting Trees at Mines



Oath taking on Electrical Safety week



Celebration on Safety week



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**Sri Ramesh Chandra Jena**  
Chief Executive Officer  
MART Global

#### ACCELERATE GROWTH ATTAINING SUSTAINABLE IMPACT

##### MART-OCPL Partnership Highlights

MART Global Management solutions LLP is an organization of National repute engaged with OCPL IN 2017 to provide Sustainable, climate resilient and secured income generating avenues for displaced families. The project has been big hit with average income of families reached 3.12 times in span of 4 ½ years.

##### Key approach followed

- Professionally competent and skilled manpower deployment in project
- Synergetic action by MART and OCPL
- Assessment of local physical and human resources
- Strong community mobilization approach and trust building with community
- Gender and equity focused approach
- Skills and Capacity assessment of PAFs
- Strong value chain and market focus in selection of enterprise
- Effective networking and stakeholders management
- Co creation and innovation approach
- Concurrent joint monitoring of actions and instant redressal evaluation of actions by

##### Partnership Outcome Snapshots

The project evidenced promotion of diversified activities which includes 22 non-farm & 13 farm based activities. Moreover, every beneficiaries were tagged with Individuals and institutions like SHGs, JLGs & Producer groups.

Convergence with departments and leveraging safety net coverage benefits to 137 person for old age pension, PMSBY & PMJJBY and Atal pension yojna linkage to Government schemes benefitting 85 persons in horticulture and agriculture.

Joint Liability Groups and SHGs facilitated institutional credit linkages from NABARD and commercial banks are now involved in dairy, backyard poultry and spice processing income generating activities.

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Market opportunity shown by selling more than 19,000 face-masks in Covid-19 pandemic through market channels apart from free distribution to Corona warriors like medical staff, local police, and government officials as token of gratitude

Community mobilized towards health appropriate behavior with regular usage of toilets and grey water management has resulted in production of manure and waste water utilizing in the local nursery and orchard development. Manoharpur declared as model village under Swachh Bharat Mission.

28 youths availing various skill trainings for their livelihoods promotion through intervention on leadership & youth development to become employable through acquiring industry relevant skills

Environment sustainability & biodiversity conservation achieved through promotion of 550 floral species including medicinal and aromatic plants.

### Future Actions

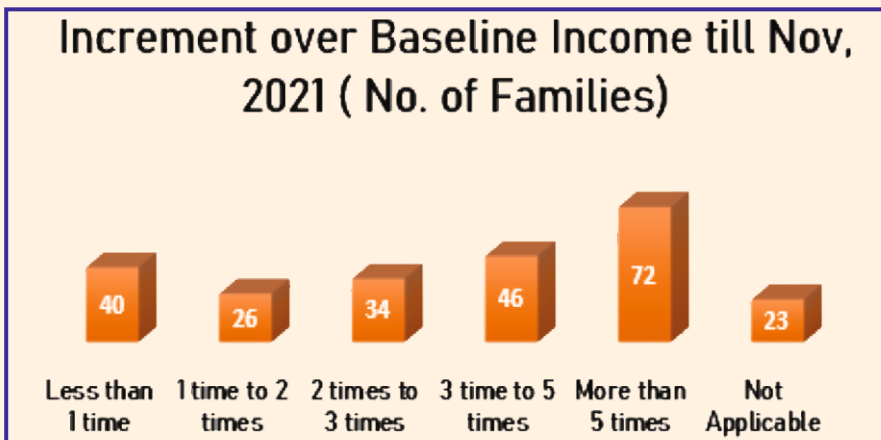
All individuals eligible linked and mainstreamed under government safety net support

Consolidation of enterprises by upscaling and diversification as per market needs.

Institution-SHGs/JLGs federated provided with support to garner enhanced mutual support, credit linkages for collective enterprise action and sustainability

Strengthening of community engagement with government departments and participation in local governance.

Cross cutting development activities in health, WASH need be focused for better quality of life.





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# WE & THE COMMUNITY



Sri Abhaya Krushna Kar  
Sr. Manager (CSR/R&R)

### PERIPHERY DEVELOPMENT PROGRAM

#### Rural Infrastructure

As part of periphery development program of OCPL, creating of rural infrastructure is one of the core and focus area, which includes Creating of amenities for communication, Installation of Street lights, building of water harvesting structures, renovation & improvement of existing ponds, development of Infrastructure of schools and other educational institutes in the project affected and periphery villages.

All these projects has been undertaken with an approval from SDPDS (Sundargarh District Periphery Development Society) and implemented by BDO, Hemgir.



(Renovation of Pond with construction of bathing ghat at Village Kiripsira of Sanghumuda panchayat of Hemgir Block)



(Renovation of Pond with construction of bathing ghat at Village Durubaga of Durubaga panchayat of Hemgir Block.)

### SUSATINABLE LIVELIHOOD PROGRAM FOR PROJECT DISPLACED FAMILIES

In view of the challenges of development induced displacement, OCPL has appointed M/s MART Global Management Solutions LLP, an internationally reputed knowledge-based consulting firm with a track record of 27 years in



CEO attending stake holder's meet in the villages



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the social development sector in India and South-East Asian countries, for managing the Sustainable Livelihoods of the Project Displaced and Affected Families of Manoharpur Coal Mine Project for a period of 5 years (2017 – 22) for Manoharpur Village & 5 years (2020 – 25) for Ghumudasan Village.

### Broad Objectives

To ensure that income of all DFs should be doubled with respect to the Baseline income (BI) by the end of the intervention period. MART did a Baseline study and the Baseline Income has been arrived at by calculating the total income of all the original families (those residing in Manoharpur village



Mushroom Cultivation  
Giving an alternative livelihood to displaced villagers

as joint households prior to displacement) and dividing it with the total number of families resulting after displacement to R&R Colony.

### Achievements in last 4 years:

The 1<sup>st</sup> phase project, started in March 2017, aims to double the baseline income of the Displaced Families (DFs) within a period of 5 years



- MART has involved the 234 DFs of Manoharpur Village & 122 DFs of Ghumudasan village in various off-farm and non-farm income generating activities through community mobilization, capacity building and exposure visits, business plan preparation, piloting, project activation, technical & handholding support and creating sustainable market linkages.

- MART has promoted both group-based IGAs as well as individual-based entrepreneurial activities.



Strawberry farming by displaced villagers





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# WE & THE COMMUNITY



- On the collective front, 05 no of Women Self Help Groups (SHGs) have been promoted at Manoharpur R&R colony and 03 SHGs at Ghumudasan R&R colony. Presently all these groups focusing on production and marketing of Mushroom, Strawberry, Processing and Marketing of spices, Trading in fancy decorative items, Food processing, Phenyl production, Scented Incense sticks manufacture and Garments stitching & marketing. The most successful SHG venture has been that of Maa Sarala SHG in processing & marketing of spices, which has earned revenues worth Rs. 11 lakh by participating in 7 *Melas* (Dulduli, Bali Jatra, Sishir Saras, Dhanu Jatra , Biswakarma Puja etc) across Odisha since January 2019, with a profit of over Rs. 4.5 lakh



Mask prepared by SHG Members

- Promoted 15 nos of individual entrepreneurs in Disposable Buffet plate and bowls manufacturing, Iron fabrication, Puffed Rice manufacturing, Non-scented Incense sticks manufacturing units, Rice mill, Flour mill, Poultry rearing (5 units), Manually-pressed Disposable bowls manufacturing, Beauty parlour, various kinds of retail shops and dairying.

- Ten eligible youths have been provided with contractual jobs through different contractors of OCPL and MART.
- 05 No of youths have been provided employment-oriented training through schemes / institutions such as DDUGKY and Rural Self-Employment Training Institutes.
- Awareness programs on socio-economic issues are conducted at the Rehabilitation & Resettlement (R&R) Colony to sensitize the DFs on water conservation, ill-effects of alcoholism, safe financial investments, women empowerment among others. Senior



SHG Stall at Mela



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# WE & THE COMMUNITY



citizens, widows and differently-abled persons have been enrolled into relevant social-security schemes meant for them.

- Provided value-added services to agricultural households (who purchased agri-lands from compensation money) in realizing better prices of their produce.



## REHABILITATION AND RESETTLEMENT COLONY



Ariel view of R & R Colony - I



Ariel view of R & R Colony - II

### Inauguration of Ayurvedic Hospital

To provide better health care facilities to displaced villagers, recently District administration has shifted the Ayurvedic Hospital of Ghumudasan village to R&R colony of Manoharpaur.

The Sub Collector, Sundargarh, Sri Abhimanyu Behera (OAS-I) has inaugurated the Ayurvedic Dispensary. During the function District Ayurvedic Medical Officer along with other local





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Project Displaced families were presented. A dedicated medical officer is appointed who will provide services to the peoples of R&R colony and nearby villages of Hemgir area.

### Development of Medicinal Garden and Community Planation:

As a mining company, OCPL is always giving more focus on the Environment Sustainability in the project and Periphery area through Creating Community orchard, mass plantation work and backyard planation.



Fruit bearing trees distributed to villagers of R&R Colony

Recently OCPL has distributed 1000 fruit bearing plants at R&R colony of Ghumudasan for backyard plantation and Community level plantation. These Plants includes Mango, Papaya, Guava, Lichi, Bela and Drumstick.

Again Part of sustainable Livelihood Program a Medicinal Garden is under development process at R&R Colony of Ghumudasan by women self Help groups (WSHGs) of the colony with the support of M/s MART. These plants includes Karnja, Tulsi, Alovera, Aswagandha, Harida, Bahada, Amla, Curry leaves.

### COVID-19 Vaccination Center Facilitated by OCPL



# ACHIEVEMENTS & NEW INITIATIVES



JANUARY - 2022



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#### ACHIEVEMENTS :

1. Own brand of Odisha-Pride of India 2022 award in Gold Category.
2. 150 % Growth in Coal Production & Dispatch over last year & Production has Surpassed given Govt. Milestones.
3. Only the Second Company in India who has Achieved the Target set by Ministry of Coal, Govt. of India.



4. First Company in India who has supplied Coal to Coal India, helping in meeting the Coal demand in the country.
5. Commenced Sourcing Quality Coal to OPGC enabling reduced specific fuel consumption in the power plant and producing quality power.

6. Zero accident in last Financial year and as on 30th Dec2021.
7. Achieved Breakeven Point in advance and made turn around to profitability after in-time CoD.
8. Secured improved Ratings of Company & bagged 5-star rating for Mines from Govt. of India.



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# ACHIEVEMENTS & NEW INITIATIVES



JANUARY - 2022



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#### FINANCIAL ACHIEVEMENTS - JAN'22:

With the immense effort of the 'Project Team' the company could be able to produce more than 6.80 Million Ton. Of coal from Manoharpur Mines as on Jan'22 with corresponding dispatch of more than 6.08 Million Ton. Within a few years of producing the coal, the company has generated a revenue of more than INR 678 Crore cumulatively till Jan'22. Besides, the company has contributed to the Govt. of Odisha and GOI for an amount more than INR 400 Crore in the form of Royalty, GST, Cess & taxes in recent two years.



Sri Ramakrushna Aich  
Sr. Manager (Finance)

The company expects to have cash profit in the near future in continuity of revenue generation from the mines, debt servicing, and revenue to the Govt. & Stakeholders. It will be our immense pleasure to see the company touching a new height in upcoming future.

*'An Investment in Knowledge pays the best interest.'*  
- Benjamin Franklin



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# ACHIEVEMENTS & NEW INITIATIVES



JANUARY - 2022



## Connect OCPL

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#### INITIATIVES TAKEN:

1. Established ultramodern Sustainable Rehabilitation & Resettlement Colonies for 400 displaced villagers, the first of its kind in the country.
2. Provided alternative livelihood through massive skill development program and training to the displaced villagers through professional agencies of repute. MART Global LLC. is working with OCPL team in this regards since last 4 years.
3. Created a green cover by massive plantation inside and outside the Mine area.
4. Initiated process of water positivity study within the 10Kms radius of the Mine and then implementation of the recommendations.
5. Taken initiatives for the sustainable stake holders management and participative management.
6. Established Covered Coal transportation and conveying system covering 6.5Kms through Conveyors thus avoiding dust emission and protecting the environment.



**1 Message From Chairman**

**2 From CEO's Desk**

**3 HR Corner**

**4 Manoharpur Coal Mine Project- A Prospective View**

**5 HSE & Sustainability**

**6 We & the community**

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# PROJECT AT A GLANCE



**Sri Santosh Satpathy**  
Chief of Infra.

Coal handling plant and Manoharpur Township Complex will be completed in 2022. Project work are in the completion stage for both the projects.



Manoharpur Township Complex  
(A township in the lap of nature)



Coal Handling Plant



Mines Office and Township - Birds Eye View



Connect OCPL

# EVENTS & CELEBRATIONS







# Connect OCPL

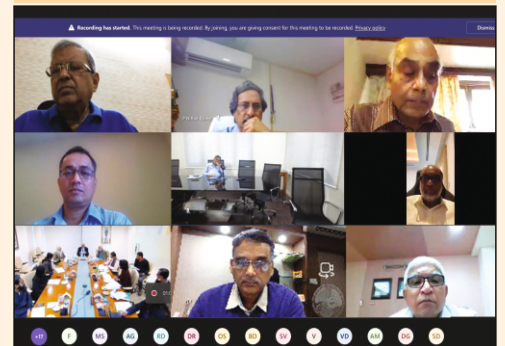
# EVENTS & CELEBRATIONS



Customers' Meet



Signing of MoU



CEO Chairing FIMI Meeting





Connect OCPL

# EVENTS & CELEBRATIONS





**VISION**

To be a Pioneering Coal Mining Company in the Country

**MISSION**

Production of coal with continuous focus on safety, efficiency and quality in an eco-friendly environment

**CORE VALUES**

- Putting Safety First
- Honouring Commitment
- Striving for excellence
- Integrity and transparency
- Collaboration and Team work





# OCPL wins Corp Excellence Award

Corporate Excellence Award, Brand of Odisha on Friday. Governor Prof Ganeshi Lal handed over the trophy in gold category to OCPL CEO Sariputta Mishra in a function here.



It may be noted that the OCPL is going to surpass its production target of 4.5 million tonne in this financial year which has been set by the Union Ministry of Coal. During the coal crisis in the country, the OCPL supplied quality coal to the Coal India and nearby industries. Under the present CEO, the company has made the turnaround and achieved

150% growth than the previous year. In recent meetings, the Coal Ministry Secretary has praised the OCPL's contribution to meet the coal crisis.



**EDITORIAL TEAM**

Advisor : Sri Sariputta Mishra

**MEMBERS**

- A. Kanungo ● L. R. Reddy ● Rakesh Mohanty ● Abhaya Kar ● Alok Praharaj
- Bidyadhar Barah ● Omkar Joshi ● Amarjit Mohanty ● Sabujima Pattanaik
- Diptiranjana Singh ● Rudresh Nayak