



TATA

Pigments

Samartha Park

Vol-II, Issue - IX

December, 2009

GOLDEN JUBILEE
CREATING COLOUR FOR YOU
2nd APRIL 2009



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GOLDEN JUBILEE FUNCTION

Golden Jubilee function was celebrated on 2nd April, 2009 at Canteen hall. Our honourable MD addressed the employees and all of us were enlightened of the performance of the company, various initiatives taken by it to meet the challenges etc. The meeting ended with the distribution of sweet packets amongst the employees.



Golden Jubilee Function was started with the plantation of sapling by our Managing Director, Mr. P. Sarode and President Tata Pigments Workers' Union Mr. Rakeshwar Pandey.

To commemorate the Golden Jubilee Year each permanent employee of the Company was given Silver Coin of 50 grams each.



2ND ANNUAL JOINT WORKS COUNCIL

2nd Annual Joint Works Council Meeting was held on Wednesday the 29th April 2009 from 5.00 pm in Tata Pigments Works Lawn.

On this occasion the Chief Guest was Mr. Prakash Sarode, Managing Director, Tata Pigments Limited and



Guest of Honour was Mr. Rakeshwar Pandey, President, Tata Pigments Workers' Union.

Meeting was presided over by Mr. J. B. Gupta, Chairman of Joint Works Council. At the outset Mr. Gupta congratulated all the employees for celebrating Golden Jubilee Year.

Mr. B. S Murty, Secretary of the Joint Works Council highlighted the achievements and various activities carried out by the Joint Works Council during the year



2008-09.

Suggestion and Long Service Awards were distributed to the employees. All the team members who had participated in the Competition organized by TQMS "Warrior" and Innovation Day 2008 were felicitated.

In the Question Answer session Employees raised questions on (i) future strategy of the company in this period of global recession, (ii) Diversification plans, (iii) Raw materials security in place of waste pickle liquor;

(iv) Implementation of TPM; (v) Further improvement in Information Technology; (vi) Instrumentation for quality and production improvement; (vii) Strategy for bringing in Innovation culture amongst employees; (viii) improvement in Canteen Facilities etc. etc.

Guest of Honour, Mr. Rakeshwar Pandey congratulated



all the employees and said that in this adverse situation due to global recession the company has achieved 5% growth over the corresponding period of last year is a splendid achievement. This could be possible with the active support from each one of you. He also appreciated the employees for raising concerns mostly related to company's overall growth. Chief Guest Mr. Prakash Sarode congratulated all the employees for completing 50 years of existence of



Tata Pigments Limited. Mr. Sarode also assured that all round efforts will be made for the company's growth and our motto is to reach Rs.100 crores Turnover at the shortest possible time frame.

To commemorate the Golden Jubilee Year each permanent employee of the Company was given Silver Coin of 50 grams each.

Mr. Nandial, Vice President of the Union gave the Vote of Thanks.

Suggestion Box Award

Mr. Prakash Sarode, Managing Director gave away suggestion box awards for submission and implementation of suggestion



Mr. J.B. Gupta
Sr. G.M. Works



Mr. G.S. Rao
Sr. Officer (QA)



Mr. Ram Bahadur Sharma
Associate (Maintenance)

Safety Award

Mr. Rakeshwar Pandey, President, Tata Pigments Workers' Union gave away safety awards for submission of safety slogan



Mr. Patwinder Singh
Seed Plant



Mr. B. Suryanarayan



Mr. Parmeshwar Das

Long Service Award

Long Service Awards have been distributed to the following employees by our Managing Director Mr. Prakash Sarode.

40 YEARS

Gold Plated Medal and Cash Rs. 2500.00
Mr. Mahadeo Mahato

30 YEARS - Clock and Cash Rs. 1000.00

Mr. J. B. Gupta

35 YEARS

Gold Plated Medal and Cash Rs. 1500.00
Mr. Lekha Prasad, Md. Sharif
Mr. J. G. Saha, Mr. Shivnath Guh
Mr. A. K. Tiwary, Mr. Niren Kumar Aush

25 YEARS

Silver Medal and Cash Rs. 500.00
Mr. Ram Bahadur Sharma, Mr. K. R. Srinivasan
Mr. P. Chandrasekhar, Smt. Sangini

20 YEARS - Wrist Watch, Mr. Patwinder Singh

LAUNCHING OF NEW WEBSITE



WEBSITE : www.tatapigments.co.in

Tata Pigments website was re-designed covering all the features and re-launched jointly by Mr. Prakash

Sarode, Managing Director and Mr. Rakeshwar Pandey, President, Tata Pigments Workers' Union in a glittering ceremony on 2nd April 2009 in the presence of employees of the company.

WORLD ENVIRONMENT DAY



5th June 2009 was celebrated as World Environment Day. The function was started with administering Environment Pledge to all employees by our Managing Director, Mr. Prakash Sarode.

Programme started with plantation of saplings inside works by our MD, Mr. Sarode. Union office bearers have also participated in various events.

Our MD emphasized that all our efforts should be to protect the climate by whatever means. Every one of us should reduce / eliminate / minimize the emission of obnoxious gases which are depleting the ozone layers and put our efforts in reducing Global Warming. MD also emphasized that use of non-renewal energy should be avoided as far as possible or use be made judiciously and thrust be given for use of renewal energy.



PERFORMANCE

Products	Unit	31 st December 2009		31 st December 2008		Variance against Previous year	
		Production	Sales	Production	Sales	Production	Sales
A Pigments	MT	1384	1415	1206	1068	178	347
Popular Red Oxide	MT	56	41	51	54	5	-13
Flooring Colour	MT	1727	1677	1332	1314	395	363
Total - A	MT	3167	3133	2589	2436	578	697
B Cemplus	MT	1120	1022	1033	974	87	48
Ecocem	MT	592	537	432	416	160	121
Total - B	MT	1712	1559	1465	1390	247	169
C Ecoplus -Distemper	MT	239	214	230	204	9	10
Ecoplus	KL	119	113	110	99	9	14
Putty	MT	877	820	681	684	196	136
Primer	KL	231	216	182	187	49	29
Enamel	KL	114	93	75	47	39	46
Total - C		1580	1456	1278	1221	302	235
GRAND TOTAL - A+B+C		6450	6148	5332	5047	1127	1101

DID YOU KNOW.....

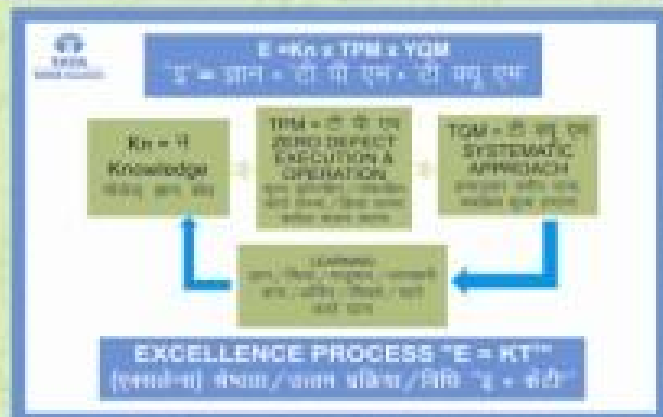
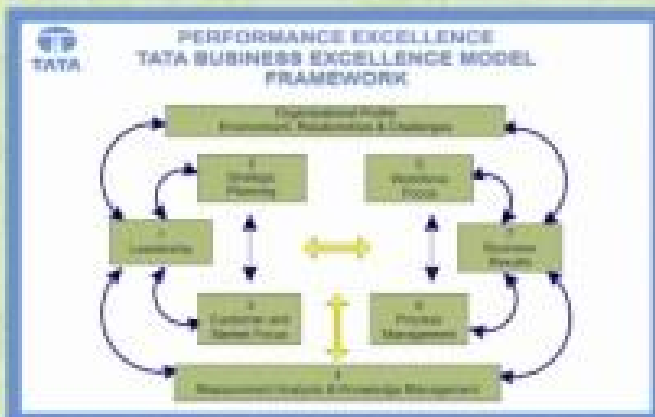
What the Tata logo stands for ?



Apart from the obvious T that stands for Tata, the blue and white Tata logo represents more. The logo was designed by the Wolff Olins consultancy, a leading branding business based in the UK and US, now a part of Omnicorn. At the time the logo was created, in the 1990's, the Tata group was growing from a major player in the Indian market to a significant force in world markets. The Tata group owned around hundred businesses and it sought to build a group brand strategy that would sport a modern and futuristic look. The logo had to signify all this and one more important criterion - it had to look good on cars, as the automobile industry was identified as an important growth market.

Wolff Olins consultants received the many Tata businesses and put forward recommendations regarding the group structure. It also designed the logo that we are so familiar with now. The logo signifies fluidity; it can also be interpreted as a fountain of knowledge, an umbrella under which all the Tata businesses fall or a tree of trust under which people can take refuge.

So the next time you see the logo, don't just dismiss it as a T in a circle because it stands for much more than that.



SAFETY CULTURE

1. Introduction

"Three Question Meeting", (3 Q Meeting) though sounds a simple term, a system that has become the most effective & result oriented tool for building the safety culture in our organization.

Now let us get acquainted with the meaning of it.

The 3 Q meeting is formulated & well defined procedure carried out any work by the site supervisors for a group of workers working under their guidance & command.



The supervisor will ask 3 most important questions to his workers, namely :-

- 1) Today-What is the work/assignment you shall be doing or accomplishing ?
- 2) What are the danger/sin you work, which may cause or result in accidents ?
- 3) How can we avoid or eliminate these possible dangers/accidents ?

2. Why the "3 Q meeting" system ?

Life span of a project site in construction industry is small and the duration varies from 6 months to 3 years as per the quantum of work. When we start our work the sites we do not have any previous record of accidents. An experienced safety officer can tell what type of possible accidents can occur while carrying out various activities at the site by virtue of his previous experience. But, getting experienced safety officers and posting them at every site is a difficult task.

So the "3 Q meeting" was introduced in our organization with an objective of workmen participation in hazard prediction. With this meeting, workers share their earlier experience of accidents either amongst themselves or with their colleagues. With they share experience to other workers present who probably have not been confronted with a similar accident. For conducting this meeting, engineers at the site need no preparation. Engineer's job is only to ask them these 3 questions one by one and encourage them

(we reproduce an article on safety culture published in NSC Magazine for our readers.)

EXPANSION OF 3 QUESTION MEETING

A. K. KULKARNI

HOD-Safety Gammon India Ltd, Mumbai

to speak. Then the workers start answering.

The 3 Q meeting system when conducted was found useful on our sites and there was very good participation from workers.

The main problem associated with such meetings is that, only talkative and bold workers answer the questions asked and others keep quiet. Probably other workers may have good experience but due to their introvert nature or fear to speak in Public, do not come forward to share their experience.

3. Expansion of 3 Question meeting

With these views and ideology in mind, we decided to make an expansion of this "3 Q meeting" on a trial basis. Instead of calling workers in a group, we decided to call each worker separately. Ask them the above three questions individually across the table and get the answer. The expansion of 3 Q meeting survey was planned at our site and was then conducted in a very well defined systematic manner.

3.1 Methodology Adopted for survey "

This survey was carried out as follows:



We selected one of our ongoing sites in eastern region of India. Every day we visited one section of the site. Sit at a convenient location of the site with one table and two chairs. One for the person, who carried out the survey an other for the worker. During this survey we called one worker at a time. Initially we asked questions about his background such as his name, age, native place, family background, education, experience etc.

With these questions we made him comfortable and further asked him the main questions of the survey i.e.

What work he is doing at this site?

What types of accidents, he and his colleagues have met with in the past ?

What are the possible accidents in his work area? And Remedial measures to avoid these accidents as per his opinion ?

We noted down all the information given by him, thanked him for his co-operation and then called the next workers.

We have completed survey of one site with the methodology adopted a explained above. All the information collected from workers during this survey is analyzed. We may repeat the survey at the other sites as per the necessity.

3.2 Survey Experience :

Initially workers were not very co-operative, may be because of the fear that some action may be initiated against them if they talked. We assured them that no harm will be caused to them by sharing of this information and this survey was solely for study purposes. Further, we thanked them for providing the information. Initially, for maintaining confidentiality, we gave an option of not writing their name on the format workers, the news spread and workers became very enthusiastic for the friendly conversation. Some workers insisted to have one more chance because they did not give full information in the first interview. In second interview, they gave all possible information. The experience was very encouraging and fruitful.

4. Background of the workers interviewed "

4.1 Age : The group we interviewed consisted of workers of all age but there were young workers under the age of 30 years maximum i.e. 62%. The middle age group 30 to 45 was 33%. The workers above the age of 45 were only 5%. This showed that young work force was much more on this site than the old experienced work force.

4.2 State : It was seen that 70% of the workers were from the same state where the project was being executed. 18% of the workers hailed from the nearby states. 12% workers were from UP and Bihar. We can conclude from the above statistics that same state workers were more on this site than from other states. No workers from south India were seen on this site, obviously because this state is far away to travel from south India.

4.3 Education : In the group which was surveyed illiterate workers were not negligible. They were 20% Workers educated below Secondary School Certificate (SSC) level were 50%. SSC passed group was only 17% and those who had taken additional education 12th pass or some computer education were 13%. It seems from the above data that, the level of education amongst the younger generation is very low. Totally, 70% workers were below SSC Level.

4.5 Family members : It was seen that more no. of workers were coming from bigger family where 6 or more family members were present i.e. 61%. In some cases, there existed more than 10 members in one family i.e. 7%. Where families are big (61%+6%=68%) and resources are limited hence, young persons in the family accepted the available jobs, without completing the education.

4.6 Experience : This sit is not very old; hence the site experience of the workers was obviously less. As far as total experience (This site plus earlier experience of other company sites was asked) of the workers is considered, less than 2 years experienced workers were 37% and more than 2 years to 8 years were 32% and above 8 years were 31%.

5. Type of work assignment they were executing

workers interviewed were working in different areas of work in construction industry such as -

5.1 Different professions :

Welder, fitter, DG operator, pump operator, gas cutter, barge maker, rigger, crane operator, tower crane operator, driver to Tipper (Tata

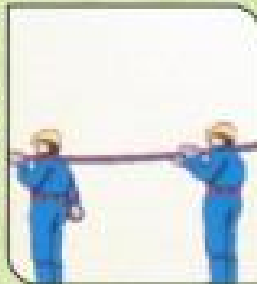


make), excavator/loader operator, Driver of transit mixer, supervisor to a group of workers etc.

5.2 Maintenance work : Mechanical maintenance of batching plant, crusher, dumper etc., electrical maintenance of vehicle-solenoid, dynamo, starter, rectifier, battery, wiring of vehicles, other mechanical maintenance of vehicles, etc.

5.3 Work inside water (river) : They are called khalasis. Their work is shifting of pontoon/barges, sinking of well, anchoring caisson, tying caisson, use hand winch to move caisson, to make zulla (cage) to enter into water, to move crane barge, fit pump, transportation of concrete by power boats etc.

5.4 Fabrication work : lifting bars, plates, angles, Marketing on plates, cutting of plates, bending angles, handling iron pieces, plates, welding etc.

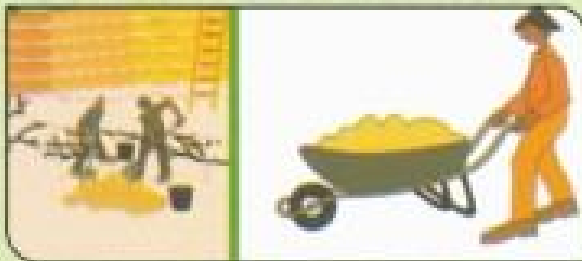


5.5 Reinforcement bar (rebar) work : Rebar handling, cutting, bending, L shaping, loading them on boats etc.

5.6 Concrete work : joining concrete placement pipes, supplying concrete, spreading concrete, using vibrator for spreading etc.



5.7 Shuttering work : Drilling holes, inserting nuts and bolts, fitting of shuttering, lifting shuttering etc.



5.8 Soil work : Digging soil, lifting soil in spade, filling it in bags, shifting the same as per requirement etc.

5.9 Helpers : Every field above needs helpers. If he is helping for mechanical work of the vehicle, his duty is to clean the vehicle, fill oil, diesel, grease it, and if he is helping for the electrical maintenance work of a vehicle, his duty is to remove dynamo, starter, check



batteries, supply the required tools, wires etc to the mechanic. His role is to supply bricks to mason, help welder by holding the plates as required for the welder, put clamps on plate, put wire ropes for lifting heavy jobs, do the required material movement such are the different activities he is assigned with in every field in the role of helper.

6. Accidents confronted/met with by workers :

Accident experience of every worker was classified and questioned in three types.

- i) One is accidents met with by him.
- ii) Second is an accident to his colleagues and
- iii) third are possible accidents in his area.

It was seen during the survey that workers were not ready to share their own injury experience. So first, we asked him to show his hands and foot. The workers who were having injury marks were asked as to how they got the injury? Initially they were scared but, later started telling how they met with the accident. They could not share much on their colleagues' experience. But regarding possibilities of accidents in their work areas, they shared a lot. As a statistical figure, in first area of question asked - totally 133 accidents were recorded, in second area of experience 22 accidents were recorded with 4 fatal accidents and in third field workers informed 89 work areas of accidents. Let us see one by one :

6.1 Accidents met with by the workers : (person interviewed)

First group of accidents in this area were :-

6.1.1 Manual material handling i.e. 35%

What are these accidents ? When two or more workers are handling jobs together, if one worker loses his control on the job others get injured, resulting in a serious or minor



type of injury. Other group of accidents is when worker are hit by the project handled by him. When he is carrying any object he loses control on the job and gets hit by the job. Third type of accidents is injury due to sharp objects. Workers have to handle different objects

which have sharp edges such as plates, bars etc. Due to these sharp edges cut injuries to fingers, palms are frequently taking place. Fourth group of injuries is pinch point. While stacking material like iron plates, carrying two/three jobs at a time, the chances of pinch points between two objects are there. Other minor groups are injury due to objects handled by other person, back pain or writ pain caused because of continuously handling material.

6.1.2 Struck by/striking against i.e. 17%

This group of accidents are caused due to bad housekeeping. Workers body parts get struck by the material lying haphazardly, protruding parts from store racks, or from shuttering area. In this, injury to foot and associated accidents are maximum, then hand and other body parts.



6.1.3 Hand tools 12%

In these types, accidents are of two types i.e. first is due to bad quality hand tools and second is due to misuse of hand tools. Second type of accidents is much less as compared to the first type. In construction industry workers use home made non standard or poor quality hand tools. Out of that hammer, chisel and spanners top the list. Mushroom headed hammer head and bad quality handles of hammer are common areas. Chisels and spanners are homemade type. Chisels are made of rebar pieces and spanners are gas cut from iron plates. After these three, remaining are



screw drivers, favadas, pahar (Crow bar), etc.

6.1.4 Burn Injury 10%

The maximum injuries caused are due to welding spatters which cause burns. Other burn injuries are also because of welding operations only. For example handling hot job - either welded or gas cut, burn injury due to more input of LPG gas, etc. Other burn injuries are due to handling hot diesel.



6.1.5 Falling bodies 6%

In construction industry there are 'n' no. of things such as spanners, rebars, angles, nuts, bolts, etc. which slip out and fall from top, causing injury to workers.

6.1.6 Person slipping but not falling 4%

Many times person slips while walking but, he holds on to something and evades the fall. These accidents are 4%

6.1.7 Machine accidents and 3%

Machine related accidents are, getting struck or hit by the vibrator, hit by the broken part of grinding wheel etc.



6.1.8 Mechanical material handling 3%

Hit by the job lifted because of sway, hit by the wire rope, are accidents or mechanical material handling.

6.1.9 Repairing and adjusting machine.

Accidents occurred during repairing and adjusting machines such as concrete pump, bar cutting machine, dumper etc. are classified under this category.



6.1.10 Person falling from height 2.25%

In construction industry this is major cause of fatal accidents but, this 2.25 percentage of accidents are of the workers who survived after falling accident.

6.1.11 Other accidents

Other accidents include electrocution during welding, vehicle accidents on road, eye injuries due to flying particles of sand, flying particles during welding etc.



6.2 Accidents met with by the workers : Accident to his colleague.

It was seen that workers could not add much accident experience in this area. The work force interviewed was more of youngsters hence; probably they could not contribute colleagues' experience. At the same time they gave fatal accident record. Let us understand the fatal accidents first.

6.2.1 Fatal Accidents met with by his colleagues:

The four fatal accidents described by the workers area :-

- 1) Person died because of loose mud/debris falling on his head inside the tunnel.
- 2) Compressed air was being used to clean the concrete deposited in the pipe. The person was in front of the pipe. He was hit by the concrete coming out of the pipe resulting in his fall in the nearby river. He got drowned and died.
- 3) Drilling operation for blasting was in progress. Drill touched the earlier misfired explosive and explosion took place. person died in explosion.
- 4) Truck tyres were punctured. Truck was on jack. Person went below the vehicle. Jack slipped and person below died. (Where these accidents took place ; it not told by the workers.)

Let us see the other accident to colleagues. As described in accident caused / met with by the person interviewed in this group also :-

(Since the no. of accidents are less in totality % of

accidents is not given.)

6.2.2 Maximum accidents are during manual material handling.

These accidents are during group handling, hit by the object handled by the person and by other person are prominent.

6.2.3 Next prominent in this group is person falling from height.

In this group more accidents are recorded as compared; to the earlier discussion on accident to person interviewed. (Ref. 6.1.10)

6.2.4 Next group of accidents are :

1. Mechanical material handling - hydra fell because of imbalance, hit by crane boom.
2. Hand tools - mainly spanner and hammer, and
3. Repairing and adjusting machine - crane boom, truck on jack.

We have discussed two group of accidents namely accidents met with by the interviewed person and accidents met with by his colleagues. Last group of accident told by the workers are possible accidents in the area of work of the person interviewed.

To conclude in next issue

Corporate Social Responsibilities

Company had installed a Traffic Police out post for Traffic Police on the request of Superintendent of Police for monitoring the Traffic



Domestic Management



A Domestic Management Programme was conducted for the spouses of the employees and female workers in association with 'Basera'.



Tata Code Of Conduct

CLAUSE 5 : GIFTS AND DONATIONS

A Tata company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits that are intended, or perceived, to obtain uncompetitive favours for the conduct of its business. The company shall cooperate with governmental authorities in efforts to eliminate all forms of bribery, fraud and corruption.

However, a Tata company and its employees may, with full disclosure, accept and offer nominal gifts, provided such gifts are customarily given and / or are of a commemorative nature. Each company shall have a policy to clarify its rules and regulations on gifts and entertainment, to be used for the guidance of its employees.

CLAUSE 8 : HEALTH, SAFETY AND ENVIRONMENT

A Tata Company shall strive to provide a safe, healthy, clean and ergonomic working environment for its

people. It shall prevent the wasteful use of natural resources and be committed to improving the environment, particularly with regard to the emission of greenhouse gases, and shall endeavour to offset the effect of climate change in all spheres of its activities.

A Tata company, in the process of production and sale of its products and services, shall strive for economic, social and environmental sustainability.

CLAUSE 9 : QUALITY OF PRODUCTS AND SERVICES

A Tata company shall be committed to supply goods and services of world class quality standards, backed by after-sales services consistent with the requirements of its customers, while striving for their total satisfaction. The quality standards of the company's goods and services shall meet applicable national and international standards.

A Tata company shall display adequate health and safety labels, caveats and other necessary information on its product packaging.