



# MIDHANI MANTHAN



A Quarterly Publication by Mishra Dhatu Nigam Limited

## CMD Message

Dr. S. K. JHA



Dear Colleagues,

At the outset, I would like to convey my season's greetings to all of you.

I once again got a chance to interact with you through 'MIDHANI MANTHAN'. We have dealt with the challenges imposed on us by Covid-19 pandemic.

Now, the vaccine has also arrived. This will definitely increase our courage. Since the government took appropriate decisions on time and the patience shown by all of us, we were able to face the challenges during the pandemic. As you all know, the pace of functioning of our company had also slowed down a bit, but with the support of all of you, now we have gained momentum. MIDHANI managed to achieve a turnover of ₹ 277 crores by the end of the second quarter, despite being affected by the epidemic at the beginning of the financial year 2020-21. To achieve the 'Excellent' target of ₹ 775 crores as per MOU 2020-21, we all need to achieve a monthly turnover in excess of ₹ 100 crores with all our efforts in the last quarter of this year. I sincerely hope that this will be possible with your cooperation.

I am confident that the new year will bring happiness good health, and prosperity to our life. The pandemic has taught us the importance of self-reliance. Let us pledge that we become self-reliant as a nation and take our company to greater heights.

Jai Hind!!!

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**Events**

MFD 20

**47th MIDHANI Formation Day Celebrations**

**Shri MSR Prasad, Distinguished Scientist,  
Director General, Missile and Strategic Systems**

Mishra Dhatu Nigam Limited (MIDHANI) celebrated its 47th Formation Day on November 20, 2020. In view of the covid restrictions, the program was organized in online mode and was telecasted live through Youtube and Screens placed at various locations of the organization. The program was divided into two sessions. The inaugural session started with lighting of the lamp by the dignitaries and a welcome note by A. Ramakrishna Rao, GM (HR) MIDHANI. Shri N. Gowri Sankara Rao, Dir. (Fin.) and Dr. Upendra Vennam, CVO also graced the occasion and congratulated all the employees on the formation day and appreciated MFD Committee for the arrangements. Then Dr. Sanjay Kumar Jha, Chairman & Managing Director, addressed the gathering and highlighted the importance of formation day celebrations. He remarked that MIDHANI is in the path of major expansion and diversification. Installation of the new armouring plant at Rohtak, Haryana is in progress. New facilities are also being installed at the existing plant which is expected to significantly expand the business of MIDHANI.





**Dr. SK Jha, CMD, MIDHANI lighting the lamp;  
From Left: Dr. Dasharatharam, Distinguished  
Scientist, Director, DRDL, Shri MSR Prasad, DS, DG,  
MS & SS, Dr. G. Madhusudhan Reddy, OS, Dir. DMRL**



**Shri N. Gowri Sankara Rao, D(F)  
addressing the gathering**

In such a scenario, celebrating its formation day not only pays tribute to its glorious past, but also helps instill new energy in the organizational culture.

Expressing his views on the occasion, Dr. Dasharatharam, Distinguished Scientist, Director, DRDL, the Guest of honour of the function, stated that today MIDHANI is synonymous with alloy production in the country. It caters to all metallurgical needs of DRDO, thus helping it to grow from strength to strength. He also said that with MIDHANI's increased contribution to DRDO, the dependency on other countries for import of special metals can be minimized.

Dr. G. Madhusudhan Reddy, Outstanding Scientist, Director DMRL stated MIDHANI has

made a name for itself as the premier manufacturer for special metals, maraging steel and many more grades on which country can trust. MIDHANI is one of those few organizations in the country that have remained dedicated towards its goals for which it was established. The enterprise is doing exceptional work in the field of defence, space and energy. He also congratulated the management for organizing the event and opined that the organization is putting a lot of its efforts making India Atma Nirbhar in the field of Alloys. Inaugurating the function, Chief Guest Shri MSR Prasad, Distinguished Scientist, Director General, Missile and Strategic Systems, praised the MIDHANI Management for organizing the Foundation Day celebrations and said that MIDHANI's role towards fulfilling the requirements of India's strategic needs is admirable.



Established in 1973, the enterprise is continuously growing in the metal sector. Praising the diligence of the top management and employees, he remarked that there MIDHANI is full of potential and promises. In the coming days, this set-up will play a huge role in making the country Atma nirbhar in its true sense.

In the program, D Gopikrishna, General Manager (Production & Marketing) read out a written message sent by Shri Rajkumar, Secretary, Defence Production as he could not attend the session online because of some other engagements. A part of the message reads as follows:



**Dr. Upender Vennam, CVO,  
addressing the gathering**



**Dr. RV Tamhankar  
(1974-1979)  
Statue of Founder  
Chairman & Managing Director**



**Shri A. Ramakrishna Rao, GM (HR)  
Welcoming the gathering**



**Shri D. Gopikrishna, GM (P&M)  
Reading the Message by  
Secretary DP**



".....In the present global scenario, diversification, expansion, modernization initiatives play a vital role in the growth and sustenance of any organization. MIDHANI is no exception. MIDHANI has commenced phase wise modernization and expansion programme for capacity and technology addition at its existing Hyderabad facility. These initiatives will not only enhance the production capacity but also enable MIDHANI to achieve increased product and process capabilities in its pursuit to making India self-reliant in strategic materials. In days to come, MIDHANI has to play a crucial role in Government of India initiatives towards Atamnirbhar Bharat and indigenization of technology in defence sector by giving greater impetus to manufacturing variety of special alloys indigenously....."



1. Shri R. Vittal Goud, Chief Master Technician, Workmen Representative
2. Shri S. Lalit Prasad, Chief Master Technician, Workmen Representative
3. Shri K. Madhava Rao, Sr. Engineer Gr-II, President, NUS
4. Shri S. Narasinga Rao, AGM (Admin.), President, MOA

**"Talent wins games, but teamwork and intelligence win championships."  
-Michael Jordan**





**Smt. K. Madhubala  
AGM (I/c F & A)  
Proposing Vote of Thanks for  
Inaugural session**

The inaugural session of the program is concluded with vote of thanks by Smt. K. Madhubala, AGM, Finance and MIDHANI geet.

On the occasion, Shri S. Narasinga Rao, MOA President, Shri K. Madhava Rao, NUS President, Workmen representatives Shri S.Lalit Prasad and Shri R. Vittal Goud also were present and expressed their views.



**Shri P. Sasidharan, GM (ES)  
Proposing Vote of Thanks for  
concluding session**



The second session was dedicated to a cultural program organized and performed by the employees and their family members on the occasion of the 47th MIDHANI formation day.



**Dignitaries visited the Wide Plate Mill project**



**Left to right: Singers of MIDHANI - P.Gopi, Rama Mallika, P.Varsha, Sindhu Madhuri, Srinivas Kanna, Subhadip Ghosh, K. Surekha, Prateek Sharma, Ratan Singh were singing MIDHANI Geet.**

Telugu & Hindi melodious songs and skits were presented in the program. The employees participated and enjoyed the event with great enthusiasm. At the end of the program, MIDHANI Formation Day committee chairman P. Sasidharan, GM (ES), presented a brief report of the program and proposed the vote of thanks.



# Glimpses of Cultural Program performed by MIDHANI employees

## SKIT

LOCK DOWN

KE CLOWN

Story by Shri Prateek Sharma, DM, SMG;  
Written & Directed by Shri NVS Pawan Kumar Mgr., Fin.



Yoga by  
Shri AK Mandal, AGM,  
Down Stream Maintenance

Drums by  
Shri B. Ashok Kumar,  
DGM, Civil - PMO



SKIT  
OUR'S SAFETY IS  
COMPANY'S SAFETY  
Story, Writer & Director  
Shri V. ShivaKumar, Artisan,  
Machine Shop



**Atma Nirbhar Bharat**

MIDHANI mission statement reads: "To achieve Self-Reliance in the research, development, manufacture and supply of critical alloys and products of National Security and Strategic Importance". If we notice closely, Atma Nirbhartha (Self-Reliance) is an important part of our mission statement. Since inception, MIDHANI has focused efforts on indigenisation of materials for programs of national importance. To encourage Atma Nirbhar Bharat, Ministry of Defence had organised week long celebration 'Atma Nirbhar Abhiyaan' between 7th-14th August 2020 to promote indigenous development of materials & equipment to achieve Self-Reliance in Defence manufacturing. During Atma Nirbhar Abhiyaan, MIDHANI had conducted several events such as webinars on Export Promotion and Opportunities for MSE & Startup. Subsequently, MIDHANI booklet "Contribution towards Atma Nirbhar Bharat" was unveiled during the week.



Dr. Sanjay Kumar Jha, CMD, MIDHANI planted a Tulasi plant on the occasion of "Atma Nirbhar Bharat" week inauguration on Aug 08, 2020

## Atma Nirbhar Abhiyaan celebration at MIDHANI

### An initiative of Govt. of India

Arijit Banerjee, DM (SPD) & VK Sudarsshah, DM, (SPD)

A new Atma Nirbhar India, as envisioned by Hon'ble Prime Minister, is to be built on five pillars:

- Economy, quantum jump;
- Infrastructure, one that represents modern India;
- A new System is driven by technology and forward-looking policies;
- Vibrant Demography of the largest democracy; and
- Economic Demand, full utilization of the power of demand and supply

Based on these five pillars, India has to achieve self-reliance by uncovering the opportunities and exploring the potential that lies within this great nation. Atma Nirbhar Abhiyan not only aims to revive every sphere of the Indian economy but also build India into a self-reliant nation so that it can sustain and take care of any black swan event that might occur in the future.



Atma Nirbhar Abhiyaan week commenced at MIDHANI on 10th Aug 2020 with the inauguration of “Center of Excellence (CoE) – Special Materials” at MIDHANI by Shri. Rajnath Singh, Hon’ble Defence Minister of India in the



august presence of Shri Shripad Yesso Naik; Hon’ble Minister of State for Defence, Dr. Ajay Kumar; Secretary Defence, Shri Rajkumar; Secretary Defence Production, Dr Sanjay Kumar Jha; Chairman & Managing Director (MIDHANI) and a host of dignitaries through Video Conference.

The motto of the facility is “Skilling India for Atma Nirbhar Bharat in Special Materials”. CoE will closely work with R&D Laboratory, Academia, Private industry & Ministry of Skill Development & Entrepreneurship towards indigenization of materials for Defence, Space, Aerospace, Nuclear & Other Strategic sectors in India. The facility shall impart training to women, young engineers, diploma & ITI students & underprivileged sections of the society (SCs, STs, OBCs, EBCs etc.) to enhance their employability. State of the art infrastructure including a training centre, computer lab and technical information centre for about 200 people is available at the facility.



On 11th Aug’20, C&MD (MIDHANI) inaugurated e-Office System to facilitate a simplified, responsive and transparent working of all departments in MIDHANI.



e-Office System would allow quick disposal of files electronically resulting in reduced paperwork and significant time saving. Also, the system is expected to enhance transparency & accountability within the organization. The system will help in collaboration & effective knowledge management at MIDHANI.

On 12th Aug'20, C&MD (MIDHANI) inaugurated industry webinar on exports to promote Gol mission of achieving Rs 35,000 Cr. of exports by FY 20-25.

C&MD elucidated about MIDHANI's contribution towards self-reliant India in strategic sectors namely Defence, Space & Energy. He invited all participants to collaborate with MIDHANI on special materials, new technologies and value-added products.



**Strategic Planning Department Team**

**Shri Santanu Saha, SM,  
Shri Arijit Banerjee, DM and  
Shri VK Sudarsshan, DM  
handing over a booklet on  
Atma Nirbhar Bharat**

**"Contribution by MIDHANI towards Atma Nirbhar Bharat" to Dr. SK Jha, CMD.**

Atma Nirbhar Bharat celebration at MIDHANI was concluded on the eve of Independence Day i. e 14th Aug'20 with



**Dr. SK Jha, C&MD and Dr. Upender Vennam, CVO unveiling  
"Contribution by MIDHANI towards Atma Nirbhar Bharat"  
a booklet on Atma Nirbhar Bharat**

the unveiling of Atma Nirbhar Bharat Booklet i. e (Cont. on page no.16)



## Welcome to MIDHANI Family

Shri Gowri Sankara Rao Naramsetti has assumed charge as Director (Finance), MIDHANI w.e.f. 27.10.2020. He is a Chartered Accountant by profession. He also holds a Bachelor's Degree in Commerce from Andhra University in 1985. He started his career in Hyderabad Cylinders Private Limited, Hyderabad in 1989. Prior to joining MIDHANI, he served RINL as GM (F&A).



Shri Gowri Sankara Rao Naramsetti is having vast experience in finance which includes areas like Financial Planning & Control, Budgeting, Concurrence, International Trade, International Financing, Taxation, Costing and Accountancy. He also played a key role in the implementation of ERP system in RINL. During his association with RINL, VSP, he received the prestigious Jawaharlal Nehru Award and Employees Instantaneous Recognition Award for his outstanding performance. The MIDHANI MANTHAN editorial board welcomes Shri N. Gowri Sankara Rao to the MIDHANI family.

## Independence Day Celebration

MIDHANI celebrated 73rd Independence Day of India in two phases in strict compliance of Covid-19 safety norms as prescribed by GOI.

On 14 August, i.e. on the eve of Independence Day, the employees performed patriotic songs. Dr. Sanjay Kumar Jha, Chairman & Managing Director, conferred the awards to the students of the school for excellent performance in their academics, the employees (Cont. on pg.26)





# Public Toilet Complex constructed under Corporate Social Responsibility

Report by AR Rashmi, Mgr., HR

Under Swachh Bharat initiative by GoI, Public Toilet Complex (for Gents & Ladies) constructed under Corporate Social Responsibility was inaugurated by Dr. SK Jha, Chairman & Managing Director, MIDHANI on Aug 08, 2020. The toilet is located within the limits of P.S. Kanchanbagh to keep the neighbourhood clean and eliminate open defecation.



Amidst the COVID-19 pandemic, this kind of facility helps in promoting good sanitation practices and designed to create a safe place as the entire taps fitted are sensor taps with auto flushing technology.

MIDHANI under CSR has been spending its major funds in the area of Health & Sanitation. The prime focus has been on providing toilets in rural government Schools of Telangana where the school children do not have proper Toilets. So far MIDHANI has sponsored 67nos. toilets along with maintenance being taken care of by MIDHANI. On average, we are spending about Rs 32 lakhs annually only on maintenance and the beneficiaries have expressed great joy & satisfaction. In similar lines, we believe the new facility provided by MIDHANI under CSR for public convenience shall be of great use to the public.





## Hindi Day Celebration

On September 14, 2020 'Hindi Pakshotsav' was inaugurated at the Mishra Dhatu Nigam Limited (MIDHANI). While chairing the program, Dr. Sanjay Kumar Jha, Chairman and Managing Director of the enterprise remarked that the use of Hindi as the Official Language needs to be improved and encouraged in MIDHANI.

Dr. Jha elaborated that if we Indians want Hindi to be recognized internationally, then it is necessary to use it frequently and efficiently in our daily official work. He encouraged the employees to write books in the field of science, technology and commerce in the Hindi language rather than depending on the translation.



**Dr. Sanjay Kumar Jha**  
Chairman and Managing Director



**Dr. SK Jha, CMD (Center)**  
along with OLIC members & other officials

With this objective, an award scheme "MIDHANI Rajbhasha Gaurav Puraskar" has been introduced in MIDHANI to promote book writing in Hindi. Every year, two technical books

will be awarded under the scheme. He advised the employees to make use of the scheme positively. He remarked that efforts should be made towards implementing the decision taken by the OLIC committee to celebrate the 15th day of every month as Hindi Day by using Hindi in daily official communication.



# Training

Skill Development

## Skill Development Programme under Atmanirbhar Abhiyaan

Report by P.Sunil Kumar, DM, HR &amp; Admin.



A series of free Online training programme titled NIPUNA 2020 for the guest House Kitchen staff, both permanent and contract casuals, was launched and inaugurated virtually on 13th Aug 2020 by Shri A.Ramakrishna Rao, GM(HR) & Shri S.Narsinga Rao, AGM (Admin). This initiative is unique and first of its kind in MIDHANI. The theme of the event was 'Hygiene - Richness - Delicious'.

The event was organized in coordination with Professional trainer and chef Harish Madhurakavi, Assisatnt



Professor, National Insitute of Tourism and Hospitality Management (NITHM) Gachibowli, Hyderabad & Shri Sareesh Madhurakavi, Technology Partner & Managing Director M/s LeadOne Digital Pvt Ltd Hyderabad. A series of virtual online sessions were conducted on 13 & 30 August 2020 respectively on various e-modules like Self-Grooming, Hygiene & Cleanliness, Cooking Etiquettes, Dining Etiquettes, Guest Relations and facility planning on Room Services and events coordination.



The training framework and e-module are being designed by Shri P.Sunil Kumar, DM (HR & Admin) in coordination with the help of external subject matter experts and trainers and MIDHANI IT Dept to facilitate on Technology front.



On 05th September 2020 closing ceremony of the online training programme was organized at Guest house premises and Dr.Sanjay Kumar Jha , Chairman & Managing Director was the chief guest and he presented Certificate of Participation & Training Theme Badge to all the participants who have attended online sessions and successfully completed the e-modules of the training series. He also congratulated all the participants on the completion of the programme and appreciated the Guest House Dept for taking all necessary required precautionary measures during covid 19 from time to time. Shri A. Ramakrishna Rao, GM (HR & Admin) , Shri S.Narsinga Rao, AGM(Admin) , Shri D.V.S.S.R Prasad ,Sr.Engineer (Planning & Coordination) C&MD Sectt were the other dignitaries present for the event and they also complimented on the transformational changes at Guest House.

### **Atma Nirbhar Abhiyaan....** (Cont. from page no.11)

"Contribution by MIDHANI towards Atma Nirbhar Bharat" by C&MD (MIDHANI) in the august presence of Dr. Upender Vennam, IPoS & Chief Vigilance Officer (MIDHANI). Booklet covers the organisation's contribution towards self-reliance in the areas of Special Steel, Superalloy, Titanium Alloy. Innovations recognised by GoI Patent office in the form of Patent, Trademark find special mention in the book. Also, special products such as Armour, Forgings, Investment Casting etc. developed indigenously as import substitutes is covered extensively in the book. Copyright was granted to the booklet recently & readable format is available @ <https://midhani-india.in/> in "What's new" section.



## MIDHANI's fight against COVID-19

Deepak Parthasarathy, DM (HR)

**"The secret of change is to focus all of your energy, not on fighting the old, but on building the new" - Socrates**

Coronavirus disease (COVID-19) is an infectious disease caused by a newly discovered corona virus. Most people infected with the COVID-19 virus experience mild to moderate respiratory illness and recover without requiring special treatment. However, older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, renal disease, cancer etc. are more likely to develop serious illness.

The best way to prevent and slow down transmission is be well informed about the COVID-19 virus, the disease it causes and how it spreads. People can protect themselves and others from infection by wearing a face mask, washing hands or using an alcohol based rub frequently, by not touching the face now and then and by following strict social distancing.

The COVID-19 virus spreads primarily through droplets of saliva or discharge from the nose when an infected person coughs or sneezes, so it's important that people also practice respiratory etiquette (for example, by coughing into a flexed elbow).

At this point in time, there are no specific vaccines or treatments for COVID-19. However, there are many ongoing clinical trials evaluating potential treatments.

In the face of such adversity, we all have a choice. Either we can be bitter or become better. Mishra Dhatu Nigam Limited (MIDHANI), A Public Sector Enterprise under Ministry of Defence chose to become better, stronger and grittier. MIDHANI from the very beginning took steps to minimize the spread of the deadly virus. The primary objective was to protect its own employees and safeguard the surrounding areas. From the moment lockdown was imposed across the nation, MIDHANI in one way or the other was incessantly searching for proactive ways to counter the virus.

Several significant initiatives viz distribution of face masks and face shields, sanitization, social distancing, thermal screening, guidelines & SOPs, contact tracing, workplace management, administrative monitoring etc. were undertaken by MIDHANI in the initial phase. MIDHANI never let the focus down and when the highest authority of the organization i.e. its Chairman & Managing Director was resolute on paving the right way for the employees, deterring from the path was not that easy. The Chairman & Managing Director, himself, through various platforms and mediums, educated his employees to be vigilant, follow all COVID-19 related precautionary measures and specially warned them not to be complacent and irresponsible.

By doing all this, MIDHANI was able to curb the spread of corona virus to a considerable extent. But the task was not over yet. One wrong step and the result could be disastrous. MIDHANI in its pursuit of combating the virus, kept on unraveling new propositions at regular intervals. Circulars advising all employees including senior officials to follow strict



guidelines of social distancing, use of face shield and face mask were widely circulated. Guidelines for resumption of work on detecting COVID-19 +ve cases were issued. Shelter was provided in MIDHANI Township D-block quarters to COVID-19 +ve patients who had difficulty in staying in their houses during quarantine period and had stable symptoms.

The facility of getting the COVID test done by Dr. Remedies Lab was extended to retired employees and their family members. A helpline number was circulated among all employees. Employees were given the freedom to share any information/ views/ ideas on COVID-19 issues in the company. "Immunity Booster Kits" were distributed to all employees and casual workers as a onetime gesture. The kit consisted of five types of supplementary medicines and a total of 154 pills to be used for 30 days.

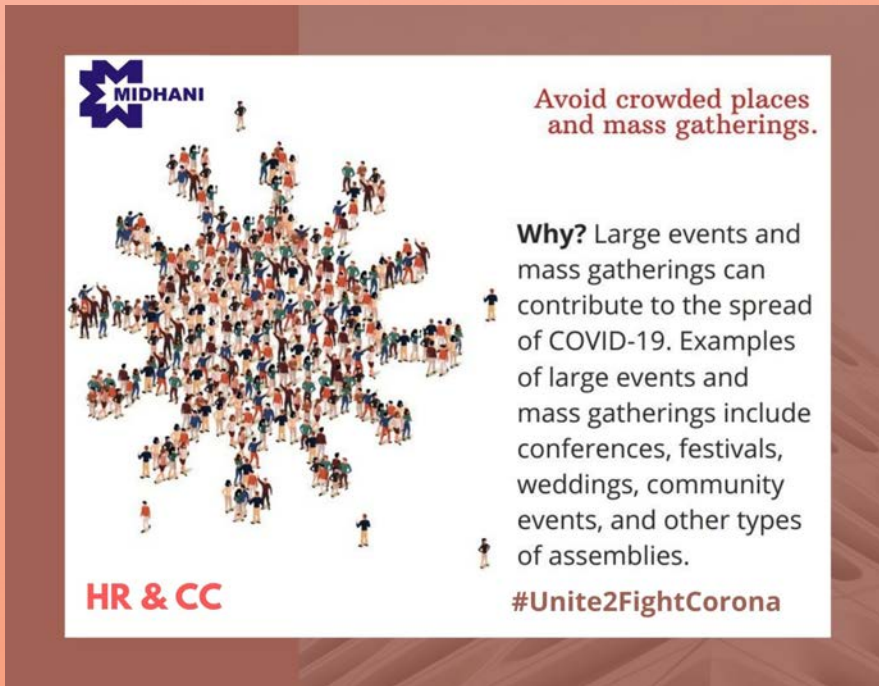
In order to boost the morale and appreciate the sincere efforts of employees, 50 employees including third party contract workmen were awarded with a certificate and gift on the eve of 15th August 2020 for their services rendered during COVID-19 lockdown period by MIDHANI Welfare Committee. Women employees having children less than 10 years of age were provided with flexi working hours.

With a view to promote good sanitation practices, to keep the neighbourhood clean and to eliminate open defecation, MIDHANI sponsored Public Toilet Complex (for Gents & Ladies) under Corporate Social Responsibility within the limits of P.S. Kanchanbagh which was constructed by Sulabh International Social Service Organization. The Complex was inaugurated by Dr. S K Jha, Chairman & Managing Director, MIDHANI on 31st Aug 2020. This initiative by MIDHANI in line with Swachh Bharat Mission promoting good sanitation and personal hygiene had considerably more significance amidst the COVID-19 pandemic scenario.

Proactive initiatives undertaken enabled MIDHANI to work with full strength from 20th May 2020 onwards. When other organizations were running with half of their manpower, MIDHANI was operating with full manpower except for contract workers who were inducted back in groups after conducting preliminary medical examination. In spite of all these initiatives, some of our employees contracted the virus. However, it can be said that with immediate actions taken on the part of the organization, most of the affected employees have been cured and have resumed duty. With heavy heart, it is informed that one casualty has occurred in MIDHANI due to corona virus. The deceased employee was identified as a chronic kidney patient at the time of lockdown itself among few other chronic or co-morbid employees and all of them were not allowed to come to duty post lockdown. Corona virus has become one of the worst catastrophes, the world has witnessed and the world economy has been badly hit.

MIDHANI' upper hand during this situation can be attributed to its efficient Top Management and the stupendous work done by Human Resources and Administration team including Safety, Security, Medical Services, Estate Management, Guest House and Housekeeping/sanitation services. All other departments also did their share of work by adhering to all COVID-19 related precautionary measures, sensitizing their employees, following various guidelines issued from time to time etc. IT Department played a vital role





in facilitating and organizing meetings/ programs through various digital platforms, video conferences etc. In fact, each and every employee of MIDHANI should be applauded for the efforts and fortitude they have displayed during such challenging and life threatening times. It has been rightly said by Andy Gilman, ***"The secret of crisis management is not good vs bad, it's preventing the bad from getting worse."*** The challenge that lies ahead of all

of us is to prevent this pandemic from becoming worse and building a new normal around it. Looking into the near future, containing the COVID-19 epidemic is likely to take several months, public health interventions will be directed towards social distancing and improving hygienic practices. These interventions will be effective in delaying the onset of wider community transmission, reducing peak incidence and its impact on public services. Testing, contact tracing, isolation of infected and precautionary self-isolation of contacts is critical in reducing the number of new cases. An exceptionally high degree of understanding in the people and acceptance of these measures is also critical. These interventions have to be balanced with getting back to normal life and everyday activities to the best extent possible until a reversing the trajectory of the pandemic is traced.

### Opportunity for MIDHANI:

The COVID-19 pandemic has pushed the global economy into a recession, abrupt disruption and drastic reduction of global supply chain network. The void created by disruption in global supplies can be filled by India, given its large workforce. In order to revive our country's economy, India needs to focus on developing/ manufacturing in-house products and materials. MIDHANI has an excellent opportunity to play a pivotal role in making our nation self-reliant with respect to materials and components having critical application in defence and aerospace sectors.



### Engineers Day Celebrations

Under the Chairmanship of Dr.SK Jha, CMD, MIDHANI, Engineers Day was celebrated at MIDHANI by organizing a meeting with ISO auditors and Engineers of the organization in connection with ISO Audit on September 15, 2020.



MIDHANI has an opportunity to improve business by overcoming challenges through steps taken to mitigate the impact with focus on areas such as technology adaption, knowledge collaboration and indigenization. With Government initiatives such as 'Make in India', 'Atmanirbhar Bharat' etc., many opportunities will come our way. Now, it depends on us how well we grab those opportunities and make it count.

We now have a unique chance to use this crisis to do things differently and build back products/ processes that are more sustainable, resilient and inclusive. As a community, we need to continue to work together to create solutions that address future challenges with insight and compassion. MIDHANI is geared up and fully prepared to take up new challenges that lie ahead of us.

**"Together We Can".**

JAI MIDHANI! JAI HIND!

Dated 18.09.2020

**"Prepare and prevent, don't repair and repent.  
Be safe, keep your family safe and tread along."**

## Commissioning of New Slag Melting Furnace

In Electro Slag Refining (ESR) furnace, an engineered slag is being used to produce various steels and Nickel alloys with high purity and microstructure. To meet the high demand of ESR slag, MIDHANI has installed a New Slag Melting Furnace with 600 kgs capacity. The New furnace has been erected and



commissioned successfully on 16.11.2020. Earlier MIDHANI was importing ESR slag for manufacture of critical alloys.

## Bhoomi Pooja for Skull Melting Furnace



Dr.SK Jha, CMD and Shri N.Gowri Sankara Rao, D(F) have performed Bhoomi Pooja for civil works for the installation of VAR 300Kgs Skull Melting Furnace at MIDHANI.



## Constitution Day Celebrations

As part of the Constitution Day celebrations on December 05, 2020, a webinar on the topic "Constitutional Values and Fundamental Principles of Indian Constitution" was organized for school and college students and teachers as well as MIDHANI employees.

Dr. Sanjay Kumar Jha, CMD MIDHANI while addressing the participants at the webinar said that our Indian Constitution is the basis of democratic government in the country. Articles mentioned in the constitution are the foundation for the smooth functioning of administration in the country. We all should respect the constitution and abide by the duties prescribed in it for the citizens of India. On the occasion, Guest Speaker Ms. V. Umadevi, Advocate, Hon'ble Telangana High Court and Hon'ble Andhra Pradesh court, the Legal Adviser of MIDHANI said that the Constitution of India is the scripture for the Indians and Bharatiyata should be the supreme religion for all Indian Citizens. we have got the fundamental rights of freedom



of expression, freedom to choose religion, etc. At the beginning of the webinar, A.Ramakrishna Rao, General Manager (HR) of the enterprise welcomed the guests and participants of the webinar.

The School & College students and employees of MIDHANI have participated actively in the question-answer session of the webinar. Mr. S. Pavan Kumar, DGM (Legal & HR), proposed a vote of thanks. (Cont. on pg.26)



**In order to have a successful team meeting, keep the discussion focused and always encourage participation.**



## Mid-Career Training Program FOR THE MIDDLE LEVEL MANAGEMENT EXECUTIVES

Report by P.Sunil Kumar, DM, HR & Admin.



As per the directives of the Ministry of Defence (MoD) and Central Vigilance Commission (CVC), MIDHANI's Training & Development Department conducted two weeks long Mid-Career training program from 7th Dec to 19th Dec 2020 at the COE which included two days of preventive vigilance module.

The overall structure of this training programme was purposely designed in a way to ensure that middle level management executives participating in this program build their core competencies, enhance their skills and area of expertise to

utilize the same for organizational development. The participants were trained by various internal and external faculties and also subject matter experts on topics related to self-development, team development and organizational development.





On the occasion of closing ceremony of the training programme, valedictory function was organized on 19th Dec 2020. Dr. Sanjay Kumar Jha, Chairman & Managing Director, Shri N. Gowri Sankara Rao D (F) and Dr. Upender Vennam, Chief Vigilance Officer graced the occasion and appreciated the T&D department to conduct a training program for Mid-Level Managers.



Shri A. Ramakrishna Rao GM (HR) and Shri S. Narsinga Rao AGM, Admin. & Training Programme Coordinator were among the dignitaries present during the valedictory function.



During the function, participants expressed their views and feedback on the programme and also conveyed their gratitude towards the Management for taking such a wonderful and didactic initiative. All the participants were presented with certificate of participation.



## Vigilance Awareness Week

Report by K. Mukesh, Mgr., Vigilance

Vigilance Awareness Week - 2020 with the theme "Vigilant India – Prosperous India" was observed in MIDHANI from 27.10.2020 to 02.11.2020 as per the instructions of the Central Vigilance Commission (CVC). The Vigilance Awareness Week is being celebrated every year during the week in which 31st October, the birthday of Sardar Vallabhbhai Patel falls.



The observance of the Vigilance Awareness Week commenced with the taking of the Integrity Pledge by Dr. S.K. Jha, Chairman & Managing Director, senior officials and all employees of MIDHANI on 27.10.2020 at 1100 hrs.

A series of events on the theme "Vigilant India – Prosperous India" was organized for the employees. In view of Covid-19, in order to ensure social distancing various competitions like Quiz, Slogan writing, Questions on Company Conduct rules are conducted in online mode.

The week was concluded on 02.11.2020. The company invited Shri B.G. Raj, Former Director (Finance), MIDHANI as a Chief Guest for the Valedictory program. The program was attended by Dr. S.K. Jha, Chairman & Managing Director, Shri N. Gowri Sankara Rao, Director (Finance), Dr. Upender Vennam, IPoS, Chief Vigilance Officer and other senior officials from MIDHANI. Shri B.G. Raj, shared his insightful views on the theme stressing the importance of Vigilance in professional as well as personal lives. In the event, prizes were distributed to the winners of the competitions held during the week. The session ended with a Vote of thanks to all employees of MIDHANI who were committed to contributing wholeheartedly to the success of this program.



## Celebration of Quality Month

Report by D. Sudeep Kumar, Mgr., QM

Quality Month-2020 was organized by Quality Management department on the theme "Creating Customer Value" in the month of Nov 2020 to sensitize employees on the Quality aspects. On the occasion,



various events such as Lectures, Essay writing, Quiz, slogan, etc.) were conducted. The Valedictory function was organised on 02/12/2020 in the gracious presence of Dr.S.K.Jha, CMD, Shri N. Gowri Sankara Rao, Director (Finance),

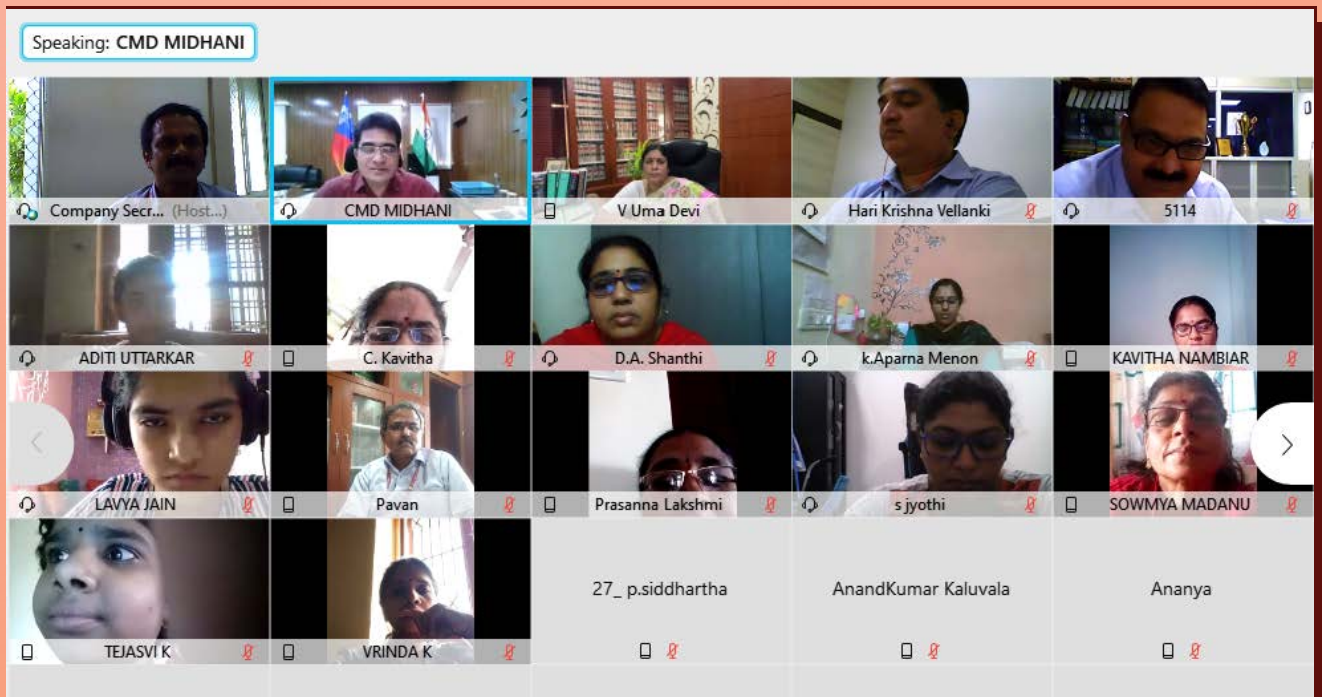
Shri R. Jai Ganesh, Regional Director (RDAQA-GW&M), Shri B. Saha, Regional Director (RCMA), Major General Shri R.K.Malhotra, Director General-DGQA (through virtual platform). Shri Sanjay Chawla, Director General-DGAQA witness the function through virtual mode.



During valedictory function, Dr. SK Jha, CMD addressed the gathering and emphasised that the data available with Quality Management Department in form of Test Certificates,

Ingot analysis etc., must be used to link with artificial intelligence for generating co-relations of heats, products & grades for analysing rejection and yield percentage. Shri.P.N.Mohanty, Ic Quality has addressed on the occasion and emphasized that it is the responsibility of every individual in the organization to focus and understand the importance on quality of the material which improves the customer's confidence.





(Cont. from. pg.20) The Constitution Day celebrations were held in MIDHANI from November 26, 2020, to December 5, 2020. To commemorate the constitution day, on November 26, 2020 (Thursday), the Preamble of the Indian Constitution was read by the senior officials & employees of MIDHANI which includes Dr. Sanjay Kumar Jha, Chairman, and Managing Director, Shri N. Gowri Sankara Rao, Director (Finance), Dr. Upendar Vennam, Chief Vigilance Officer. In continuation, on 29.11.2020 (Sunday), to propagate the importance of the constitution among the people, a gamified quiz based on the Indian Constitution was organized for the MIDHANI employees, students & teachers of various schools and colleges.

### **Independence Day.....** (Cont. from pg.12)

for best performance in the production areas and on completion of 25 years of long service in the organisation. The employees who contributed with their outstanding services during the pandemic as Covid Warriors and for writing books under the Hindi Book Writing Scheme were also given awards.

On 15 August, Dr. Sanjay Kumar Jha, CMD hoisted the tricolor flag and addressed all the employees. The celebration began with the singing of the national anthem. The Guard of Honour and parade was carried out by TSPF personnel.

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