

DREDGING CORPORATION OF INDIA LTD, VISAKHAPATNAM

69TH INDEPENDENCE DAY MESSAGE BY CMD ON 15.08.2015



Ladies and gentlemen, I congratulate all of you on the occasion of 69th Independence day.

The struggle for India's Independence began in 1857 with Sepoy Mutiny in Meerut. Later, In the 20th Century, under the leadership of Mahatma Gandhi, launched a country wide independence movement. Colonial powers were transferred to India on 15th August, 1947.

The Constituent Assembly, to whom power was to be transferred, me to celebrate India's Independence at 11 PM on 14th August 1947. India gained its liberty and became a free country at midnight hours.

DCI also contributes to the nation building. This occasion gives opportunity to introspect and take corrective course where ever required.

- To recollect the financial year that passed by, the year has began with lot of challenges on hand, I believe teams have put in their best efforts to handle the challenges and the MOU Rating for the FY 2014-15 is expected to be "GOOD" which I personally feel is not enough, and believe we can achieve better ratings and with hard work and commitment. Government has made a policy; accordingly works on nomination are not available. So we have to be more committed.
- DCI has done well on CSR front, we have constructed toilets in 10 schools in surrounding villages under SWACHH VIDAYALAYA scheme. I congratulate all the teams who involved in the project. Parliamentary committee on CSR who visited Vishakapatnam recently also appreciated our efforts
- AS far as employee welfare is concerned, Pension and Medical schemes for retired employees have been approved by Ministry and the post approval activities also to be completed at the earliest and pass the benefits to our retired employees
- Financial Targets 2015-16: Financial target of 950 crores (850 Cr Domestic + 100 Cr International) to be achieved. Every one of us should work towards achieving the same and DCI flag should fly high in growth
- Efforts are under way in foraying into other sectors – such as shallow water dredging, Ganga cleaning and international contracts etc. These works will provide us the larger scope for diversification and open-up doors for the exponential growth
- We need fully functional dredgers operating at full efficiency to be competitive
- Move ahead to be a " NAVARATNA BY 2020" is a dream that we all should have and make every possible effort to achieve the same
- We need to consciously focus on our immediate goals such as MOU targets for the year and work in that direction
- Implementation of ERP is another focus area all the stake holders of ERP should have inclination to learn it and use in their day-to-day work for a better, faster and accurate working environment
- Construction of New Head Office is under way, hope we all will move into the new building as per the schedule in about two years from now
- CSR activities are under way for this year also. We are constructing around 108 Toilets at government Schools in and around Vishakapatnam. Other CSR plans are also under way and we shall complete the same by 31st march 2016

- Regarding Swachh Bharat a focussed approach is to be taken and I request our Functional Directors to take a lead for the departments under their control and make it successful
- I strongly and personally believe that it is employees who make or break the organizations. In this context to be in constant touch with the employees of this organization I am launching a programme called **“MME - Meet My Employee” initiative**. To start with, I am going to meet with all the “ASSISTANTS” HR department chalk out the plan for the same and see that I meet all the cadres by the end of this calendar year
- We also took up the review of the present rules and policies, particularly matters such as recruitment, promotion etc. The job is on hand and concerned may take it up as priority and complete the same by the end of this calendar year
- Good physical Health leads to right attitudes and right attitudes lead to good working environment. In order to improve the physical health, HR department will take initiative in creating a recreation room with Gym equipment. All the employees may avail the facility after office hours or during lunch break

While all the efforts are being made to ensure good going for employees and corporation, it is important to mention here that, every employee has to put his best efforts, should work as team so as to ensure that, MOU targets are achieved and organization grows at good pace.

While all the Support from management side is given, it is important that various employee unions in the organization also should support the management in achieving its targets. After all decisions are taken for the good of the organization which in turn will do good to each one of us who is associated with DCIL

I once again assure you that, any advice, suggestion; idea given by our employee will be viewed objectively. Management will do justice as long as it doesn't hamper the output of the organization. At the same time it is also pertinent to mention here that, any act of indiscipline or acts which hamper the output and efficiency of the organization will be viewed seriously

On this note, I once again salute the great leaders who have given their life's for the freedom struggle

I wish all the employees and their families a very happy and patriotic Independence Day

JAI HIND