

मासिक प्रगति पत्र



अंक: दिसम्बर-जनवरी, 2012



हंसध्वनि

पवन हंस हेलीकॉप्टर्स लिमिटेड



**Treasuring our past
Committed to our future**

**Strategic
Meet
2011**

सार्वजनिक क्षेत्र के एक उल्लेखनीय उपक्रम के रूप में गति से प्रगति करते हुए पवन हंस ने समय के साथ अपने पंखों का विस्तार किया और इसके मूल उद्देश्यों में निम्नलिखित सोपान जुड़ गए :

- ❖ सी-प्लेन का परिचालन ।
- ❖ अपतटीय परिचालन ।
- ❖ राहत व बचाव कार्य ।
- ❖ अंतर्राष्ट्रीय संपर्क स्थापन ।
- ❖ राष्ट्रीय विमानन सुरक्षा व संरक्षा संस्थान ।
- ❖ पवन हंस प्रशिक्षण संस्थान ।
- ❖ माता वैष्णो देवीजी, श्री केदारनाथजी व श्री अमरनाथजी की पवित्र तीर्थयात्रा परिचालन ।
- ❖ ट्रांसमिशन लाइनों की हॉटलाइन वाशिंग ।
- ❖ हेलीपोर्ट / हेलीपैड ।
- ❖ राष्ट्रमंडल खेलों के सीधे प्रसारण में
- ❖ हेलीकॉप्टर सेवा उपलब्ध कराना ।
- ❖ फॉर्मूला वन विशिष्ट खेल आयोजनों के लिए
- ❖ सत्कार सेवा में सहभागिता ।

श्री आर के त्यागी के क्रियाशील नेतृत्व में पवनहंस सक्रिय गतिविधियों से भरपूर 25 वर्ष पूर्ण करने के साथ तेज बाज़ार द्वारा संचालित सार्वजनिक क्षेत्र के एक उल्लेखनीय उपक्रम के रूप में तब्दील हो गया है ।



Strategic Meet-2011



The Strategic Meet of Pawan Hans held on 2nd Dec'11 was the first of its kind with presence of Erstwhile CMDs, CVOs and other senior officials. Present CMD Sh. R.K Tyagi welcomed and addressed the forum. Theme of the Strategic Meet was **“TREASURING OUR PAST... COMMITTED TO OUR FUTURE”** where we look back over two decades and reflect on our future to share and implement new ideas for future growth of the company.

During the meet Sh. R.K Tyagi CMD PHHL appreciated the hard work and contribution made by each of our erstwhile CMDs to keep PawanHans always on the growth path. He mentioned that we are in much better position today on account of their dedicated leadership and blessings which will always be a guiding force for our future endeavors.

Sh. R.K Tyagi emphasized that "Our times are distinctly different from what we were in 1980s and 1990s. It's much more competitive environment and there are far fewer barriers within the helicopter industry. The ferocity of competition, both clean and dirty is much higher and the demands for sophistication, quality in services whether in customer satisfaction or air safety are a world away from what was obtained in earlier years".

I think it is a tougher environment now than what it was about 15 years ago. The demands are far greater, many of the sectors are moving faster, and technology change is quicker, competition is greater, so the luxury of having time to make decisions no longer exists. Decisions needs to be taken faster and based more on information and less on intuition. The impact of wrong decisions is also greater today.

Sh. R.K Tyagi further conveyed that "Five years from now, I expect the PawanHans to be much bigger, of course, than it is now. More importantly, I hope PHHL comes to be regarded as being the best in India, best in the manner in which we operate, best in the services we deliver, and best in our value system and ethics. I hope that five years from now we will spread our wings far beyond India, that we become a global leader in helicopter industry and an Indian Public Sector conglomerate that is at home in the world, carrying the same sense of trust that we do today".

We also believe that we will continue these forum in future to highlight and discuss the significant achievements and challenges faced and overcome during the last decade and also to prepare a roadmap for future growth of PHHL along with knowledge and blessing of our Erstwhile CMDs.



PAWAN HANS TITANS: A STORY OF STRUGGLE, ANXIETY, VENTURE AND ACHIEVEMENTS



Wg.Cdr. K.K. Saini (Oct' 1985 to 31.07.1990): The Founder Managing Director of PawanHans Helicopters (formerly known as Helicopter Corporation of India) began with a total fleet strength of 42 helicopters (21 Westland, 21 Dauphin N) in the year of 1986. His powerful vision inspired the helicopter industry in India to connect various inaccessible hilly terrains in North East Region, inter- island services covering Lakshadweep & Andaman Nicobar Islands and Helicopter services in oil offshore exploration in Bombay High were launched in October, 1986. He was instrumental in the commencement of Heli Pilgrimage services for Mata Vaishno Deviji.

Air Cmde. C.M. Singla (18.09.1990 to 17.09.1995) : Through his endeavors the major maintenance workshops like Radio, Instruments, Electrical, Battery charging, Safety equipments, Overhaul and testing of starter generator, transmission, repair of synthetic panels facilities for Dauphin helicopters were established at Western Region.

During his tenure PHHL inducted new Bell helicopters to its fleets and also the share capital of the company enhanced from Rs.50 Crores to Rs.120 Crores



Shri Ranjan Chatterjee, IAS (20.9.1995 to 27.11.1996 and 1.7.1998 to 11.1.1999): He had a personality that reflected his sensitivity to the employee's welfare and his desire to utilize his rich administrative experience to enhance the quality of people. He provided crucial aviation services to Indian Scientific Expedition to Antarctica by deployment of two Bell helicopters, which was one of the unique operations done by PawanHans for the first time by any Indian Helicopter operator.

Maj. Gen. G.S. Hundal (27.11.1996 to 30.6.1998) : He guided the destiny of PawanHans for approximately two years, came to be remembered for:

- ◆ Deployment of helicopter for offshore operations for Hardy Exploration and coastal surveillance of Customs department, which was a unique operation.
- ◆ Induction of one Dauphin helicopter.
- ◆ Created trust within employees by resolving various issues within the organization.





Li. Gen. A Natarajan AVSM, VSM (11.1.1999 to 17.9.2001): He accelerated the fortune of PawanHans more than two years and be remembered for:

- ◆ Recommencement of Heli Pilgrimage services for Mata Vaishno Devi ji.
- ◆ Creating Housing Infrastructure namely Juhu Residential Complex for employee's at Mumbai.
- ◆ Ventured into new business.

Sh. Anurag Goel, IAS (17.9.2001 to 28.6.2002): He played significantly different roles in the evolution of PawanHans. He adopted international standards during his tenure. He has the ability to identify people whom he intuitively believed who could execute and lead new projects like:

- ◆ Implementation of ISO 9002 certification.
- ◆ Conducted in house Capacity Building exercise to augment PawanHans Growth Plan.
- ◆ Upgradation of helicopter maintenance facilities
- ◆ Initiated process for deployment of helicopters overseas and executed MoUs with other helicopter operators abroad.



Sh. Nagar V Sridhar (28.6.2002 to 30.6.2006): He was very passionate about building a spiritual Pawanhans and was instrumental in the commencement of helicopter services for Kedarnath ji dham. He shaped PHHL and directed it through an exceptionally difficult period in the year of 2005-06 when the company suffered major setbacks due to unprecedented floods in Mumbai when 10 Dauphin helicopters and a large inventory were damaged which adversely affected operations. In spite of that the company achieved flying of 19,385 hours on account of his leadership and also recovered helicopters from the flood damage in a short period. He commenced up gradation of Dauphin fleet with AS-4 (Aviation Standard-IV) to meet the ONGC safety requirement. During his tenure new Dauphin N3 helicopters were added to the fleet.

Sh. R K Singh, I.A.S. (1.7.2006 to 17.5.2007): He kept PawanHans together through his motivational leadership. PHHL managed to grow with existing businesses and adds new Dauphin N3. What is truly extraordinary in him is that he achieved all this while staying true to the ideals of the PawanHans erstwhile CMDs.



पवन हंस नववर्षोत्सव २०१२

दिनांक 02 जनवरी, 2012 का प्रधान कार्यालय परिसर में नववर्ष के शुभारंभ का एक उत्सव के रूप में आयोजित किया गया। 02 जनवरी वर्ष का पहला कार्यदिवस था, सोमवार था और जैसी की पवन हंस की परंपरा है। माह के पहले सोमवार का प्रत्येक पवन हंस कर्मि कर्तव्य परायणता और सत्यनिष्ठा की शपथ लेता है। इस रूप में सबसे पहले संस्थान के अध्यक्ष एवं प्रबंध निदेशक महोदय द्वारा सत्यनिष्ठा व कर्तव्यपरायणता की शपथ दिलाई गई। शपथ के उपरांत पवन हंस के कार्यपालक निदेशक श्री संजीव बहल द्वारा एक समेकित स्वरूप में

बतायी गई। इसी क्रम समीर सहाय ने नए पवनहंस कर्मि को देने सतर्कता का उचित अपने अध्यक्षीय पवन हंस को नई कर्मचारी के योगदान नववर्ष की शुभकामना पवन हंस के बंडे का के लिए अपनी योगदान की कामना



विगत वर्ष की उपलब्धियां में मुख्य सतर्कता अधिकारी श्री वर्ष की शुभकामना प्रत्येक का साथ संस्था के कार्यों में महत्व देने की सलाह दी। संबोधन में अपने महोदय द्वारा ऊंचाई पर पहुंचाने में प्रत्येक की महता पर बल दिया गया। के संदेश में अध्यक्ष महोदय ने 500 की संख्या तक पहुंचाने प्रतिबद्धता और सबके की। वस्तुतः पवन हंस एक

छोटे परिवार की तरह है और यहां प्रत्येक चुनौती को स्वीकार कर अवसर हासिल करने के पक्षपात विकास की राह पर हम आगे बढ़ते हैं। अध्यक्ष महोदय ने पवन हंस के मिनी रतना कंपनी होने की उपलब्धि का एक मील के पत्थर की संज्ञा दी उन्होंने स्पष्ट किया कि मंजिल तक की दूरी केवल तय करनी है। नव वर्ष के इस छोटे से संबोधन में अध्यक्ष महोदय ने न केवल भविष्य के सपनों को स्पष्ट किया बल्कि उन सपनों के पूरा होने पर मिलने वाली खुशी की झलक भी इस नववर्षोत्सव में दिखी।

इसकी बानगी के रूप में विगत वर्ष हिन्दी पखवाडे के दौरान हुई कुल सात प्रतियोगिताओं के कुल 40 विजेताओं के मध्य पुरस्कारों का वितरण किया गया।

- कैप्टेन ए के तिवारी पुरस्कार निबंध लेखन प्रतियोगिता,
- कैप्टेन जे एस बब्बर पुरस्कार नोटिंग व ड्रॉपिंग प्रतियोगिता,
- कैप्टेन टी एस मामिक पुरस्कार वक्रत प्रतियोगिता,
- कैप्टेन बिरिंद्र पाल सिंह बल पुरस्कार कविता पाठ प्रतियोगिता,
- ए एम ई एस एस चोपडा पुरस्कार सुलेख प्रतियोगिता,
- वरिष्ठ प्रबंधक एस बी कुलकर्णी पुरस्कार हिन्दी टंकण प्रतियोगिता,
- उड़ान परिचर आशुतोष दीक्षित पुरस्कार प्रश्न मंच प्रतियोगिता

विगत वर्ष की त्रासद हेलीकॉप्टर दुर्घटनाओं में शहीद पवन हंस कर्मियों की स्मृति में





आयोजित सात प्रतियागिता हमारी अपने संगठन से जुड़े कर्मचारियों से जुड़ाव का साक्षात नमूना है। वस्तुतः यही हमारी ताकत है। इसी ताकत के बल पर हम आसमान का सीना चीरने का दम खम रखते हैं। नव वर्ष के आयोजन का अविस्मरणीय बनाने के लिए अध्यक्ष एवं प्रबंध निदेशक महोदय की अगुवाई में प्रधान कार्यालय के समस्त कर्मचारियों की सहभागिता में कुल 366 गुब्बारे हवा में उड़ाए गए।



जिन पर अंकित था

वी फ्लाई फॉर यू



Pawan Hans – Communication and Data Center Facility inaugurated on 16th January 2012 in Corporate office, Noida.

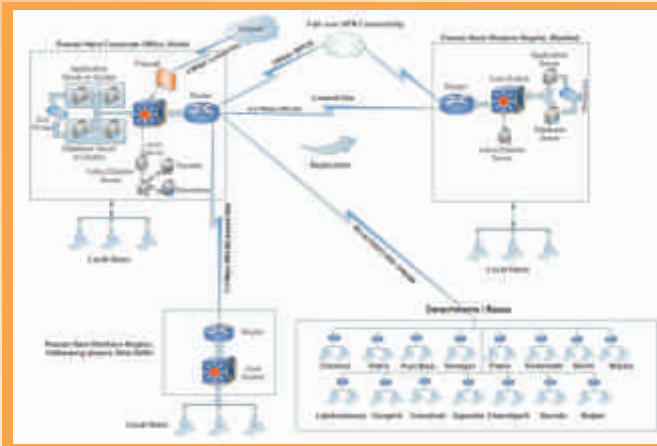
Sh. R.K Tyagi, CMD Pawanhans inaugurated first fully managed Communication and Data Center Facility in Corporate office Noida, on 16th January 2012, which is dedicated in the service of Pawanhans.

Speaking on the occasion, CMD Sh. R.K Tyagi emphasized that in today's world of information and technology, good governance is not possible without communication. He also appreciated the work carried out in this regard and praised 'Team Infocom' by saying that: " I am extremely delighted that Infocom takes positive steps towards bringing more transparency in the organizational processes through various application viz iISP, email solution, file tracking system and other upcoming projects like e-Tending, DMS etc. The Data Centre has been

developed as a reliable and secure infrastructure for hosting and managing various integrated applications for the different departments and deliver services quickly and effectively for better management as emphasized by

Management System to Monitor the Data Centre health and connectivity. Data Centre to provide many functionalities like integrated information system, email Solution with Secure Data Storage and Disaster Recovery center located at Western region, Mumbai.

During the occasion senior executive of the organization Sh. Samir S a h a i , C V O , Sh. Sanjiv Bahl, Exe. Director and Sh. Deepak Kapoor GM (Engg.) along with senior executive and staff were also present.



Sh. C.P Singh GM (IS). He also explained that the Communication and Data Center equipped with High End Blade Servers, SAN storage, dedicated Internet Bandwidth, WAN connectivity in redundant mode, Unified Communication (IP-Telephony) with Complete Power Redundancy and Integrated Network

Finally CMD Sh. R.K Tyagi congratulated '**Team Infocom**' for starting the Year 2012 by facilitating to interact directly with employees in different location viz Western, Northern Region and Guwahati in North Eastern Region through Video conferencing and Unified communication i.e VOIP (Voice over Internet telephony) facilities.



**In conclusion
CMD, PHHL
appreciated
team infocom**



CSR-Helicopter Joy Ride for terminally ill children by Pawan Hans Helicopters in Association with Cancer Patients Aid Association.

As a noble gesture and as a part of PPHL Corporate Social Responsibility, Pawan Hans Helicopters (A Govt. of India Enterprise) in association with Cancer Patients Aid Association had offered 3 helicopter Joy Rides for 23 terminally ill children on 4th Feb' 2012. Famous Bollywood actress Madhuri Dixit graced the occasion by her presence and interacted with all the kids. She also distributed gifts to the children. Children were delighted to see their favorite star mingling with them and enjoying their company.

The children in the age group of 8-14 were taken over the sea link bridge. The children were smiling with joy and aerial view from the landmark places in Mumbai. The 23 Children who flew were overwhelmed of the Helicopter ride time experience never forget. happy to see Essel World and Sea Link during their



Children were very happy to see Essel World and Sea Link helicopter ride, which they will always cherish. The children showed great enthusiasm and had high energy levels. Pawan Hans & CPAA also distributed books and gifts to the children

Children were over delighted to meet and shake hands with their favorite star. Ms Madhuri Dixit gifted children personalized gifts which children will cherish forever.

As a part of PPHL Corporate Social Responsibility, on Children's Day and Women's Day Pawan Hans offers such helicopter joy rides to women and children who are suffering from ill threatening diseases.



Pawan Hans offer joy ride for terminally ill children on **WORLD CANCER DAY**



“ Pawan Hans Achieves Unique Distinction ”



Capt. Shakul Tyagi of Pawan Hans Helicopters Ltd. has been awarded the '**SHAURYA CHAKRA**' on 26 January 2012 in recognition of his gallant deed beyond the call of duty. He displayed exemplary courage, determination and professional skills while carrying out rescue operations. He now holds the unique distinction of being the first commercial helicopter pilot to be decorated with this honour.



Excerpts– CAPT. S. CHANDER On his retreat :

A daring pilot having 40 years of service in Aviation Industry, who have accomplished a great rescue operation i.e **“TIMBER TRAIL IN 1992”** in his career and also trained approximately 200 pilots during his 15 years of service in Pawan Hans.

Sir can you share your experience and how was your total journey?

I started flying in 1969 and was commissioned in IAF in Jan 1972. Thereafter flew transport aircraft for 3 years. In 1974 converted to helicopter and served 3 years in the eastern sector i.e. Nagaland, Assam, Manipur, Arunachal Pradesh. In 1976 came to J & K sector and flew extensively in LEH and LADAKH sector giving support to the Army which was fighting the war in Siachen sector. In 1981 I became qualified flying instructor for 4 years I did instructional flying in Airforce Academy and Helicopter Training School of Indian Airforce. In 1985 I was posted as an instructor in FIS i.e. flying Instructor School, Tambaram, and a prestigious Institute where the Airforce instructors are trained. In 1988 I went to defence services staff collage Wellington. Thereafter I came to Aircrew Examining Board which is responsible in maintaining the flying standard of all pilots of Indian Airforce. In 1991 I took over command of the helicopter unit in Sersav. During the 2 years of my command this unit was adjudged the best helicopter unit of Indian Airforce. In Airforce I flew aircraft HT2, Kiran, Mark I & II, Dakotal, MI4, MI8, MI17 and Chetak and Cheetah helicopter. In 1996 because of my personal reasons I took premature retirement from Airforce and joined Pawan Hans Helicopters Ltd.

Any significant achievement/rescue operation you did in your whole career?

I carried out a rescue operations at **Timber trail** on 13th oct'1992 near Parwanu in Himpachal Pradesh where we saved the lives of 9 people who were stranded in a trolley. This was a difficult and a daring task for which I was awarded **“Shourya Chakra”** by the president of India

Sh Shankar Dayal Sharma. I was also awarded the **'Himachal Gaurav Puraskar'**. The only pilot who received this prestigious award from **Chief Minister of Himachal Pradesh Mr Shanta kumar**.



In addition to this I was commended twice by the Chief of the Air Staff for my hard work, sincerity and dedication in Airforce. After that I was promoted and I took over transport and helicopter operations of Southern air command at Trivendrum. In Airforce I flew aircraft HT2, Kiran, Mark I & II, Dakotal, MI4, MI8, MI17 and Chetak and Cheetah helicopter.



You have been involved with Aviation industry throughout your career, do you remember the very first day when you started service?

In the Airforce, my first sortie was on HT2 a/c on 08 Aug 1969 with late Capt J S Kakhlon when I was 18 yrs old boy. In PHHL I flew my first sortie on 19 Aug 1997 with Capt N P Sequiera to Bombay High. In 2004 I became an Examiner in PHHL and got involved primarily into instructional duties.

In Oct 2007, when I took over as Dy. General Manager (Training) my first objective was, to convert as many pilots from N to N3. I conducted the first MCF of 17 pilots and

immediately started converting them in 2007. In my tenure at PHHL I trained approx. 200 pilots. I have conducted 5 MCF and converted 62 pilots. In additions I made 11 check Pilots and Instructors.

How was your aviation journey? How you feel when you look back? Which all memories of this journey you would like to recall?

The journey was full of challenges but by nature I invite challenges so that you can perform at the highest level. Whole tenure in PHHL is challenging, I always got extra motivation to face these challenges, when you succeed, it is deeply satisfying.

In PHHL I decided that I will eliminate the shortage of qualified pilots and for that I worked tirelessly, and trained as many pilots as possible. This is highly satisfying for me. Today I am a satisfied person, when I look back and I am leaving the field with the same feelings as a batsman goes back to pavilion after scoring a double century.

As Dy. General Manager (Training) any special message you would like to convey to your successor

There is no substitute for training because every individual have to learn something. You have to get trained and unless you are properly trained, you cannot become better professional. I strongly believe that pilots, who are not discipline in ground, will never be disciplined in the air.

Who is your role model or who influenced your life very much?

My father is a role model for me and I was influence by him a lot. He was in British Army. I learnt discipline and meticulous way of doing things from him. He was over strict with me. I was Influence some of the teachers and professors also.

How do you balance your work life and family life?

My wife is very accommodative. She understands the responsibilities and stress of work and she does not demand much so I can devote my time towards a duty.

To newly appointed employees/youths of PawanHans Helicopters what message you would like to give?

They should have a desire to learn and improve themselves professionally.

How you feel meeting with old friends?

De-stressing. Meeting with Capt Surinder Singh in the evening always enjoyable for me. He is training in-charge in Global. He is an Electronic wizard. Meeting with him is great pleasure for me.

How was your total work experience with PawanHans Helicopters than AirForce?

Challenging but satisfying.



How would you describe Pawan Hans Helicopters Limited?

This is a company with great potential but we need a good management in future to exploit that potential like our present CMD Sh. R.K Tyagi. It depends upon on the top management how to exploits the existing potentials. I have worked with four CMD's and after Mr Tyagi took over things have really started looking up. The pilots strength improved, the serviceability of the a/c improved, revenue / business contract increases, business expanded besides the net profit increased. The company started expanding into other areas, like heliports and training institutes. So the future of the company is bright, if the management continues working with same vision and foresight we will became world most trusted company.

Where you see PawanHans Helicopters in next 10 years?

If not no. 1 we can certainly became no.2 company in the world.

What would be your message for the employees of PawanHans Helicopters?

We should continue work with sincerity and dedication so that the overall health of the company keeps on improving and if the financial health of the company is strong than automatically, the benefit will come to the employees.

Is there any unfinished task/assignment that you wanted to pass on to your successor?

There is no unfinished task. The things are already laid down properly. The Road is clear, and the car is ready, it is upto the driver to make the optimum use of the road and vehicle.

Again any rescue operation you did in your PPHL tenure?

In 2008 – 2009 there was a ship which went out of control. The ship got drifted into Bombay High area. Now it was likely to hit one of the rigs and there were 120 people on the rig. That night it was raining and we evacuated 120 people. I and Capt. Daruwala evacuated 65 people that night.

At last brief about your family?

I have two sons both are married. My wife is a President of PPHL wives Welfare association. This association is actively involved in social, cultural, charity and health activities in PPHL colony, Santacruz (west).

Something you want to say about PawanHans

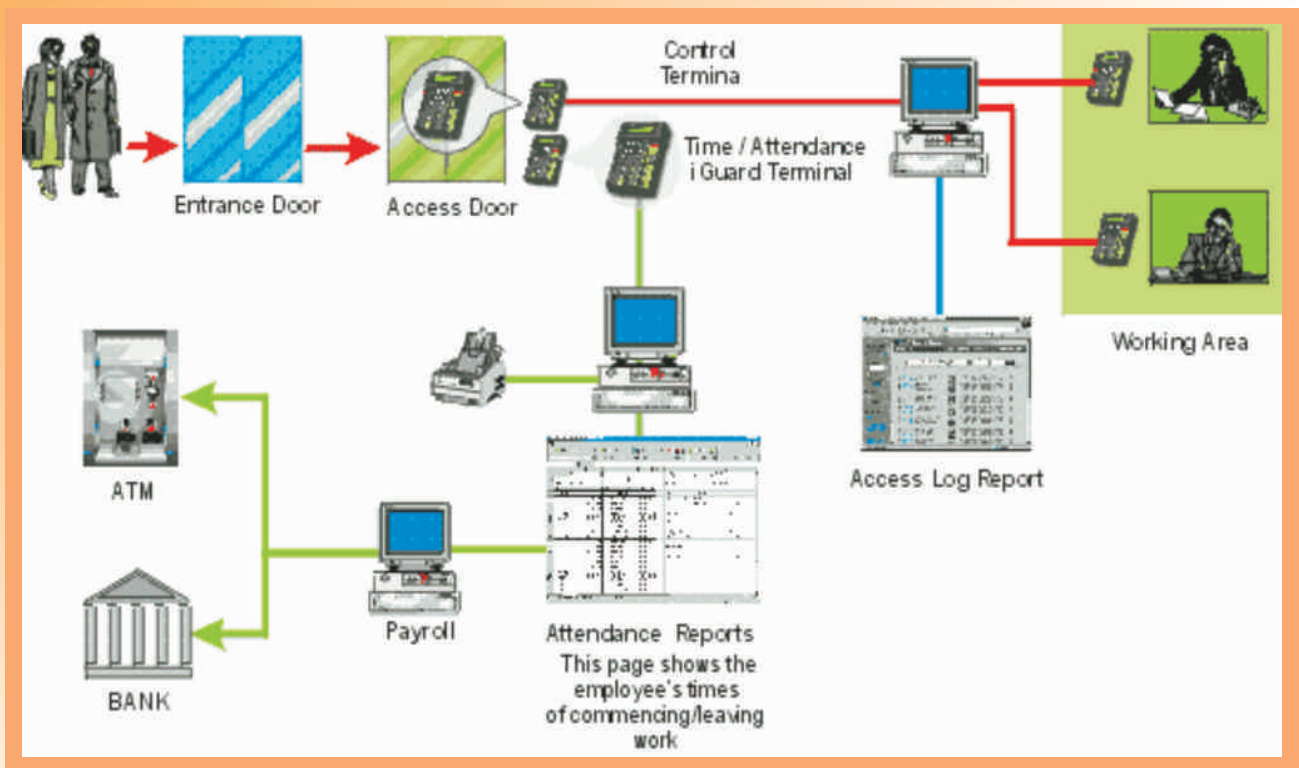
PPHL is the only aviation company in India where a pilot can have quantity, quality and variety of flying. He can have a choice of different helicopter, different areas and different roles of operations. It is upto an individual to make use of these and flourish in his professional career.

**On behalf of PawanHans family
I wish you and your family a happy,
healthy and prosperous retirement life ahead.
Your great contribution always be a guiding
force for our future endeavors**

Biometric Punching System in PHHL

Biometric time and attendance system is one of the most successful application of biometric technology. In order to upgrade itself, PHHL introduced this technology to verify the time and attendance of their employees and which is running successfully from 1st July 2010 in CO. The system is already in practice in our WR office and is under testing for implement in NR office.

In this system, finger print of employees are saved and on that basis attendance is marked. It verifies an employee's identity based on his or her fingerprint. The whole process of biometric punching would be more clear through this diagram:-



At Corporate Office, all employees punch their attendance in the Biometric Punching machine installed near entry gate and this machine is connected through intranet. A software is installed in computer of Personnel Department and only the authorized person from the department can access the punching data.

The reports are generated on monthly basis of all employees of PHHL, CO. On the basis of this report absence of employees is marked and with this analysis, Finance Department is informed accordingly for salary processing. On monthly basis, three reports are generated and forwarded to each department about the departmental attendance for late coming, early out and single punching. With this the HODs could keep track on the attendance of the employees regularity and punctuality.

This puts an end to unreadable paper time sheets, hand calculations and buddy punching.



Recognition to Safety Safety Policy of PPHL

It is our fundamental belief that safety is core to our business and a personnel value as a source of competitive advantage. We believe that our business will be strengthened by making safety excellence as a part of all our activities. Our core values will include safety, working environment, ethical behavior and that we value our people.

We believe aircraft accidents and incidents result in a loss of vital resources. Though it is difficult to accurately assess losses in an accident, financially it can be very expensive. Added to it, the grief resulting from loss of friends cannot be quantified. We also believe that all accidents and serious incidents are preventable.

Safety excellence will be major component of our mission. All managers and employees are accountable for our safety performance starting with Chairman & Managing Director. Safety performance will be an important part of our management/employees evaluation system.

Management of Pawan Hans will ensure that appropriate resources are provided to develop safety culture and to effectively manage safety.

We shall ensure that each of us has an opportunity to participate in developing safety standards and will be expected to accept responsibility and accountability for our safety behavior.

We will have written safety goals and will ensure that everyone understands and accepts these safety goals. We will have motivation system in place to keep our employees focussed on safety goals. We will recognize and reward safety performance.

We shall established and operate a system of hazard identification, its assessment and risk management process, in order to eliminate/mitigate or reduce safety risks to acceptable level in all our operations.

We will encourage voluntary reporting system which will be confidential, to get information on hazards pertaining to human factors. Safety culture in the organization will be further strengthened. No punitive action will be taken on hazard/voluntary report/disclosure of genuine errors; other than illegal act or gross and willful disregard to procedures.

It shall be our goal to exceed regulatory requirements of safety standards wherever possible.

Before any work is done, we will ensure that everyone is aware of safety rules and processes and had adequate training. We will also ensure that everyone accepts personal responsibility to observe safety regulations/standards.

We will established and measure our safety performance against realistic safety performance indicators and safety performance targets.

Management will ensure that safety audits are conducted regularly so as to evaluate our safety performance. Our audits will include human issues and work place environments also. We will put management process in place to ensure that follow up action on safety issues is taken timely and is effective. We will openly communicate information about safety issues, incident etc. and share lesson learnt with others.

In short we will have clear safety accountability of all employee, have open safety communications and will involve all concerned in decision making process. We will provide necessary training to build and maintain safety leadership and skills.

The safety of our employees, customers and suppliers will be strategic priority of the organization.

R.k.Tyagi
CHAIRMAN & MANAGING DIRECTOR

Management of Change and Safety Implications

All aviation organisations, regardless of nature of their business, have a business component and that is to achieve production targets and eventually deliver dividends to its stake holders. Thus, there is no aviation organisation that has been created to deliver only safety including the organisations that act as guardians of aviation safety. However, it is in the interest of business to keep the safety risks and consequences of hazards, in operational context, under the organisational control. Thus Safety Management is a core business function to be delivered through a formal Safety Management System.

Change can introduce new hazards; impact the effectiveness of existing safety risk mitigation strategies and therefore have impact on the business interests and negate the objective of change for the organisation.

ICAO, in its Safety Management System, recommends a formal procedure for management of change which should take into account the following three considerations:

Criticality of systems and activities: Criticality relates to the potential consequences of a equipment being improperly operated or an activity incorrectly executed. While planning the change, one must consider the importance of equipment/activity to safe system operation. Some activities are more essential for safe delivery of services than others.

Stability of systems and operational environments: Some changes like operational environment, regulatory procedures, weather, economical and beyond the direct control managers need to about these changes relatively stable flying and flying during examples in India and considered these strategies to mitigate the



Past performance: Past systems is a proven performance. Trend analysis in the safety assurance process should be performance measures over time and factor this information in future activities. Deficiencies found during past audits, evaluations, investigations or reports are essential information which needs to be considered to ensure the effectiveness of corrective actions.

Any change in the organisation can be implemented safely by having a formal change management system in the organisation. However, existing safety culture in the organisation will definitely play a role in the overall success of the change. All humans have some inherent reluctance to accept change in the status quo. A good organisation, at the time of planning a change, will surely review the safety culture in the organisation and take steps to change the safety culture, if required, for making organisational change more effective and acceptable.



National Institute of Aviation
Safety and Services

NIASS

Gallery



Sh. R.K Tyagi CMD welcoming & addressing Erstwhile CMDs and CVOs and Sr. Officials of PHHL during the 1st Strategic Meet-2011



Galaxy of CMDs (Founder-Former-Present)



Visit of ICAO delegates of at PHHL Complex, Mumbai



Sh. R.K. Tyagi CMD inaugurating Data Centre at Corporate Office, Noida



VT- PWC: Pooja by Sh Samir Sahai CVO at Western Region



VT-PWD Flag Off by female employees at Western Region



Gallery



Sh Sanjiv Razdan DGM (Engg.) & Convenor highlights the companies performance during 1st Strategic Meet & also familiarized with on-going activities and its new dimensions



Sh. Samir Sahai, CVO with erstwhile CVO during the Strategic Meet



VT-PHX FLAG OFF by Sh. Samir Sahai CVO on 26th July 2011



Pawan Hans female employees Participated in ICAN 2011



Sh R. K. Tyagi CMD Distributing prize to winners of "Vigilance Awareness Week"



Sh. Sanjiv Behl, ED Distributing prize to winners of "Vigilance Awareness Week"



Crowning Glory inspires to achieve more milestones



Shri R. K. Tyagi
CMD, Pawan Hans,
receiving the MINI RATNA recognition
from the Honourable President
Smt. Pratibha Devi Singh Patil
in the presence of
Shri Praful Patel
Hon'ble Minister for
Heavy Industries & Public Enterprises

In recognition of the excellent overall performance and its significant contribution to the Nation in providing helicopter services to E&P sector, connecting inaccessible and hilly areas and promoting travel and tourism, Pawan Hans was awarded the 'Mini Ratna Status Category-1'. This prestigious award will help PHHL to strive for new heights of excellence.



पवन हंस हेलीकॉप्टर्स लिमिटेड
Pawan Hans Helicopters Limited

(A Govt. of India Enterprise)

www.pawanhans.co.in



Witnessing a remarkable growth, Pawan Hans a premier and largest Indian Helicopters Company has transformed into a nimble market driven PSU celebrating its **25 EVENTFUL YEARS** of service to the Nation.



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| ✈ National Institute of Aviation Safety & Services (NIASS) | ✈ Hotline washing of Transmission lines |
| ✈ Pawan Hans Training Institute (PHTI) | ✈ Fleet expansion plan |
| ✈ Heli-Pilgrimage operations : | ✈ Sea Plane Operation |
| ✈ Mata Vaishno Devi ji | ✈ Offshore Operation |
| ✈ Shri Kedarnath ji | ✈ Search & Rescue |
| ✈ Shri Amarnath ji | ✈ Operation & Maintenance Contract |
| | ✈ Heliports/Helipads |
| | ✈ Pipeline Surveillance |
| | ✈ Connecting inter-island & inaccessible Hilly areas |



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Mini Ratna : A Govt. of India Enterprise

Safdarjung Airport, New Delhi - 110 003 Tel.: 011-24627738

E-mail : sanjay.kumar@pawanhans.co.in • Website : www.pawanhans.co.in

पाठक अपनी प्रतिक्रिया निर्मांकित पते पर भेज सकते हैं:-

श्री मुनीष भार्गव, वरिष्ठ प्रबंधक (निगम मामले)

सम्पादक हंसध्वनि, पवन हंस हेलिकॉप्टर्स लिमिटेड, सफदरजंग हवाई अड्डा, नई दिल्ली-110003