



3rd Strategic meet
11-13 May, 2018

Presentation by: NFL Nangal

Achievements 2017-18

Product	Target	Achieved
Urea	5,41,000 MT	5,42,829 MT
Energy	6.99 Gcal/MT Urea	6.819 Gcal/MT Urea
Nitric Acid	82,456 MT	78,807 MT
Ammonium Nitrate	15,000 MT	11,299 MT
Power outages	Nil	3 (8 in 16-17)
Longest continuous run	-	169 days

Awards

- Appreciation certificate for Energy conservation for the year 2017 by BEE
- Silver award for energy conservation by SEEM for the year 2017

Performance 2017-18 vs 2016-17

Profit (+) / Loss (-) Actual upto Mar-2017		7.89
1) Increase in Gain from Urea operation		
a) Due to Energy	19.87	
b) Due to increase in Production	2.56	22.43
2) Decrease in Gain from Industrial Products		
a) Due to decrease in Contribution	(18.14)	
b) Due to increase in Production	3.32	(14.82)
3) Increase in Fixed Cost		<u>(43.81)</u>
4) Variation in Past Period Subsidy		(13.90)
Profit (+) / Loss (-) Actual upto Mar-2018		(42.21)

Status; actionable points

- Neem coating >420 mg/kg
- Equipments from Sindri HE2A brought and installed.
Matter being taken up for other spares.
- IInd stream of NA Viability being reworked without urea load reduction
- Disposal of NTBR Completed as per sale order

Status, actionable points

Idle asset utilization

- Primary school building
- Gas station & piped gas by BPCL
- Shops at Ajouli morh
- Petrol pump by IOCL
- No building is idle

Realisation *241 lac per annum (excluding shops of sector 1&2)

Improving top line

- Increase production
 - ✓ New plant at Nangal 3850 MTPD - Land, water, rail and road, work force, consumption point being key enablers
 - ✓ Setting up plants abroad where cheaper gas is available
 - ✓ Setting up coal gasification based projects
 - ✓ Maximise production, dispensing with IPP
- NA IInd stream revival
 - proposal being re-worked without load reduction of urea plant
- Manufacture NPK
 - Feasibility report sent to CO

Improving top line

Import of Fertilizers and trading

Being done by marketing with very encouraging results

Tapping urban market

Boutique fertilizers for horticulture, gardens, golf courses etc

Venturing into non-core business

Setting up university, availability of land being key enabler

Tourism in collaboration with ITDC

Improving bottom line

- Timely release of subsidies
- Fixed cost revision
- Maximise production, IPP cap to be removed
- Phase-2 improvement schemes to be initiated
- Rationalise manpower especially Nangal Unit
- APC for ammonia plant

Improving bottom line

- Outsource FSS School
- BBMB Power tariff
- Turn-around schedule to be every two years
- Better maintenance practices
- Boilers efficiency improvement
- Utilisation of mechanical workshops for commercial use
- HRD centre to be transformed into self sustaining world class institute

Best CSR Practices

Mission KITAB	Enhance quality of education by adopting remote schools
Mission JEET	Enhance sports skills of youths of nearby area by sponsoring them
Mission JAGO	Spreading awareness about personal and community hygiene Safety at home and traffic safety Adult literacy Pollution Sharing old PCs to empower and educate
CSR Journal	Separate CSR journal highlighting company's commitment and initiative

Best HR Practices

Attract, access and retain

- Branding of NFL through social/visual media to attract talent
- Intensive induction programmes for new joinees
 - ✓ Knowledge sharing
 - ✓ Familiarization with organisation culture
 - ✓ Bonding and assimilation on and off work place

Best HR practices

Align, develop and grow to engage

- Modernisation of work place with technology assistance – automated office with ERP
- Work space restructuring
- Regular updation of knowledge and skills and linking with APARs
- Transform HRD centre into world class self-sustaining facility
- To create a pool of subject matter experts across the company for training.
- Enhanced focus on company's vision, mission and values.
- 5 Minutes for future.

Best HR practices

- Discipline wise periodic meets for sharing current issues and best practices- to be topical
- Common sharing platform for best practices
- Employee motivation schemes
- Modernisation of canteens
- Healthy life style through sports
- Modernisation of dwelling units, workers' and officers' clubs with increased grants
- Recognition of voluntary work

R&D Efforts undertaken

- 19:19:19 NPK fertilizer trial production as per FCO done at Nangal
- Costing approximately Rs.65/- per kg
- Fertilizer sample sent to Corporate Office for further advice

Long term goals, medium term strategy, short term action plans

Long Term Goals:

- Post Navratna – To have coal gasification based projects
- New Ammonia-Urea complex at Nangal Unit, Vijaipur-3
- Establishing world-class university

Short Term Action Plan: to improve bottom line for the leap forward

- Manpower rationalisation and orientation
- Outsourcing of FSSS School

Long term goals, medium term strategy, short term action plans

- Expedite phase-2 of improvement schemes
- Manufacture NPK and other speciality fertilizers.
- Revival of 2nd stream of NAP
- HRD to be self-sustaining and beyond
- Collaborate with IRCTC for tourism development
- Mineral/Bottled water plant at Nangal

Long term goals, medium term strategy, short term action plans

Medium Term strategy

- To have HRD centers running as centers of excellence- feel of academics
- Tie up with universities for expert faculties and co-operation
- Train engineers in coal based projects abroad
- Persuade Government for timely disbursements to have better cash flows
- Ownership of Ramagundam Project to further push top line

Increasing Geo-strategic reach

- India to become net exporter of urea
- Merger of fertilizer PSUs.
- Leverage coal reserves for coal gasification based plants
- Agri-experts for developing/less-developed nations
- O&M and commissioning of projects abroad
- Expert pool of retired employees for overseas operations
- Training Engineers from other countries

Integration of innovation and Research efforts

- Inter fertilizer interaction at multiple level
 - Technical Level
 - Cultural Level
 - Sports Level
- Central portal for sharing ideas and practices

Reducing import bill

- Self-reliance in urea
- Coal-gassification based plants to reduce gas bill
- 45 Kg urea bags impact
- Make-in-India/import substitution

New development model for the country

- Agriculture and rural sector
- Cluster farming
- Consolidate cooperatives on the lines of Amul/Verka
- Cottage Industry in villages in public-private partnership
- Public-private participation for self-sustenance of villages resulting in reduced migration to cities
- Academia Industry partnership
- Voluntary work to be recognised and encouraged



Thanks for the wonderful opportunity!