

SUCCESS STORIES OF WESTERN COALFIELDS LIMITED

1. MISSION WCL 2.0

Western Coalfields Limited (WCL), a wholly owned subsidiary of Coal India Limited operates 66 mines spread in state of Maharashtra and Madhya Pradesh. WCL was reeling under negativity for 5 consecutive years till 2013-14. Since then, Company started a new journey marking 2014 as baseline year. In last four years, WCL made a remarkable turnaround and achieved growth in all deliverable such as Production, Over Burden removal, coal off take and notably in societal acceptance and employee satisfaction through adoption of series of initiatives.

Capitalizing on Human Capital as most important asset for transformation of Company, WCL after achieving highest ever Coal Production & Despatch during 2017-18, is now forging ahead in a Mission mode to scale new heights during current fiscal and beyond. **Mission WCL.2.0**, a unique joint initiative by all employees, has been launched to establish robust system for both physical and financial sustainability. The aim is to define the best possible alternative through collective thinking and simultaneously own the decision for its implementation. The scope of the exercise has been kept holistic covering every aspect from Productivity to Quality of life to public perception about the Organization.

The Mission started with an exercise of taking suggestions from every individual through various channels – Web Portal/Social Media/Suggestion Boxes. More than 10000 suggestions were received from Category-I worker to Senior most executives. Every Department carefully examined these suggestions and a roadmap document was prepared, which was launched on 16th July, 2018 by the hands of Shri. Piyush Goyal, Union Minister of Coal & Railways and Shri Nitin Gadkari, Union Minister of Road Transport & Highways, Shipping and Water Resources.

In implementation Phase, a web-portal was developed to monitor the progress of the Roadmap. The portal monitors activities up to unit level and can be monitored by Head of Departments(HODs), Functional Directors and CMD directly. 10 Senior Officers of General Manager rank have been appointed as Nodal Area GMs to coordinate between Areas and Headquarters. Review meeting are being held every week to review Physical and Financial parameters of the respective areas and corrective action being taken immediately. Periodic Review of activities of Mission WCL 2.0 is being undertaken by Directors with respective HODs/Area GMs to ensure timely completion of activities. A facebook group has been created which has membership of all Workers/Supervisors /Executives/Directors/CMD. The group is being used for two purposes:

- To share innovative ideas/action undertaken at mine level to larger group
- To report issues/grievances of any nature, which are resolved and feedback given to the concerned immediately

WCL has set a target of 52.5 million tonnes (MT) of coal production & 59.7 MT of despatch during 2018-19. This sets a double-digit growth of 13.6% in production and 22.4% in despatch, which has never happened in the history of the company. WCL has already commenced the journey by registering highest ever growth of 15.9% in production and 13% growth in despatch till 3rd quarter of current fiscal. With all members of Team WCL geared up to take up the challenge in a Mission mode, WCL has started its journey to create record not only in production, despatch but also in registering better financial turnaround during 2018-19 and beyond.