



AMALGAMATED
PLANTATIONS



PROJECT UNNATI



Context and Background

Visit of Mr. Shankar Venkateshwaran, Head, Tata Sustainability Group, in early February 2014

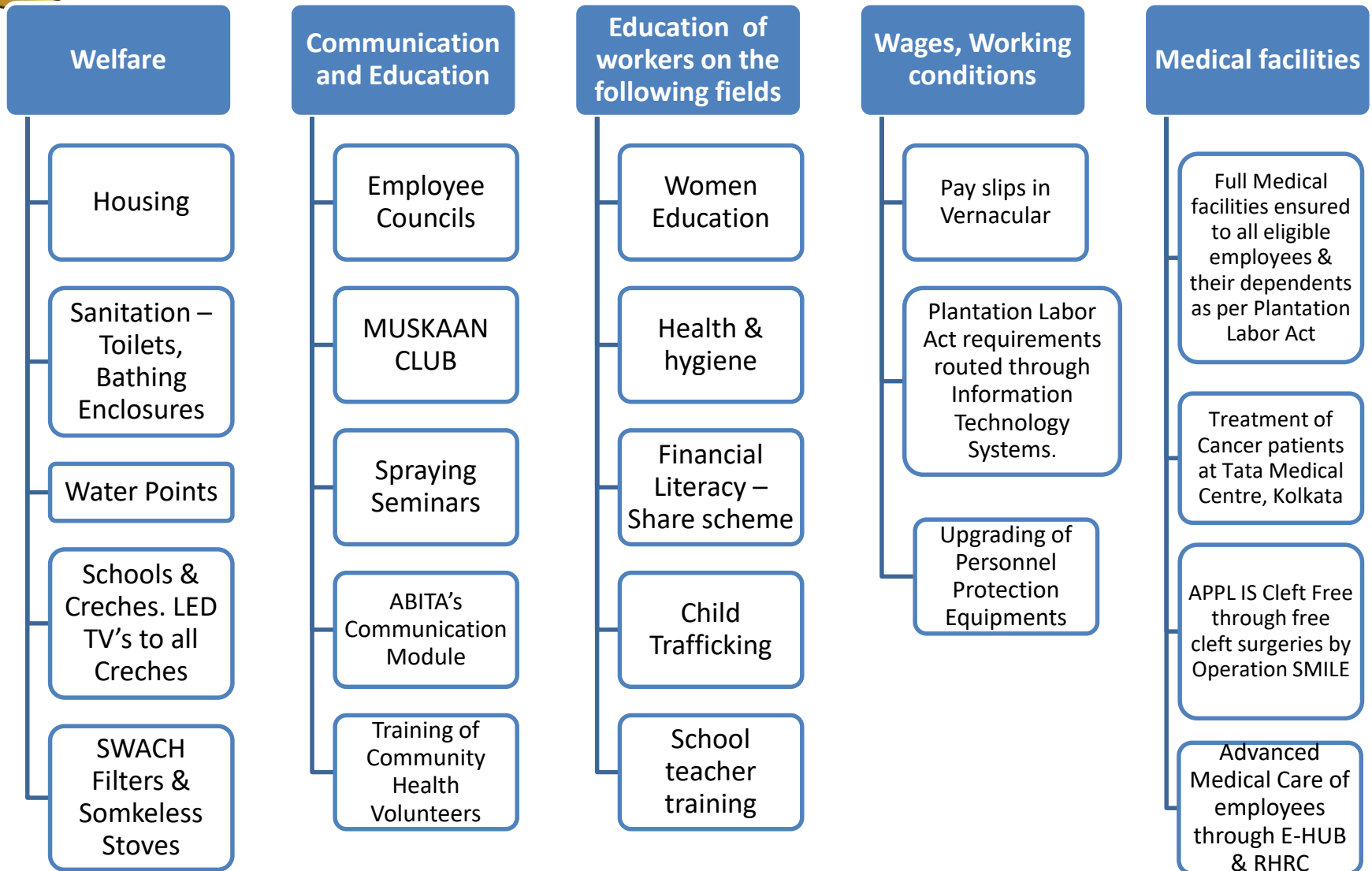
New Task force was formed to monitor the work undertaken

Rs 1559.03 Lacs spent under REVENUE for repair works from 2014 -18

Rs 2868.64 Lacs spent under CAPEX for new welfare works from 2014 -18



ENHANCEMENT OF OPERATIONS





Actions Taken in 2014-18

Key Activities	Action Taken (Implemented)
Workers Engagement	<ol style="list-style-type: none">1. Estate Employee Councils (EEC) revamped with participation of all work segments, 50% Women members, Union reps and management. Monthly EEC meeting conducted at all estates.2. Discussions held on estates performance, Open Forum to bring forth community and worker issues, All new initiatives discussed before implementation.3. Minutes and action plans with timelines shared with all stakeholders.4. Mahila Mandals active – monthly meetings
Seminars and Training	<ol style="list-style-type: none">1. Education of workers thru Spraying Seminars have been conducted at the Estates.2. Education of all Community Health Volunteers (CHV), from All Assam Estates have been done at ICCW, Dibrugarh.
Fishery land	<ol style="list-style-type: none">1. All workers whose cultivable land was utilized have been compensated by either alternate land or Permanent work to One member of the family.
Nutrition & Kitchen Gardens	<ol style="list-style-type: none">1. Project being undertaken with Solidaridad on a literacy program of all workers on benefits of a kitchen garden. As part of the program knowledge shall be given on what crops to grow, method, timing and agri practices.
Toilets	<ol style="list-style-type: none">1. 2 Nos. Sewage tank cleaning truck purchased and employed for cleaning of the septic tanks.
Electricity	<ol style="list-style-type: none">1. All estates have MOU signed between Workers Committee, APDCL and estate management for supply of electricity.2. Billing for Worker colonies is at rural Electrification/ REW Domestic rates of Govt of Assam – much below the Industrial rates.
Education	<ol style="list-style-type: none">1. The School Teacher to Student Ratio (1:40) has also been addressed.
Child Care at Creches	<ol style="list-style-type: none">1. The Crèche functioning timings have also been regularized.



Actions Taken in 2014-18

Key Activities	Action Taken (Implemented)
New System in Place	<ol style="list-style-type: none">1. Pay-slip have been introduced in Vernacular2. A structured Grievance mechanism has been put in place for prompt redressal to workers grievances and complaints related to housing, has been established.
New system in Harvest IT for payroll	<ol style="list-style-type: none">1. Prescribed Overtime limit, as per Plantation Labor Act established in the payroll.2. System for rotation of sprayer introduced in the Harvest IT system.3. 1 days leave after 7 days of continuous working introduced in the payroll.
Share Scheme	<ol style="list-style-type: none">1. One round of meetings with stakeholders in all estates held explaining the share scheme and the dividend payout. (by APPL Secretarial and HR team). Queries and doubts clarified.2. A Financial literacy program for education of workers in matters of shares and investments in general has been conducted at all estates .
Hygiene	<ol style="list-style-type: none">1. Swatch Water filters Smokeless stoves given to all workers of Nahorani, Hattigor and Majuli.2. Program to be rolled out to all other estates.
Safety	<ol style="list-style-type: none">1. New Improved Personnel Protection Equipments(PPE) provided to all spraying worker squads.2. Training imparted on use and importance of PPE, and safe handling of chemicals.
Medical facilities and Health care of workers and dependents	<ol style="list-style-type: none">1. OPD reporting at the Estate Hospitals has been regularized.2. The system of providing Medical Benefits to the dependents of Permanent Women, has been implemented.3. 2 nos . Cess Pool cleaning Lorry has been deployed to mechanically clean the septic tanks, at the Estates.



ACTION TAKEN : CONSTRUCTION WORKS (CAPEX) 2014-18

	HOUSES	LATRINES	BATHROOMS	KITCHEN	WATER PLATFORMS	FEMALE TOILETS	SPRAYERS CHANGE ROOMS	RATION STORE
WORK UNDERTAKEN IN 2014-18	166	2796	4210	366	845	11	20	

ACTION TAKEN : CONSTRUCTION WORKS (OPEX) 2014-18

	HOUSES	LATRINES	WATER POINTS	BATHROOMS	SCHOOL	CRECHE	HOSPITAL	CLUBS
WORK UNDERTAKEN IN 2014-18	1750	4338	1137	44	5	5	11	6

OTHER WORKS DONE:

- 6675 Septic tanks cleaned till date
- 146 nos Bio-Toilets installed
- 7063 Sprayers Trained on Pesticide Management
- 20 nos Wash Stations made.
- 6 Hospitals covered under NRHM
- 1.1 Million rft of Drains cleaned till date & 26314 rft new drains constructed.
- 11463 workers covered under training on Hygiene
- Financial Literacy Programme conducted across all Estates.
- 2570 Smokeless Stoves & 3371 Swach Water Filters provided to Workers Families.



Constraints Faced & how they were Overcome

Shortage of Reliable Contractors – Systematic sourcing of Contractors through formation of a common pool of Contractors, Area wise.

Apprehensions of Contractors – Through counseling & discussions assuring proper working environment & prompt payments.

Inclement weather conditions – Monsoons

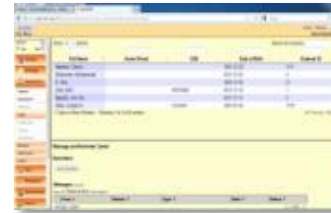
Inhospitable Environment- Raw materials sourced by the Estates and local Contractors encouraged to participate in the Project. Technical support provided when necessary.

Recurring Law & Order Problems - Counseling of the Workforce to form Village Defense Parties & interactions with the Govt. Administration & locals for safe working conditions



THE E-HOSPITAL CONCEPT

EMR



Dashbaord



Health Hub

- Contact Center
- Technology & Medical support
- Duty Doctor
- Telemedicine Studio



Hospital

- Tele-consulting
 - Interns
 - Supplies
- NGO – support on ground and contact to local communities



eHealth Centers



Accessible from
anywhere





E Hospital : Objectives & Investments

OBJECTIVES : Enhancement in

- Analytics for healthcare policy formulation & Early epidemic detection
- Preventive healthcare and intervention & Disease surveillance in real time

INVESTMENTS

- Approx **Rs 68 Lacs per installation**
- The HUB is being set up at an estimated cost of Rs 3.5 Cr.
- **TOTAL –Rs 6.90 cr.**

SITES -2014/15

- Powai
- Namroop
- Hathikuli
- Kellyden
- Damdim

2015 –E- Kits

Kakajan	Sagmootea
Borhat	Nonoi
Nahorani	Rungamuttee
Lattakoojan	Batabari
Hattigor	Borjan

HUB

- At Chubwa referral Hospital, a state of the art Set up to monitor the Spoke centers located in the Estates.
- A doctor has been stationed at the Hub to take incoming calls from the Estate medical Officers and relay to the specialists at the CHRC for secondary diagnostic help.



E- HOSPITAL

The Health Hub at RHRC Chubwa



An eHealth Center – at Hathikuli Estate Hospital



E HOSPITAL



Telemedicine/Tele consultation facilities Inside the Health HUB at RHRC Chubwa



Telemedicine connectivity & Patient Examination /Testing facilities at The eHealth Centers



E Hospital :BENEFITS

- Stronger Management monitoring modules
- Fact sheet –medical history digitizing patient data, template based, per-provider
- Patient Ledger
- Customizable reports
- Integrated e-prescription, Lab-exchange and Patient Portal
- Ability to download Patient Data at any time at no additional cost
- Virtual IT Department with on-going support and maintenance for monitoring medicine and medical costs.
- A diagnostic tools at site to check basic parameters of patients and prescribe an immediate and accurate line of treatment
- Resident population will be part of a Data base with Medical history and accessible for review and/or transfer to a referral centre in case the need arises.
- Reduces the examination time to examine and treat a patient in the OPD.
- Reduce cost of Diagnostic tests at the local centers, the transport to and from the Laboratories.



BEFORE & AFTER PICTURES OF THE WORK UNDERTAKEN



SCHOOL NAHORANI



BEFORE



AFTER

DISPENSARY NAHORANI

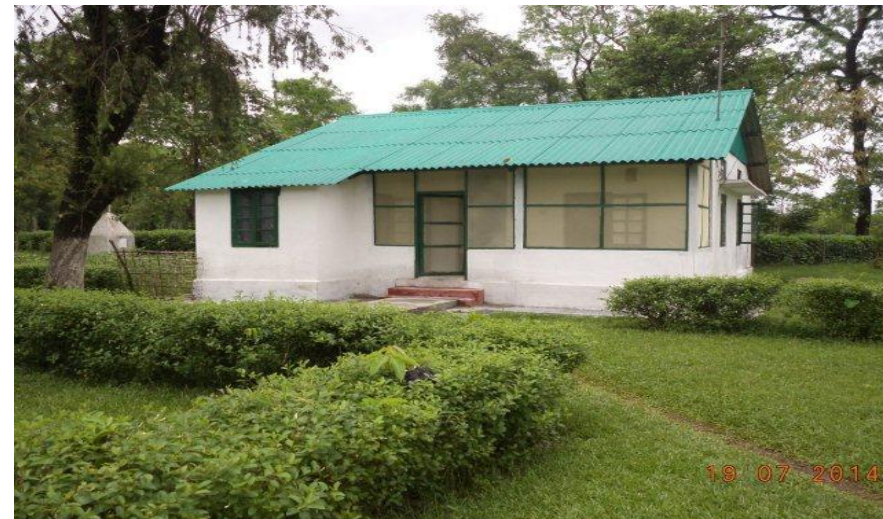




HOSPITAL: NAHORANI



BEFORE



AFTER





MAJULI WORKERS HOUSE



BEFORE



AFTER

MAJULI WORKERS HOUSE





Child Care Centres

Crèche at Majuli T E



Crèche at Nahorani T E



Worker's Ration Issue area - Majuli T E



Worker's Ration Issue Nahorani T E



Line with Covered Drains _ Nahorani T E





Bio Toilets



THANK YOU