



Rhino Pulse

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Q1) Is there any organization monitoring road accidents and collecting/analyzing road accident data in the country? Currently, the accident data on National Highways and Motorways data is being collected by NH&MP, Provincial roads all fall under the provincial government and thus accident reporting and data is collected through the Regional Traffic Police offices which fall under the Minis-

Interview with Dr. Omer Masood (Director, Automotive Design and Safety Lab, Institute of Space Technology, Pakistan)

try of Interior and sent to federal bureau of statistics, However, with the advent of the com-



Dr Omer Masood

puter age, a lot of efforts are underway at both the provincial level and federal level to upgrade our practices and have a completely standardized data recording system for the entire country.

Q2) Who is responsible for making road travel safer? Or who is responsible for minimizing road accidents?

This is a million dollar question. Accidents are caused by a series of collective failures rather than one, involving many stakeholders. Three main areas being the Road & Environment, for which NHA and EMS services are responsible; The user Enforcement & Education for which NH&MP cater; and vehicle design, for which currently Motor fitness examiner looks after. Currently Pakistan needs a centralized vehicle safety and crashworthiness board.

Q3) What measures are required to implement OGRA and

NHA load standards on all tankers?

The newer NHA geometric regulations need a serious action plan if NH&MP is to implement them, We are in the process of devising a strategy which keeps sanct the interests of all transporters and automakers while slowly moving them (and the Country) towards a safer transport culture. As far as the OGRA standards are concerned, It was a great task done by OGRA back in 2009. In my opinion, the law needs to be revisited and reevaluated at certain positions. There are certain grey areas and definitions which pose certain testing and implementation difficulties, and the law needs an enforcement agency that owns and is responsible for implementing it, Hopefully, we shall be done with that process within 2017.

Q4) Should there be a committee (involving all stake holders) responsible for review/development/implementation of fuel tanker standards?

As such, a wholesome committee isn't needed, committees and tend to get politicized and all the good work goes out of the window. The law itself needs to be laid out in black and white once involving the government and market leaders in each segment (manufacturing, transportation and oil marketing) and it needs to be defined clearly what set of rules are to be implemented by whom amongst the three. The government on the other hand needs to divide who shall enforce the laws and how. Secondly, a violation and penalty code also needs to be chalked out clearly for the industry to develop.

Q5) We heard that vehicle testing centers are being setup across Punjab. Is it possible that such centers are setup across the country and are made responsible for annual inspection of fuel tankers?

Accidents are caused by a series of collective failures rather than one, involving many stakeholders.

Hopefully, yes. That is the idea.

Q6) Where are we headed with regard to the latest developments of NHA standards? How can government facilitate on the new standards and get buy-in from key stakeholders?

As the government, our job is to help the industry flourish, and the interests of all the stakeholders and there safety is of the utmost importance to us. Manufacturing industry and Transportation is the backbone of Pakistan. While making these laws, we tried to involve as many stakeholders as we could in our limited time span. As soon as the law ministry whets the document and gives a go ahead, we shall be notifying. However, implementation will be step by step over a period of two years. We at the Design and Crashworthiness Research Group are positive that these new laws will be beneficial to the Industry.

Happenings

Independence Day Celebration 2016

At Autocom, we are all proud Pakistanis. We all have that spirit to something for our country and this passion was evident in our 14th August celebration. Like all other Pakistanis we make this day happening by decorating the full office with flags and green and white balloons. Everyone at Autocom wore green and white on that day. Prizes were given to Mr M.Saleem and Ms Uzma Shakeel for being the most aptly dressed people at the celebration event. There was a message board for our rhinos to express their sentiments for their country. The event was made more festive with Pakistani songs and yummy pistachio and vanilla ice-cream.



Rhino Sorority Club on Independence Day



Yummy Treats for our Rhinos

Visit to NICH

At Autocom, we strongly believe in giving back to the society and so, we do CSR activities on a regular basis. Visit at the National Institute of Child Health was a CSR activity too spread the joy of Eid amount he children who at a young age have to undergo hard time. The purpose of this activity was to spread happiness among the young patients who usually look forward to this festive occasion the most.

There was distribution of some gift items for the children by the Rhino team along with the HR. It was indeed a joy to see the smile on the children's faces as they opened the goody bags given to them by our volunteers. The team also shared later on that by visiting the place, it felt blessed with the health and wealth given to them by Almighty.



Giving gifts to spread joy



Our team at NICH

Trainings at Autocom

Autocom considers its employees as its most valuable asset and thus likes to invest more in their development. Training is the only way to improve performance and productivity of human resources



Keeping this in mind, the HR team spent a good portion of the last six months on training



Training in progress

employees. A training needs analysis and training plan was completed in July and different trainings were implemented afterwards.

Some of the notable trainings included Personality grooming training and team building and teamwork. Training were given on technical skills also. For example, the technical staff was given training on welding inspection and defects, bottom loading and vapor recovery and fire safety.



Group picture of trainees

Happenings

Hascol New Fleet Inauguration

Autocom always looks forward to serving oil-marketing companies and providing them with products as per international standard. In 2016, we produced a new fleet comprising of tank trailers for our esteemed client, Hascol. The fleet produced was in line with international standards having air suspensions with lift axles. It was produced for enabling the client to deliver quality fuel without delays.



Ribbon-cutting ceremony

The new fleet was inaugurated at a function at Hascol Zyco terminal. The inauguration was attended by our MD Mr Khayam Hussain, our Service Head, GM Production and marketing team. It was indeed an event that proved Autocom's commitment to quality products and furthering its customers' missions.



our MD with CEO Hascol

Autocom RickSaaf for DMC East



Deputy Mayor driving RickSaaf

RickSaaf is an innovative product by Autocom for solid waste management. It is actually a mini-dumper on Rickshaw chassis. The benefit of this product is that it can navigate narrow lanes for the purpose of garbage collection and dumping.

bagage collection and dumping.

In 2016, Autocom provided a few units of RickSaaf for DMC East, Karachi in line with the vision of a cleaner Karachi. The RickSaaf fleet was inaugurated by Deputy Mayor, Arshad Vohra and Chairman DMC east, Moeed Anwar. Autocom RickSaaf shall be used for narrow lanes in different areas of Karachi such as Mehmoodabad, lines area and Manzoor colony.



Autocom RickSaaf fleet at DMC East Office

It is indeed an achievement of our solid waste management team. We hope to see a cleaner Karachi soon.

Guest Speaker Session

Autocom gives a lot of importance to the personal development of its staff. With this in mind, HR arranged a guest speaker session for employees at Autocom in October 2016.

The guest invited was Mr Muhammad Shahroze. He is the chairman of FPCCI Training and development committee and has worked with AIESEC and INJAZ also. It was an enriching experience with a talk on personal development. Mr Shahroze enlightened our Rhinos with a talk on strategies for personal success.



Mr Muhammad Shahroze with our MD

Happenings..

Seminar on Promotion of Safety on Carriage of Petroleum by Road

Autocom, being the leading manufacturer of road transport solutions in Pakistan, promotes road safety at all levels. With this purpose in mind, we held our first corporate seminar at Movenpick hotel Karachi on 11th November 2016. The main objective of this seminar was to



The Rhino Family at Seminar

ness about international standards.

to promote road safety on carriage of petroleum products by road as well as to create aware-

The guests comprised of OMCs, regulatory authorities and our prestigious customers & haulers. The event included a panel discussion of experts based on safety strategies and road technologies. Foreign guest speakers from Holland & Italy also enlightened audience with best practices.



Our esteemed guests

It was a proud moment for AUTOCOM with participation in the seminar from huge organizations like NHA, OGRA, Shell, Total and Hascol. The ceremony was brought to an end by a signing of a road safety charter by all stakeholders.

Autocom Blood Drive 2016

“Donate blood for a reason, let the reason be Life”. A blood drive is held every year at Autocom. It is a huge event as we encourage donor not only from inside the company but from outside as well including our vendors, customers and acquaintances. The donors are welcomed to donate as per their time convenience with some fun activities.



Donor Screening underway

In 2016 also, this tradition was carried forward and Autocom Blood drive 2016 was held in the last week of October. It was unlike any other blood drive. The HR team along with volunteers from within the company worked hard to create a cheerful atmosphere.

Preparations for the blood drive began a month ago and we left no stone unturned to make the event as memorable as possible. There was a live scoreboard showing the number of donors. Also there were different games and a photo-booth. Donors were treated to goody bags full of treats. A huge number of people visited the blood drive and eventually there were more than a 100 approved donors.



The organizing team at the photo booth

Rhino of the Quarter

Jul 2016 - Dec 2016



Mohammad Mashood Iqbal -ROQ Apr-June 2016



Abdul Samad-ROQ Jul-Sep 2016

Our Esteemed Speakers at Autocom Seminar



Dr Vittorio Molino "Normec"



Ameer Hussain "RTIRPC"



Omer Masood Qureshi "Institute of Space Technology"



Herman Van Duffelen "Gasso"



Arek Sierka "Saf Holland"



Sumalyah Murtaza on behalf of Micky Matthews "Wabco"



Panelists for Discussion on "Key factors for road safety and best practices"



Panelists for Discussion on "role of the regulator in keeping road safe"

Interview..

Interview with Azm-e-Parvaaz Team Leads

2016 saw the birth of Azm-e-Parvaaz at Autocom. Azm-e-Parvaaz is basically a recognition program for the production staff of the company. For the purpose seven teams were made and team leads were assigned to each team. The names of team leads are Parvez (Burq), Raheem (Burq), Farooq (Rang), Hameed (Mayaar), Jaffer (Raftar) and Niaz (Raftar).

Q1) What is Azm-e-Parwaz and how did it come into being?

A: Parvez: It is a bird that makes us fly higher with it,

Sohail: It is a good system that reduces our problems.

Rahim: Azm-e-Parvaaz is a program that has made things easier for us.

Niaz: It is the name of a very good program for us.

Jaffer: It has come as a means of making things easier for us.

Hameed: It is something that has improved our work.

Q2) Since how long have you been working at Autocom and what makes you stay here?

A: Hameed: I came here in 2010. I found the environment and people here to be quite good and so I stayed.

Rahim: I came here in 2006 as a helper and now am a skilled welder. I got the chance to improve and grow here and so I stayed.

Parvez: I have been working here since 2001 and I stayed here because I love my work and the management here listens to my ideas.

Farooq: I have been here since 1988 and my reason for staying here is that the environment is good.

Jaffer: I joined in 1999. I stayed here because I was promoted from helper to mechanic at Autocom.

Sohail: I joined in 2013 and I stayed because the salary is always on time here, I have been awarded for my hard-work and there is lots of learning.

Niaz: I came here in 2006 and I stayed here because I get things on time here and there is no problem as such in work.

Q3) Please tell us something about your team, how do you motivate your team members?

A: Hameed: I have 4 people in my team. We mostly do hydro-testing which takes 1 day per vehicle. I motivate my team by working with them.

Parvez: In my team there are 15 people. We believe in teamwork and have good relations with each other. My team listens to me and takes responsibility.

Farooq: My team, i.e. rang, has 10 people. I motivate my team by telling them that if you work hard, you will be able to move on in your career.

Jaffer: We are the mechanics' team. We work on breaks, axles, etc. I assign tasks to my team and give them clear instructions and that is what motivates them.

Sohail: I am team lead of Jiddat, which consists of machine and aluminum shop. I have 22 people with me. I motivate my team by giving them examples of good and successful people on the floor.

Niaz: I have 3 people in my team and we are team raftar or mechanics team. We do mechanical work and I motivate my team by making them believe in quality over work.

Raheem: I have 10 people with me in my team. I motivate my team by working along with them so that they do not say that I only give orders.

Hameed: Quality and speed of work has improved after its launch benefitting the company eventually.

Parvez: I have seen better teamwork and more importance of safety after the launch of the program.

Farooq: I have seen better quality of paint after the launch of the program.

Jaffer: The program has brought with it, a lot of benefits as I now get material needed on time and so, the work is faster, which is better for the company.

Sohail: I have seen better problem solving and teamwork and more empowerment. This is improving production.

Niaz: Inventory management and quality in my team's work has improved after the program resulting in better quality overall and more efficiency.

Raheem: We can improve work through this platform.

Q5) Do you have any suggestions to improve this initiative?

A: (After thinking for a while, came up with the following suggestions)

Sohail: It is a very good program and it should be continued. I think management should meet all teams on individual basis and motivate them. Also they should give more rewards to high-achievers and bring forward gutka leavers.

Parvez: I think we should promote those people especially those who have worked for quite a long time so that others also get motivated to do hard work.



Team leads of Azm-e-Parwaz

"Azm-e-Parvaaz is a bird which makes us fly higher with it"

Q4) How can Autocom benefit from Azm-e-Parwaz? What are some changes that you have noticed

Customer is King!

Delivering Excellence

A glimpse of some of our products delivered to our customers



4,500 liters high Pressure Water Truck on 4 x 2 chassis with Pump



10M Aerial Platform mounting on Isuzu NKR



12M Aerial Platform mounting on Mitsubishi Canter



24,000 Liter 3 Compartment Total PATROM Standard



40 Feet 3-Axle Skeleton Semi Trailer



48,000 liter fuel tanker, 4 compartment, Total Parco Standard



48,000 liter fuel tanker, 5 compartment (APL Standard)



50 ft Skeleton Trailer with Container



50,000 Liters Fuel Tanker, 4-Compartment, Hascol Standard



52,000 Ltrs Tanker 2 compartments, FUCHS Standard



RickSaaf Mini Tipper on 3 Wheeler Automatic



Mounting of the Effer Crane on ISUZU FTR truck chassis with cargo body



RickSaaf Mini Tipper on 3 Wheeler Manual Operating

Snapshots..

عزم پرواز کے ٹیم لیڈر کا خصوصی انٹرویو

۲۰۱۶ میں عزم پرواز کا جنم ہوا۔ یہ آٹوکام کے پروڈکشن اسٹاف کے لیے ایک پروگرام ہے۔ اس پروگرام کے لیے ۷ ٹیم لیڈر کا انتخاب کیا گیا۔ ان کے نام ہیں :
رہیم (برق)، پرویز (برق)، نیاز (رفٹار)، جعفر (رفٹار)، فاروق (رنگ)، حمید (معیار) اور سہیل (جدت)۔

سوال: آٹوکام میں آپ کو کتنا عرصہ ہو گیا ہے اور وہ کیا چیز ہے جس کی وجہ سے آپ یہاں کام کرنا چاہتے ہیں؟
ہاب: حمید میں یہاں ۳۰۰ میں آیا تھا اور میں یہاں کے ماحول کی وجہ سے ابھی تک کام یہاں کر رہا ہوں۔
رہیم: میں یہاں ۲۰۱۶ میں آیا تھا۔ میں جب ایک مینجر تھا اب میں کارکن ہوں۔ مجھے یہاں بڑھنے کا موقع ملا اسی لیے میں ابھی تک یہاں کام کر رہا ہوں۔
پرویز: میں یہاں ۲۰۱۶ سے کام کر رہا ہوں۔ میری یہاں رکنے کی وجہ میرا کام سے لگاؤ اور ابھی سٹیجٹ ہے۔
فاروق: میں یہاں ۱۹۸۸ سے کام کر رہا ہوں اور میں یہاں کے ماحول کی وجہ سے ابھی تک کام یہاں کر رہا ہوں۔
جعفر: میں یہاں ۱۹۹۹ میں آیا تھا اور میری یہاں رکنے کی وجہ میری ترقی تھی۔ میں یہاں چلیے آیا تھا اور اب میکنیک ہوں۔
سہیل: میں یہاں ۲۰۱۳ میں آیا تھا اور میں یہاں رکنا کیونکہ یہاں جگہ وقت پر ملتی ہے، میری بھت پہ اتمام ملا ہے اور سیکھنے کے مواقع ہیں۔
نیاز: میں یہاں ۲۰۱۶ میں آیا تھا اور میں یہاں رکنا کیونکہ یہاں پیروں وقت پر ملتی ہیں اور کام میں مسئلہ نہیں ہے۔

سوال: اپنی ٹیم کے بارے میں بتائیں۔ آپ ٹیم ممبر کی حوصلہ افزائی کیسے کرتے ہیں؟
ہاب: حمید: میرے پاس میری ٹیم میں ۳ لوگ ہیں۔ ہم ہاپڈرو سٹیٹ کرتے ہیں جس میں ادن لکھا ہے۔ میں اپنی ٹیم کی حوصلہ افزائی ان کے ساتھ کام کر کے کرتا ہوں۔
پرویز: میری ٹیم میں ۱۵ لوگ ہیں۔ ہم ٹیم ورک اور اچھے تعلقات میں مشین رکھتے ہیں۔ میری ٹیم میری بات سنتی ہے اور ذمہ داری سے کام کرتی ہے۔
فاروق: میری ٹیم جگہ میں ملوگ ہیں اور میں ٹیم ممبر کی حوصلہ افزائی یہ کہہ کر کرتا ہوں کہ اگر اہتمام روگے تو آگے بلاوگے۔
جعفر: ہماری میکنیک کی ٹیم ہے۔ ہم بریک، ایکسل وغیرہ پہ کام کرتے ہیں۔ میں کام اپنے ٹیم ممبرز کو واضح طور پر بتاتا ہوں اور یہ ان کی حوصلہ افزائی کرتا ہوں۔
سہیل: میں ٹیم جدت کا لیڈر ہوں جس میں مشین ہاپ اور ایڈیٹیم ہاپ شامل ہیں۔ میرے ساتھ ۳ لوگ کام کرتے ہیں۔ میں اپنی ٹیم کی حوصلہ افزائی انہیں اہتمام کرنے والوں کی مثال دے کر کرتا ہوں۔
نیاز: میرے پاس ۱۰ لوگ ہیں اور ہماری میکنیک کی ٹیم ہے۔ میں اپنی ٹیم کی حوصلہ افزائی انہیں کوئی کی اہمیت بنا کر کرتا ہوں۔
رہیم: میرے پاس میری ٹیم میں ۱۰ لوگ ہیں۔ میں ان کے ساتھ مل کر کام کرتا ہوں اور اس سے ان کی حوصلہ افزائی ہوتی ہے۔

سوال: عزم پرواز کیا ہے اور کیسے وجود میں آیا؟

ہاب: پرویز: یہ ایک عرصہ ہے جس میں اپنے ساتھ اونچا اڑاتا ہے۔
سہیل: یہ ایک سسٹم ہے جس کے ساتھ مل کر ہے۔
رہیم: عزم پرواز ایک ایسا پروگرام ہے جس نے پیروں کو آسان کر دیا ہے۔
نیاز: یہ ایک بہت اچھے پروگرام کا نام ہے۔
جعفر: یہ ایک کام کو آسان بنانے کا ذریعہ ہے۔
حمید: یہ ایک ایسی چیز ہے جس سے کام آسان ہو سکے۔

سوال: آٹوکام کو عزم پرواز سے کیا فائدہ حاصل ہو سکتا ہے؟ آپ نے کیا تبدیلی محسوس کی ہے؟

ہاب: حمید: کام کے معیار اور رفتار میں بہتری آئی ہے اور نئی نئی فائدہ ہوگا۔
پرویز: میں نے ٹیم ورک اور سٹیجٹ کی اہمیت میں اضافہ دیکھا ہے اس پروگرام کی افتتاح کے بعد۔
فاروق: چٹ کے معیار میں بہتری آئی ہے۔
جعفر: مجھے سامان وقت پر مل جاتا ہے جس سے کام تیزی سے ہوتا ہے۔
سہیل: میں نے مسلوں کا بل، ٹیم ورک اور ایڈیٹیم دیکھی ہے۔ اس سے پروڈکشن میں بہتری آئی ہے۔
نیاز: اوٹری اور معیار میں بہتری آئی ہے۔
رہیم: ہم کام بہتر کر سکتے ہیں اس پروگرام کے ذریعہ۔

سوال: اس پروگرام کو ہم اور بہتر کر سکتے ہیں؟

ہاب: سہیل: یہ ایک اہتمام پروگرام ہے۔ سٹیجٹ کو چاہیے کہ وہ ٹیم کے ممبر کے ساتھ میٹنگ کریں اور اہتمام کرنے والوں اور اس طور پر کنٹریبوٹ کرنے والوں کو اہتمام دے۔
پرویز: میرا خیال ہے کہ ہمیں وہ لوگوں کو آگے بلانا چاہیے جو کافی عرصے سے کام کر رہے ہیں۔

Rhino Birthdays



Summayyah Murtaza



Kalbe Abbas Zaidi



Asma Mohiuddin & Saddam Hussain

Azme-Parwaaz



Team Burq (Apr-Jun 2016)