Kanat SHAIZANOV,
Chief Engineer of the HPP

I began my career as a mechanic repairing rolling stock in the VCHD-25 wagon-wheel workshop at Almaty-1 station. And after mastering the skills of the main workers of his workshop, he became a site master. At that time, we sought to master more specialties so that in the event of a crew member's illness, we could replace them without harming production.



Then I was appointed head of the wheel and cart shop at the «Irysty» wagon repair plant, where I organized a komsomol youth brigade. I demanded that my masters and engineers master worker specialties so that I could set tasks for the workers correctly. Because the safety of the wagon's movement depended on the quality of the work performed.

I came to the energy sector in 2000, either by chance or as fate would have it, but my entire future life is now linked to this industry. I was invited to the profession by Bakhytzhan Mukhambetkaliyevich Dzhaksaliev, Deputy Director General of the agro-industrial complex. At that time, the company was in need of a specialist with experience in the railway structure for the new CPT department.

During the interview, the APK management offered me the position of deputy managing director of the CPT department. The task was set for me: to bring the technical condition of railway equipment into compliance with the requirements of the PTE of the Republic of Kazakhstan railways as soon as possible, to reduce wagon downtime during unloading, and to reduce the number of wagon failures during maneuvers. This should ultimately lead to a reduction in fines from the railway.

To solve these tasks, together with economists, it was necessary to prove and justify with calculations, in accordance with regulatory requirements, the need to increase the staffing levels of track fitters and locksmiths for locomotive repair.

When new staff positions opened at the center – vagon inspectors, train compilers, and switch post duty officers – we decided to train our workers in these specialties without interrupting production. To do this, we signed a contract with the Kazakh University of Railways, and the instructor came to us and trained our workers at their workplace. I also consider them my students, as I was with them throughout the entire period of study and attended their exams.



We also needed to bring the technical documentation for shunting locomotives and a railway crane into compliance with the requirements of the Ministry of Transport and Communications (MTIC). After running through the departments, each unit of the rolling stock was registered with the Transport Control Committee of the Ministry of Transport and Communications of the Republic of Kazakhstan.

But the most difficult task was to prove to the leadership the need to increase the budget for the current maintenance of railway equipment and the scheduled repair of shunting locomotives, railway tracks, and switch switches. But this path has also been traveled. To date, we have completely eliminated cases of wagon derailment during shunting operations. The first director of the center, Baktybek Tleukenovich Sholanbaev, and the chief engineer, Rafhat Gazizovich Mamkin, as well as the department's chief economist, Valentina Alekseyevna Yakovleva, provided great assistance in establishing the Center. During the work process, I learned wisdom and work experience from Chief Engineer Rafhat Gazizovich Mamkin, and how to promptly choose the only correct solution in difficult situations from Department Director Baktybek Tleukenovich Sholanbaev. Thanks to their support, we have reduced locomotive malfunctions, rolling stock failures, and railway fines for vagon downtime in a short period of time.

I consider my achievements to be: the accident-free operation of railway equipment, the elimination of workplace injuries, and the absence of fines from authorized bodies. The nearest future goals of the HCP are to increase the volume of other activities related to providing access roads and supplying-cleaning wagons along unloading fronts for third-party clients.



Among other tasks is the procurement of modern innovative equipment to facilitate the manual labor of track fitters and locomotive repair technicians during repair work. It is also necessary to transition the manual unloading of coal from wagons at the CHPP-3 section to mechanized mode. Currently, as instructed by the Chairman of the Board, proposals market marketing is being conducted regarding this matter.

When I started my work, a skilled worker received 2-3 times more salary than a master or an engineer. There was material interest. I think we also need to decide how to raise workers' salaries, as they create the primary material values.

Therefore, I believe the Head of State's initiative to declare 2025 the Year of Working Professions was a timely decision. The shortage of qualified working specialties has been felt for a long time, especially after the retirement of labor veterans. After the collapse of the USSR, the former vocational schools were closed, unable to withstand the market economy. The material and educational base has been looted. The prestige of the labor profession fell, as the salary was low and the work was heavy. Young people, however, prioritized the pursuit of quick earnings with minimal physical expenditure.



But it is necessary to attract young people to the profession; the industry cannot remain without fresh forces. Therefore, the company conducts activities to attract promising young people to the talent pool, and they undergo

training and internships in their specialties annually. I willingly share my experience with young specialists, never refuse help and advice, but sometimes I also learn from young people.

For example, my deputy, Adilet Melisovich Beisenbayev, can replace me at any moment. So in a year, I can go on a well-deserved vacation with a clear conscience. I hope I have prepared a competent, responsible specialist for the position of chief engineer. The most important thing is that he knows the production from the inside, started his career as a worker, was a site manager, an engineer-technologist, and is now the deputy chief engineer – Head of the PTO Department.

At the same time, we see how rapidly new technologies and mechanisms are being implemented in practice, so we have to learn on the go independently or at professional development courses organized by the AlES training center. Without self-education, it is currently impossible to work.

In the future, it is likely that high-precision work on machines will be performed by robots, and people will only have to control their work and the quality of their execution. The locomotives will also be managed by a single dispatcher, who will remotely organize and manage all maneuvering work for placing wagons on the unloading front. There will be no heavy and harmful physical labor. AI will likely replace economists, accountants, and logisticians. But people, the human mind, must strictly control their work.

Over a quarter of a century of working at AlES, the company has become a part of my life. She is developing steadily, and I wish her prosperity, and to her colleagues, good health, well-being in family and work.