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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

पी.के. पुरवार

अध्यक्ष एवं प्रबन्ध निदेशक

P.K. PURWAR

Chairman & Managing Director

No. 3-6/2022-Restg(Pt-II)

Dated 08.05.2023

To

All the Chief General Managers, BSNL

Subject: IPMS Bonus Marks for Q4, FY 2022-23.

I am pleased to note that following the advisory from Corporate Office, a good number of circles have gone the extra mile in Q4 and some 21/30 circles have come out overall positive in FY 2022-23. Overall,

- i. Revenue from operations (RFO) has grown from 15,640 crores in FY 2021-22 to Rs.16,163 crores in FY 2022-23 (3.35% growth). In Q4 alone, revenue grew by 5.49%.
- ii. If revenue from BSNL units and INMARSAT is included, RFO has grown from Rs.16,871 in FY 2021-22 to 17,732 crores in FY 2022-23 (5.10% growth).

1.0 Circle-wise Revenue Growth/Decline.

The growth has not been uniform across the country as can be seen from the table below:

Table 1 - Circle-wise Trend for the period FY 2022-23

	Trend of Revenue Growth FY 22-23	Number	Circles
1	Overall positive in FY 2022-23 and positive in Q4 (10-12)	16	<u>Territorial Circles</u> - Sikkim, NE-II, CHG, MP, HP, MH, TN, AS, OD, AP, JHK, UP East, BH and Kol MD <u>Core Network Circles</u> - CNTX North, CNTX-South
2	Overall positive in FY 2022-23 but negative in Q4 (10-12)	5	WB, RAJ, HR, UKD, NE-I
3	Borderline negative in FY 2022-23 YTD (up to -2%)	2	A&N, KER
4	Markedly negative in FY 2022-23 (up to -10%)	5	GUJ, Ch MD, TEL, KTK, J&K
5	Critically Negative in FY 2022-23 (beyond -10%)	2	PB, UP West
	TOTAL	30	

I urge all circle heads to go through the financial figures enclosed in Annex I & II and take note of their relative performances.

2.0 Reward for Performers.

2.1 Bonus Marks for all Executives.

All executives of circles that are overall positive in FY 22-23 and have also achieved positive revenue growth in Q4 (10-12) FY 22-23 shall be awarded bonus marks on top of the weighted Q3 IPMS score, as per Table 2 below (circle-wise bonus scores are listed at Annex 1). Circles that are negative in Q4 (10-12) but are overall positive shall also be awarded bonus marks to the extent of 60% of the maximum. Kindly rework out the table in view of the changes made in the letter

Table 2 - Bonus Scores

	Revenue Growth FY 2022-23	Bonus Scores in Q4 IPMS
1	10% and above	1.25
2	8-9.9%	0.75
3	5-7.9%	0.50
4	0-4.9%	0.30

Special Award: Kerela circle being the **highest revenue earner** (RFO) pan-India with Rs. 1,656 crores in FY 2022-23 and **being a benchmark for best practices** across all business verticals, **is awarded bonus of 0.5 mark** as a special case, to be on top of the weighted Q3 IPMS score for all executives. It is expected that this should motivate the executives of Kerela circle to put in their best efforts for growing revenue and becoming positive in coming quarters.

2.2 Top Leaders of BSNL.

I would like to extend my heartfelt appreciation to the following Heads of Circles **who have topped in their categories** in terms of revenue growth (EPIN adjusted wrt IN revenue) and all round performance in terms of Excellent/Very Good IPMS scores (inclusive of bonus).

Table 3 - Top Leaders of BSNL

	Category of Circle	Toppers	Head of Circle	RFO in FY 2022-23	Annual Growth	Q4 Growth	Q4 IPMS scores
1	Category I	MH	Shri R Sharma	1,589 cr	9.60%	15.06%	Very Good
2	Category I	TN	Shri CV Vinod	1,378 cr	8.81%	6.26%	Very Good
3	Category II	MP	Shri S Rajhans	589 cr	14.29%	42.66%	Very Good
4	Category II	OD	Shri RN Palai	623 cr	5.29%	18.47%	Very Good
5	Category III	CHG	Shri PK Singh	251 cr	15.94%	28.79%	Excellent
6	Category III	HP	Shri JS Sahota	239 cr	9.85%	10.67%	Very Good
7	Core Network	CNTX N	Shri RK Goyal	273 cr	168.08%	945.79%	Excellent

Pravin

Your bios shall be spotlighted on the Corporate Website and on the intranet prominently in award publication "**Top Leaders of BSNL - Vol II**".

3.0 Action to be taken by Non-Performers.

List of circles with revenue decline is enclosed at Annex II and it can be seen that 2 circles have become borderline negative (decline up to -2%), 5 circles have become markedly negative (decline up to -6%) and 2 have slipped into the critically negative territory in the last one year (decline beyond -10%).

CGMs of UP West (-19.13%), Punjab (-12.47%), J&K (-5.99%), KTK (-3.47%), Telangana (-3.32%), Chennai MD (-2.43%), Gujarat (-2.21%), Kerela (-1.56%), A&N (-0.92%) circles may take remedial steps on a war footing and apprise Corporate Office of their action plan in the next 10 days.

I take this opportunity to urge all circles to take all possible steps and produce better results in the coming quarters.


P.K. Purwar

Copy for information and necessary action to:

1. All Functional Directors, BSNL Board.
2. PGM, C&M

Annex 1 - Circles with Positive Revenue Growth in FY 2022-23 and positive in Q4 (10-12)

	Circles	22-23 in cr	21-22.in cr	% inc/dec	Q4(22-23) in cr	Q4(21-22) in cr	% inc/dec	Max Bonus IPMS Points	Final Bonus IPMS Points
1	CNTX (NORTH)	273.24	101.93	168.08%	87.50	8.37	945.79%	1.25	1.25
2	CNTX (SOUTH)	95.92	56.92	68.52%	25.37	21.40	18.59%	1.25	1.25
3	Sikkim	13.22	8.35	58.31%	5.49	2.41	127.45%	1.25	1.25
4	North East -II	85.61	71.39	19.92%	30.14	18.69	61.25%	1.25	1.25
5	Chhattisgarh	251.20	216.67	15.94%	74.48	57.83	28.79%	1.25	1.25
6	Madhya Pradesh	589.49	515.78	14.29%	177.19	124.20	42.66%	1.25	1.25
7	Himachal Pradesh	239.01	217.58	9.85%	64.31	58.11	10.67%	0.75	0.75
8	Maharashtra	1,589.25	1,450.11	9.60%	462.63	402.09	15.06%	0.75	0.75
9	Tamil Nadu	1,377.71	1,266.14	8.81%	347.67	327.18	6.26%	0.75	0.75
10	Assam	283.48	268.58	5.55%	87.93	86.35	1.84%	0.50	0.50
11	Odisha	623.13	591.79	5.29%	180.01	151.94	18.47%	0.50	0.50
12	Andhra Pradesh	821.20	780.72	5.18%	205.13	203.97	0.57%	0.50	0.50
13	Jharkhand	184.47	176.13	4.74%	80.80	76.79	5.21%	0.30	0.30
14	UP (East)	620.39	592.79	4.66%	188.19	158.47	18.76%	0.30	0.30
15	Bihar	337.72	324.26	4.15%	100.05	80.12	24.87%	0.30	0.30
16	Kolkata Metro District	364.53	353.94	2.99%	111.01	96.10	15.52%	0.30	0.30
Circles with Positive Revenue Growth in FY 2022-23 but negative in Q4 (10-12)									
17	West Bengal	299.86	278.79	7.56%	65.63	70.49	-6.89%	0.50	0.30
18	Rajasthan	795.32	744.11	6.88%	203.98	206.43	-1.19%	0.50	0.30
19	Haryana	524.73	500.29	4.88%	137.88	155.39	-11.26%	0.30	0.18
20	Uttaranchal	198.06	192.74	2.76%	52.69	55.04	-4.27%	0.30	0.18
21	North East - I	140.39	140.10	0.21%	36.30	36.90	-1.62%	0.30	0.18

Annex II - Circles with Revenue (in cr) Decline for FY 2022-23

	Circles	FY 22-23	FY 21-22	% inc/dec	Q4(10-12)	Q4(10-12)	% inc/dec
1	Andaman & Nicobar	367	371	-0.92%	291	287	1.40%
2	Kerala	1,656	1,682	-1.56%	418	433	-3.58%
3	Gujarat	802	821	-2.21%	236	212	11.35%
4	Chennai Metro District	419	429	-2.43%	159	116	37.21%
5	Telangana	540	559	-3.32%	137	138	-1.12%
6	Karnataka	1,285	1,332	-3.47%	336	347	-3.01%
7	Jammu & Kashmir	201	214	-5.99%	49	54	-10.09%
8	Punjab	857	979	-12.47%	218	293	-25.44%
9	UP (West)	327	404	-19.13%	90	137	-34.48%