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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: 16.11.2023

To

The Chief General Managers,  
All Telecom Circles, BSNL

Sub: IPMS Bonus Marks for Q2, FY 2023-24.

I am pleased to note that at the end of H1 2023-24 (half-year), overall revenue from operations (RFO) has grown to Rs.7887.01 crores as compared to 7608.50 crores in H1 2022-23 (3.66% growth).

Even while we are rolling out indigenous 4G and 5G services (which will allow BSNL to compete effectively in the mobile services market and also herald the nation's self-reliance and emergence as a telecom power in the world) there is a lot of scope for revenue-generation in all existing services that BSNL provides and I urge all circles to drive QoS, Customer Service and Sales aggressively to achieve greater revenue growth in H2 of FY 2023-24.

## 2.0 Circle-wise Trends.

Circle-wise financial figures are enclosed in Annex I, II and III and summary is tabulated below:

Table 1 – Q2 Circle-wise Trend

	Category	Trend of Revenue Growth	Number	Circles
1	Positive Circles	Positive in H1 and Q2	13	CNTX-S, JHK, UP West, AS, Ch MD, MH, UP East, WB, UKD, Kol MD, OD, BH, RAJ
2	Borderline Circles	Positive in H1 but negative in Q2	5	HP, KER, MP, NETF, ALTTC
3	Negative circles	Negative in H1 and negative in Q2	14	HR, AP, GUJ, TS, J&K, NE-1, TN, KTK, CHG, CNTX-N, PB, NE-II, A&N, SKM
		TOTAL	32	

Contd.

- a) As can be observed, 13 circles are positive and heads of these circles should take every possible step to maintain and grow their positive performance for the remaining part of the year.
- b) 5 circles are borderline positive as they have dipped into the negative territory in one recent quarter (Q2). They should strategise to earning more revenue in the remaining part of the year and turn positive.
- c) 14 circles are negative and they should also strategise to earning more revenue in the remaining part of the year and turn positive.

3.0 Reward for Performers.

3.1 Bonus Marks for all Executives.

All executives of positive circles shall be awarded bonus marks on top of the weighted Q2 IPMS score, as per Table 2 below (circle-wise bonus scores are listed at Annex 1).

Table 2 – Bonus Scores

	Revenue Growth FY 2023-24	Bonus Scores in Q2 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

Executives of borderline positive circles shall be awarded bonus marks on top of the weighted Q2 IPMS score to the extent of 80% of the maximum marks above.

4.0 Action to be taken by Non-Performers.

CGMs of negative circles in H1 23-24, i.e. HR (-0.52%), AP (-0.80%), Guj (-2.19%), TS (-8.88%), J&K (-9.14%), NE-I (-9.14%), TN (-10.51%), KTK (-10.64%) CHG (-12.29%), CNTX-N (-16.52%), PB (-18.31%), NE-II (-24.27%), A&N (-24.89%) and SKM (-29.44%) shall submit an action plan by 18 Nov 2023, to be discussed in HOCC to be held on 21 and 22 Nov 2023.

On that note, I urge all circles to take all possible steps to produce better results in the coming quarters.

  
(P.K. Purwar)

Copy for information and necessary action to:

1. All Functional Directors, BSNL Board.

**Annex 1 –Positive Circles**

Sr. No.	Circle	H1 23-24	H1 22-23	% inc/dec	Bonus Marks	Q2 23-24	Q2 22-23	Inc / Dec
1	1053-CORE NETWORK (TX-SOUTH)	125.64	51.53	143.81%	1.25	53.82	5.69	845.38%
2	1032-UP (West) Circle	228.23	148.65	53.53%	1.25	127.64	62.21	105.16%
3	1020-Jharkhand Circle	92.50	63.47	45.74%	1.25	47.75	28.78	65.93%
4	1031-UP (East) Circle	335.98	267.97	25.38%	1.25	164.94	134.95	22.22%
5	1034-West Bengal Circle	178.02	147.97	20.30%	1.25	87.40	74.47	17.36%
6	1035-Kolkata Metro District	200.31	169.60	18.11%	1.25	97.71	89.54	9.13%
7	1024-Maharashtra Circle	834.65	716.62	16.47%	1.25	421.83	338.58	24.59%
8	1013-Assam Circle	134.84	116.41	15.83%	1.25	70.85	51.71	37.03%
9	1029-Rajasthan Circle	435.38	397.21	9.61%	0.75	200.38	193.30	3.66%
10	1033-Uttaranchal Circle	101.70	93.12	9.21%	0.75	47.84	42.00	13.91%
11	1014-Bihar Circle	196.05	179.67	9.12%	0.75	92.85	88.12	5.37%
12	1036-Chennai Metro District	190.32	175.96	8.16%	0.75	85.76	67.14	27.73%
13	1027-Odisha Circle	293.61	283.63	3.52%	0.30	148.66	139.74	6.38%

**Annex II –Borderline Circles**

Sr. No.	Circle	H1 23-24	H1 22-23	% inc/dec	Bonus Marks	Q2 23-24	Q2 22-23	Inc / Dec
14	1064-North East Task Force	4.09	2.54	60.70%	1.00	0.85	1.35	-37.04%
15	1022-Kerala Circle	898.31	827.12	8.61%	0.60	397.87	411.90	-3.41%
16	1080-ALTTC	0.0721	0.0697	3.39%	0.24			
17	1023-Madhya Pradesh Circle	275.95	272.85	1.14%	0.24	128.29	136.14	-5.77%
18	1018-Himachal Pradesh Circle	111.21	110.87	0.31%	0.24	54.68	55.81	-2.03%

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**Annex III – Negative Circles**

Sr. No.	Circle	H1 23-24	H1 22-23	% inc/dec		Q2 23-24	Q2 22-23	Inc / Dec
19	1017-Haryana Circle	250.07	251.37	-0.52%	< 0 to -10%	127.89	135.00	-5.27%
20	1037-Andhra Pradesh Circle	398.57	401.78	-0.80%	< 0 to -10%	194.67	203.38	-4.28%
21	1016-Gujarat Circle	369.30	377.58	-2.19%	< 0 to -10%	135.72	194.26	-30.14%
22	1012-Telangana Circle	241.82	265.38	-8.88%	< 0 to -10%	114.55	132.21	-13.36%
23	1019-Jammu & Kashmir Circle	95.11	104.67	-9.14%	< 0 to -10%	44.30	55.06	-19.55%
24	1025-North East - I Circle	62.73	69.04	-9.14%	< 0 to -10%	31.48	37.40	-15.84%
25	1030-Tamil Nadu Circle	613.02	685.04	-10.51%	< -10% to -20%	292.02	326.05	-10.44%
26	1021-Karnataka Circle	579.97	649.02	-10.64%	< -10% to -20%	284.56	311.67	-8.70%
27	1015-Chhattisgarh Circle	98.16	111.92	-12.29%	< -10% to -20%	40.21	51.69	-22.20%
28	1052-CORE NETWORK (TX-NORTH)	120.94	144.86	-16.52%	< -10% to -20%	106.24	117.44	-9.54%
29	1028-Punjab Circle	346.54	424.21	-18.31%	< -10% to -20%	166.42	209.86	-20.70%
30	1026-North East -II Circle	29.27	38.65	-24.27%	< -20%	19.00	20.33	-6.55%
31	1011-Andaman & Nicobar Circle	41.57	55.34	-24.89%	< -20%	21.70	35.24	-38.42%
32	1038-Sikkim Circle	3.09	4.38	-29.44%	< -20%	1.21	2.34	-48.28%

*Pravish*