

भारत संचार भवन, हरीश चन्द्र माथुर लेन,  
जनपथ, नई दिल्ली - 110001, भारत  
दूरभाष कार्यालय : +91-11-23372424  
फैक्स : +91-11-23372444  
ई-मेल : cmdbsnl@bsnl.co.in



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

Bharat Sanchar Bhawan, H.C. Mathur Lane,  
Janpath, New Delhi - 110001, India  
Ph. : +91-11-23372424  
Fax : +91-11-23372444  
E-mail : cmdbsnl@bsnl.co.in

पी.के. पुरवार

अध्यक्ष एवं प्रबन्ध निदेशक

**P.K. PURWAR**

Chairman & Managing Director

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

Dated 2.02.2024

To

All Chief General Managers, BSNL

Subject: IPMS Bonus Marks for Q3, FY 2023-24.

The financial year 2023-24 is fast drawing to a close and with three quarters gone, we can make a fair assessment if the strategy we have adopted for revenue growth and revival, is yielding results or not.

Our investments and efforts following the revival packages, have been directed in removing the constraints in service delivery, augmenting network resources and transforming our business and operational processes. I am pleased to note, that with the diligent efforts of all employees of BSNL, green shoots are beginning to show. Whereas, in my letter of past year, dated 16.02.2023, some 10 circles had been categorised as **consistently positive**, as on date, 16 circles have been categorised in the **consistently positive territory**.

Overall, at the end of Q3 2023-24, **overall revenue from operations (RFO) has grown to Rs.11,983.78 crores as compared to 11,460.76 crores earned in the same period last year (4.56% growth).**

## 2.0 Circle-wise Trends.

Circle-wise financial figures are enclosed in Annexure I and summary is tabulated below:

**Table 1 – Circle-wise Trends**

Trend of Revenue Growth	Number	Circles
<b>Consistently Green circles - positive in M1-M9 (FY 23-24) and positive in FY22-23.</b>	<b>16</b>	<b><u>Territorial Circles</u> – NE-II, JH, SKM, WB, UPE, MP, MH, UKD, Kol MD, BH, RAJ, HP, OD, AS, AP <u>Core Network</u> - CNTX South</b>

पंजीकृत एवं निगमित कार्यालय : भारत संचार भवन, हरीश चन्द्र माथुर लेन, जनपथ, नई दिल्ली-110001  
Regd. & Corporate Office : Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi-110 001  
Corporate Identity Number (CIN) : U74899DL2000GOI107739  
Website : www.bsnl.co.in

Turned Positive circles - positive in M1-M9 (FY 23-24) although negative in FY22-23.	3	UPW, Ch MD, KER
Turned Negative Circles - negative in M1-M9 (FY 23-24) this year although positive in FY 22-23.	5	Territorial Circles - HR, TN, NE-I, CHG, <u>Core Network - CNTX North</u>
Consistently Red Circles - negative in M1-M9 (FY 23-24) as well as negative in FY 22-23.	6	GUJ, TS, KTK, J&K,PUN, A&N
<b>TOTAL</b>	<b>30</b>	

### 2.1 Consistently Positive Circles.

I would like to acknowledge the efforts made by the CGMs, Shri C.P Samant (NE-II), Shri Sanjay Kumar (JH), Shri R Chandel (SKM), Smt Madhu Arora (ex-CGM WB), Shri RK Soni (UPE), Shri Sunil Kumar (MP), Shri Rohit Sharma (MH), Shri S Tiwari (UKD), Shri D Sarkar (Kol MD), Shri D Singh (BH), Shri Sanjay Kumar (Raj), Shri C Singh (HP), Shri R Palai (OD), Shri RP Chowdhary (AS) and Shri M Seshachalam (AP), Murali Mohan P CNTX(South) **to maintain and grow their consistently positive performance.**

**I would like to urge them to scale up their efforts in ongoing last quarter (Q4) to produce outstanding results and become recognised/honored as the Top Leaders of BSNL.**

### 2.2 Turned Positive Circles.

I would also like to acknowledge the efforts made by CGMs Shri AK Garg (UPW), Shri S Rao Papa (Ch MD) and Shri Sunil Kumar (KER) for turning their circles into the positive territory. I would also like to urge them to scale up their efforts in ongoing last quarter (Q4) to produce outstanding results and become recognised/honored as the Top Leaders of BSNL.

### 2.3 Turned Negative Circles.

I would like to urge the CGMs of the 5 circles that have turned negative this year, i.e. HR(-0.13%), TN(-4.31%), NE-1(-8.38%), CHG(-1.86%) and CNTX North (-24.84%) to strategise to collect more revenue in the remaining part of the year and turn positive.

### 2.4 Consistently Negative Circles

I would like to urge the CGMs of these 6 circles, i.e. Guj(-2.52%), Telangna(-7.18%), KTK (-9.19%), J&K (-10.25%), PB (-13.53%) and A&N (-22.27%) to re-strategise on a war footing and take remedial steps. An action plan may be apprised to Corporate Office in next 7 days.

### 3.0 Reward for Performers.

#### 3.1 Bonus Marks for all Executives.

All executives of **consistently green circles** and **turned positive circles** 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).

**Table 2 – Bonus Scores**

	<b>Revenue Growth 1-9 (FY 2023-24)</b>	<b>Bonus Scores in Q3 IPMS</b>
<b>1</b>	<b>10% and above</b>	<b>1.25</b>
<b>2</b>	<b>8-9.9%</b>	<b>0.75</b>
<b>3</b>	<b>5-7.9%</b>	<b>0.50</b>
<b>4</b>	<b>0-4.9%</b>	<b>0.30</b>

On that note, I urge all circles to take all possible steps to achieve maximum revenue growth in Q4. I do believe that 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 outstanding results in this financial year.



**(P.K. Purwar)**

#### **Copy for information and necessary action to:**

1. All Functional Directors, BSNL Board.



## ANNEXURE 1

TABLE 1 - CONSISTENTLY POSITIVE CIRCLES

Sr. No.	Circle	1-9 (23-24)	1-9 (22-23)	% inc/dec	Q1 2023-24	Q2 2023-24	Q3 2023-24	FY 22-23	Bonus
1	1053-CORE NETWORK (TX-SOUTH)	152.42	70.55	116.06%	56.68%	845.38%	40.87%	68.52%	1.25
2	1026-North East -II Circle	95.22	54.92	73.38%	-43.95%	-6.55%	306.26%	19.92%	1.25
3	1020-Jharkhand Circle	151.07	98.83	52.86%	24.48%	65.93%	65.97%	4.74%	1.25
4	1038-Sikkim Circle	8.53	6.55	30.33%	-8.33%	-48.28%	152.41%	58.31%	1.25
5	1034-West Bengal Circle	288.66	225.34	28.10%	17.42%	17.36%	43.35%	7.56%	1.25
6	1031-UP (East) Circle	534.45	426.94	25.18%	28.08%	22.22%	25.21%	4.66%	1.25
7	1023-Madhya Pradesh Circle	465.14	405.62	14.68%	7.21%	-5.77%	42.73%	14.29%	1.25
8	1024-Maharashtra Circle	1273.61	1112.47	14.48%	9.20%	24.59%	11.06%	9.60%	1.25
9	1033-Uttaranchal Circle	158.89	142.08	11.84%	3.16%	13.91%	17.07%	2.76%	1.25
10	1035-Kolkata Metro District	282.30	253.09	11.54%	27.28%	9.13%	-1.63%	2.99%	1.25
11	1014-Bihar Circle	300.22	274.34	9.43%	12.18%	5.37%	10.25%	4.15%	0.75
12	1029-Rajasthan Circle	650.69	609.80	6.71%	10.22%	3.66%	1.45%	6.88%	0.50
13	1018-Himachal Pradesh Circle	179.26	171.33	4.62%	2.38%	-2.03%	12.78%	9.85%	0.30
14	1027-Odisha Circle	455.58	437.35	4.17%	-0.77%	6.38%	5.70%	5.29%	0.30
15	1013-Assam Circle	198.36	192.72	2.92%	-3.92%	37.03%	-16.64%	5.55%	0.30
16	1037-Andhra Pradesh Circle	608.20	606.94	0.21%	2.87%	-4.28%	2.48%	5.18%	0.30

TABLE 2 - TURNED POSITIVE CIRCLES

Sr. No.	Circle	1-9 (23-24)	1-9 (22-23)	% inc/dec	Q1 2023-24	Q2 2023-24	Q3 2023-24	FY 22-23	Bonus
1	1032-UP (West) Circle	273.73	210.80	29.85%	16.63%	105.16%	-33.75%	-19.13%	1.25
2	1036-Chennai Metro District	297.13	266.08	11.67%	-3.87%	27.73%	18.68%	-2.43%	1.25
3	1022-Kerala Circle	1300.31	1231.15	5.62%	18.89%	-3.41%	-0.21%	-1.56%	0.50

TABLE 3 - TURNED NEGATIVE CIRCLES

Sr. No.	Circle	1-9 (23-24)	1-9 (22-23)	% inc/dec	Q1 2023-24	Q2 2023-24	Q3 2023-24	FY 22-23
1	1017-Haryana Circle	383.56	384.04	-0.13%	4.93%	-5.27%	0.80%	4.88%
2	1030-Tamil Nadu Circle	959.75	1002.94	-4.31%	-10.68%	-10.44%	9.40%	8.81%
3	1025-North East - I Circle	93.34	101.88	-8.38%	-1.22%	-15.84%	-6.60%	0.21%
4	1015-Chhattisgarh Circle	168.54	171.73	-1.86%	-5.48%	-22.20%	17.95%	15.94%
5	1052-CORE NETWORK (TX-NORTH)	139.59	185.74	-24.84%	-46.39%	-9.54%	-54.36%	168.08%

TABLE 4 - CONSISTENTLY NEGATIVE CIRCLES

Sr. No.	Circle	1-9 (23-24)	1-9 (22-23)	% inc/dec	Q1 2023-24	Q2 2023-24	Q3 2023-24	FY 22-23
1	1016-Gujarat Circle	554.40	568.73	-2.52%	24.93%	-30.14%	-2.99%	-2.21%
2	1012-Telangana Circle	368.38	396.87	-7.18%	-4.43%	-13.36%	-3.57%	-3.32%
3	1021-Karnataka Circle	897.82	988.71	-9.19%	-5.45%	-8.70%	-6.29%	-3.47%
4	1019-Jammu & Kashmir Circle	136.93	152.56	-10.25%	-0.27%	-19.55%	-12.56%	-5.99%
5	1028-Punjab Circle	547.15	632.79	-13.53%	-15.93%	-20.70%	-3.69%	-12.47%
6	1011-Andaman & Nicobar Circle	60.54	77.89	-22.27%	-1.18%	-38.42%	-15.66%	-0.92%