

BALMER  
LAWRIE

ONLINE

MONTHLY

BULLETIN



BLOOM

## EDITORIAL

It's time to welcome the new Financial Year, set smart KPTs and work towards meeting the Performance Management System timelines circulated by the Corporate HR Dept. It's important to align our goals with the vision of the organisation and stay committed to the growth and development of Balmer Lawrie (BL). The KPTs for the year 2018-19 have to be recorded online in the new SAP system positively by 15<sup>th</sup> May.

Our company participated in the very prestigious Defence event, DefExpo organised by Ministry of Defence at Chennai from 11<sup>th</sup> to 14<sup>th</sup> April. Hon'ble Prime Minister of India, Shri Narendra Modi while inaugurating the event emphasised on the Government's commitment to peace and strength. He stated that the Government had comprehensively ended policy paralysis in the defence sector and expressed confidence that DefExpo would provide an opportunity to professionals and the industry to find new meeting ground for developing military industrial enterprises. We shall bring you glimpses of the BL stall at DefExpo in the next issue of BLOOM.

A very significant event for Public Sector Enterprises (PSEs), the CPSE Conclave was organised by Department of Public Enterprises (DPE) on 9<sup>th</sup> April at Vigyan Bhavan, New Delhi. Our C&MD and Directors attended the event which witnessed key deliberations on the role of CPSEs in the development of the nation. Hon'ble Prime Minister addressed all present and emphasized that PSEs need to focus on 5Ps - Performance, Process, Persona, Procurement and Preparation - to contribute to the creation of a 'New India'. He defined PSE as a 'Profit and Social benefit generating Enterprise'. Outlining the formula of success - the 3 Is, which mean Incentives, Imagination and Institution Building - for both the public and private sectors, he gave a 100-day deadline to the Heads of CPSEs to come out with a roadmap with "measurable targets" for strengthening state-owned companies and promoting development activities. At Balmer Lawrie all employees across locations listened to Hon'ble Prime Minister's address through the webcast.

The 47<sup>th</sup> National Safety Week was observed from 4<sup>th</sup> to 10<sup>th</sup> March 2018. Various programs centered on the theme 'Reinforce positive behavior at the workplace to achieve safety and health goals' were organized across locations. Read the 'HSE Update' column in this issue to know more.

Summers have set in! Do take care and follow the necessary tips to beat the heat and remain healthy. As always, please do send your suggestions, feedback and contributions to me at [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

Happy reading!

Mohar

## CPSE Conclave



The Central Public Sector Enterprises (CPSEs) have been playing an important role in the development of the core and strategic sectors of the economy. The Government has drawn up a broad vision of 'New India 2022' for rapid social and economic transformation of the country. With the objective of aligning the working and priorities of CPSEs with this vision, the Department of Public Enterprises (DPE) had conducted an exercise for re-defining the role and functioning of CPSEs. This involved extensive discussions and deliberations with concerned stakeholders and this consultative process culminated in the day long CPSE Conclave organised by DPE on 9<sup>th</sup> April 2018 at Vigyan Bhavan, New Delhi. Hon'ble Prime Minister, Shri Narendra Modi addressed the gathering. Secretaries of the Administrative Ministries of the CPSEs, C&MDs and other Board level Directors attended this conclave. Balmer Lawrie was represented by C&MD, Directors and select Executives. The conclave was highly successful. In photo are glimpses of the conclave. (Source of photos: DPE website)





Mr. Prabal Basu, C&MD visited the BLUAE plant in Dubai from 17<sup>th</sup> to 20<sup>th</sup> March, 2018. The high speed 20L, multilayer blow moulding machine was inaugurated by His Highness Hasher Maktoum, Chairman, BLUAE and Mr. Prabal Basu, Vice Chairman, BLUAE and C&MD, Balmer Lawrie at the BLUAE plant in Dubai on 19<sup>th</sup> March, in the presence of Mr. Biswajit Nandi, Chief Executive, BLUAE and others. During his visit he also took time off to meet the BLUAE Team at their strategy meeting held at Musandam, Oman on 17<sup>th</sup> & 18<sup>th</sup> March.





SBU: Refinery & Oil Field Services won the Make in India Foundation Award for Corporate Excellence in recognition of its contribution in the area of resource generation from waste. The award was given away by Shri Ram Sindhe, Hon'ble Minister for Water Conservation, Protocol, OBC Welfare at an event held on 29<sup>th</sup> March 2018 at the Press Club in Mumbai. The trophy was received by Mr. N Ramesh and Mr. Kedar Panse on behalf of Balmer Lawrie.



The SBU: Greases & Lubricants Meet, 'Arohan' was organised at Visakhapatnam on 22<sup>nd</sup> & 23<sup>rd</sup> February 2018. The G&L Team was addressed by Mr. Prabal Basu, C&MD and Mr. D Sothi Selvam, Director [Manufacturing Businesses] during the meet.



In an endeavour to strengthen its foothold in the retail segment, SBU:G&L organised an 'Oil Change Camp' for two wheelers at the Vellore Institute of Technology, Chennai on 16<sup>th</sup> March 2018. Around 55 vehicles including new age two wheelers attended the camp for the oil change.





The Logistics Infrastructure (LI) Meet was organized at Visakhapatnam in the recent past. Members of the LI and Temperature Controlled Warehouse (TCW) teams attended the meet, during which presentations were made and various deliberations were held.



The Regional HR-East Meet was held on 8<sup>th</sup> & 9<sup>th</sup> March 2018 at the Balmer Lawrie Training Centre in the Corporate Office at Kolkata. The meet was inaugurated by Mr. A Ratna Sekhar, SVP [HR]. The main agenda of the meet was to bring awareness among new members, bring clarity on the role of RHR and CHRD and set targets to enhance service levels. All the RHR-East members gave presentations on the areas and units of operation. SPOCs and timelines were finalised in the presence of SVP [HR] and Mr. Subrata Deb, Chief Manager [HR] – ER. The two-day long session was extremely informative and provided a platform to deliberate and learn.





A training on 'Attitude and Self Development to achieve Personal Effectiveness for better on the Job Performance' was organized for employees in the Non-Officers category from various departments in the Eastern Region on 15<sup>th</sup> & 16<sup>th</sup> March, 2018. Thirty two employees participated in the program, which was conducted by Shri Ashish Choudhury, Founder & Training Director at Niche Management Solutions. He covered various topics like confidence building, office decorum & discipline, power of positive attitude & thinking, active listening skills, office & telephone etiquettes etc. Team games, group discussions and brain storming sessions were also organized. The training session was highly appreciated by the participants.



The women of Balmer Lawrie's Eastern Region came together to celebrate the International Women's Day on 8<sup>th</sup> March 2018. Mr. A Ratna Sekhar, SVP [HR] addressed the women employees during the inaugural function. A relaxation meditation session was conducted for the employees followed by an interactive discussion with a well-known Consultant Psychologist on how to deal with day to day stress. The celebrations concluded with a game for the women employees. Similar programs were also conducted across the organization. In the Western Region a self defence training and a talk by renowned gynaecologist was organized for the women employees.





दिनांक 14 मार्च 2018 को "ई-टूल्स के माध्यम से हिन्दी में काम करना बेहद आसान" पर मुंबई कार्यालय में हिन्दी कार्यशाला का आयोजन किया गया।



दिनांक 06 फ़रवरी 2018 को सिलवासा में हिन्दी कार्यशाला का आयोजन किया गया ।

## **HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE**

The 47<sup>th</sup> National Safety Week was observed from 4<sup>th</sup> to 10<sup>th</sup> March 2018 across all the units and establishments of Balmer Lawrie. The observance of the week commenced with employees taking the safety pledge followed by reading out of C&MD's message. A series of contests like spot the hazard, quiz, extempore, safety skit, essay and slogan writing were organized for the employees during the week. A training on 'Defensive Driving' was conducted for Balmer Lawrie officials across the country. For health benefit, a yoga camp for employees was organized in the manufacturing unit at Asaoti and a health talk was given by the doctor in CFS, Mumbai in which he spoke about personal hygiene, blood pressure, diet, physical well-being etc. Mock drills were carried out for creating safety awareness among employees. The programs were successful in generating awareness on safety best practices amongst employees.

Balmer Lawrie has witnessed no Lost Time Injury (LTI) during the current financial year which is a significant milestone for Balmer Lawrie. This has been possible because of the special impetus given to creating a culture of Behaviour Based Safety [BBS] across the organisation.

The winners of the online safety quiz competition are as follows:

Name	Location
Chaitali Dutta	HO - Kolkata
Pannalal Das	G&L - Silvassa
Kannapan S	IP - Manali
Soumya Dutta	HO - Kolkata
Anurag Arora	HO - Kolkata
Vijay Kr Das	HO - Kolkata
Thirumalai Kumar	LC - Manali
Neeta Dutta	G&L - Kolkata
Amit Chatterjee	HO - Kolkata
Dharmendu Mondal	HO - Kolkata
Ranotosh Banerjee	HO - Kolkata
Prasanna Banik	HO - Kolkata
Arpan Choudhury	LS - Bangalore
Priyanka Parui	G&L - Kolkata
Irfan Warsi	HO - Kolkata
Ashmita Ray Chaudhury	HO - Kolkata

*Congratulations to all the winners!*

Below are glimpses of the various programs organised across locations:



Reading out of C&MD's message at the Corporate Office in *Kolkata*



*Mock Drill at the Corporate Office in Kolkata*



*Session on safe driving at the Corporate Office in Kolkata*





*Extempore at Hide Road Complex (HRC), Kolkata*



*Safety Skit at HRC, Kolkata*



*Safety pledge being administered at SCOPE Complex, New Delhi*



*Yoga session at IP, Asaoti*



*Safety pledge being administered at TCW, Rai*



*Safety training at Ballard Estate, Mumbai*





*C&MD's message being read out at Mumbai*



*Safety pledge being administered at IP, Navi Mumbai*



*Health talk at CFS, Mumbai*



*Safety week inauguration at Manali, Chennai*



*Safety pledge being administered at MMLH, Visakhapatnam*



### स्थानंतरण / Transfers

श्री सुरजीत बासु, उप प्रबंधक [ट्रैवल & वेकेशंस], टी&वी – कोलकाता को टी&वी – मुंबई में शाखा प्रबंधक [यात्रा] के रूप में स्थानंतरित किया गया है।

**Mr. Surajit Basu**, Deputy Manager [Travel & Vacations], T&V - Kolkata has been transferred to T&V - Mumbai as Branch Manager [Travel].

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new role!*

### पुनः पदनाम/ Re-designation

श्री कनप्पन एस, उप प्रबंधक [विनिर्माण], आईपी – चेन्नई को उप प्रबंधक [विनिर्माण & गुणवत्ता], आईपी – चेन्नई के रूप में पुनः पदनामित किया गया है।

**Mr. Kannappan S**, Deputy Manager [Manufacturing], IP - Chennai has been re-designated as Deputy Manager [Manufacturing & Quality], IP - Chennai.

श्री दिशांत आर रामटेके, उप प्रबंधक [विनिर्माण], आईपी – कोलकाता को उप प्रबंधक [विनिर्माण & गुणवत्ता], आईपी – कोलकाता के रूप में पुनः पदनामित किया गया है।

**Mr. Dishant R Ramteke**, Deputy Manager [Manufacturing], IP - Kolkata has been re-designated as Deputy Manager [Manufacturing & Quality], IP - Kolkata.

*आपको नए कार्यभार की शुभकामनाएं।*

*Wish you all the best in your new role!*

### विदाई / Farewell

श्री महाराज राय, उप प्रबंधक [ले&वि], जी&एल – कोलकाता लगभग 31 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 मार्च, 2018 को सेवानिवृत्त हो गए।

**Mr. Maharaj Ray**, Dy. Manager [A&F], G&L - Kolkata superannuated on 31<sup>st</sup> March, 2018 after successfully completing around 31 years of service.

श्री मदन चन्द्र पैलान, सहायक प्रबंधक [एससीएम], जी&एल – कोलकाता लगभग 34 & ½ वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 मार्च, 2018 को सेवानिवृत्त हो गए।

**Mr. Madan Chandra Pailan**, Asst. Manager [SCM], G&L - Kolkata superannuated on 31<sup>st</sup> March, 2018 after successfully completing over 34 & 1/2 years of service.

*हम आपके भविष्य की मंगलमय कामना करते हैं।*

*We wish you all the best in your future life.*

### नए सदस्य / New Members



श्री शुभदीप चट्टराज की नियुक्ति 28 मार्च, 2018 को सीएफएस, कोलकाता में उप प्रबंधक [मानव संसाधन]- सीएफएस के रूप में हुई।

**Mr. Subhadip Chattaraj** joined CFS, Kolkata as Deputy Manager [HR] - CFS on 28<sup>th</sup> March, 2018.





श्री विकाश कुमार पांडेय की नियुक्ति 1 मार्च, 2018 को ट्रेवल & वेकेशंस, गुड़गाँव में सहायक प्रबंधक [टी&वी]- एसबीटी सहायक कार्य के रूप में हुई ।

**Mr. Vikash Kumar Pandey** joined Travel & Vacations, Gurgaon as Asst. Manager [T&V] - SBT Support Function on 1<sup>st</sup> March, 2018.



श्री बिजीत सिंह की नियुक्ति 1 मार्च, 2018 को ट्रेवल & वेकेशंस, कोलकाता में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।  
**Mr. Bijit Singh** joined Travel & Vacations, Kolkata as Junior Officer [Travel] on 1<sup>st</sup> March, 2018.



श्री आर कार्तिक की नियुक्ति 1 मार्च, 2018 को ट्रेवल & वेकेशंस, बंगलोर में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।  
**Mr. R Karthik** joined Travel & Vacations, Bangalore as Junior Officer [Travel] on 1<sup>st</sup> March, 2018.



श्री शेख खालिद की नियुक्ति 5 मार्च, 2018 को ट्रेवल & वेकेशंस, बंगलोर में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।  
**Mr. Shaik Khalid** joined Travel & Vacations, Bangalore as Junior Officer [Travel] on 5<sup>th</sup> March, 2018.



सुश्री श्रीविद्या नायडू की नियुक्ति 5 मार्च, 2018 को ट्रेवल & वेकेशंस, पुणे में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।  
**Ms. Srividya Naidu** joined Travel & Vacations, Pune as Junior Officer [Travel] on 5<sup>th</sup> March, 2018.

*बामर लॉरी परिवार में आपका स्वागत है एवं आपलोगों को हार्दिक शुभकामनाएं ।  
Welcome you to the Balmer Lawrie family and wish you all the best!*



**SWACHH BHARAT ABHIYAN**  
एक कदम स्वच्छता की ओर...

