



Vol. 3 Issue 2

February 2013

### Editorial

Year 2013 seems to be pretty eventful until date, and with host of initiatives planned to be rolled out, the year will surely be a happening one! 'Ek Soch', the Suggestion Scheme was successfully launched in January. Trust all of you would have received the handbook and participated in the Suggestion Fortnight. The response to the scheme has been very good with significant number of suggestions being submitted by employees in all units/establishment of the Company across locations.

Come February, and all of us gear up to celebrate Foundation Day on the first day of the month. It's a matter of great pride that our Company has successfully traversed the time tested journey of 146 years and we celebrated the 147<sup>th</sup> Foundation Day on 1<sup>st</sup> February. As every year, this year too, the Foundation Day was celebrated across locations in all units/establishments with much fervor and excitement. We will bring you glimpses of the celebrations in the next issue of BLOOM.

4<sup>th</sup> March is observed as National Safety Day across the country. With the aim of spreading awareness on safety, we will observe the day at Balmer Lawrie and celebrate a National Safety Week from 4<sup>th</sup>-9<sup>th</sup> March in all units/establishments across location. So, gear up for various programs & contests scheduled during the week and win exciting prizes!

If you have any suggestion or feedback, do send an email to [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com).

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### Quarter Results

**The third quarter of the current financial year has been a good one and the Company has sustained its profit momentum. The results were announced at the Company's Board Meeting held in the Corporate Office at Kolkata on 08 February 2013.**

**The net income has gone up by around 16% to ₹ 646 crores for the third quarter of the Financial Year 2012-13 from ₹ 558 crores for the corresponding quarter last year. The Profit Before Tax (PBT) was up by 12% and stood at ₹ 47 crores for the quarter ended 31st December 2012 as compared to ₹ 42 crores for the same quarter last year. Correspondingly, the net profit (PAT) during the quarter increased by 14% to ₹ 32 crores compared to ₹ 28 crores for the corresponding period last year.**

**The net income for nine months ending 31st December 2012 stood at ₹ 1946 crores and the net profit at ₹ 113 crores.**

## BL Updates



On 25<sup>th</sup> January, 2013 Shri SC Khuntia, Additional Secretary & Financial Adviser, Ministry of Petroleum & Natural Gas visited the G&L unit at Kolkata.

IP-Asaoti started its TQM (Total Quality Management) journey with the formation of three Quality Circles. As part of this a training programme was held on 5<sup>th</sup> January, 2013. In photo is a glimpse from the first session of the training programme.



SBU: Tea had announced a lifting based gift scheme for its distributors in Domestic Retail Sales in April 2012, which was valid for 6 months. Nine distributors qualified for gifts under various volume slabs. The SBU invited the qualifying distributors for a factory visit on 4th December followed by a function when the gifts were distributed. Shri Udayan Ghosh, AVP (Finance) gave away the gifts to the recipients.



SBU: PC participated in the 4th International Conference on Construction Chemicals [CONCLAVE 2013] held at Ahmedabad on 09th & 10th January 2013. The conference was organized by FICCI in association with Department of Chemicals and Petrochemicals, Ministry of Chemicals and Fertilizers, GOI. Shri R Janardhanan, Sr Manager [Product Development] gave a presentation on the topic "Role of Polymers in Construction Chemicals".



In the second week of January 2013, LS-Vizag successfully handled a Breakbulk Ocean Import Charter comprising of Radar, Antenna & other Vigilance equipment for the Indian Navy from Israel to Vizag sea port. The project involved Stevedoring, CHA, Transportation & Delivery of the material.

### Training Program organised

A training program on "Winning Organization" was organized for sub-staff of HO & HRC (G&L, IP & CFS), Kolkata on 24th & 25th January at 'The Conclave', Kolkata. The training programme was conducted by the Central Board for Workers Education (CBWE), Ministry of Labour & Employment, GOI.



The HR Meet was held on 18<sup>th</sup> & 19<sup>th</sup> January at Chalsa. In photo, Team HR poses with C&MD and Directors.

### हिन्दी कार्यशाला

राजभाषा नीति के कार्यान्वयन के रूप में “कम्प्युटर में यूनिकोड को सक्रिय करने की प्रक्रिया और कम्प्युटर पर इसका उपयोग और रोमन की बोर्ड की सहायता से कम्प्युटर पर हिन्दी में कार्य करने की पद्धति के विषयों के संबंध में 7 जनवरी 2013 को प्रधान कार्यालय में एक हिन्दी कार्यशाला का आयोजन किया गया। कुल 15 कर्मचारी बहुत रुचि लेते हुए इस कार्यशाला में भाग लिए ।

### सुझाव योजना – एक सोच

कंपनी की सुझाव योजना- एक सोच को आवश्यक गति प्रदान करने हेतु निम्न लिखित कदम उठाए गए :-

- 14/01/13 से 27/01/13 तक प्रधान कार्यालय और एच आर सी प्रतिष्ठानों में सुझाव पखवाड़े का आयोजन किया गया। इस योजना के प्रचार प्रसार के लिए बैनर और पोस्टर लगाए गए।
- सुझाव योजना की पुस्तिका (हिन्दी & अंग्रेजी) की 1600 प्रतियाँ छपवाकर कंपनी के हर एक कर्मचारी को वितरित किया गया।
- प्रधान कार्यालय और एच आर सी प्रतिष्ठानों में महत्वपूर्ण स्थानों में सुझाव पेटियाँ रखी गईं ।
- एच आर सी प्रतिष्ठानों के कार्मिकों के लिए सुझाव योजना का बांगला अनुवाद भी उपलब्ध कराया गया।
- सुझाव प्रस्तुत हर एक कर्मचारी को प्रमाण पत्र और एक टोकन उपहार दिया गया ।
- उपर्युक्त पहलों से कर्मचारियों में सुझाव योजना फैल गई और कई सुझाव प्राप्त हो गए। प्राप्त सुझावों का मूल्यांकन किया जा रहा है।



A friendly limited over Cricket Match was played between Head Office and HRC on 26th January, 2013 at the Customs Ground, Kolkata. The team from Head Office walked away as winners. C&MD and Directors graced the occasion.



An eye camp was organised in January in HO & HRC [G&L, IP, CFS] in collaboration with Vasan Eye Care Hospitals. In HO around 60 employees got their eyes checked.

### ERP Update

The BLESS project is presently in the realization phase with various configurations, developments and Conference Room Pilots in progress.

"As Is" and "To Be" discussions have concluded. Introductory SAP trainings were conducted with the Core Team, and the SAP engine and licenses for Phase I have been procured. BBP has been signed off. Server configuration related activities are in progress. Quality server environment is accessible for testing purposes and Cutover strategy and plan has been incepted. Cutover strategy is the activity done in ASAP methodology while transferring the data from the legacy system to the sap system.

Some of the planned activities are as follows:

- Review meetings with various COO are being held
- Clear developments/ customization requirements acceptance procedure on the basis of which development work is taken up
- Finalization of high priority developments
- Creation and validation of test cases with SBU/Function team. Scenario testing by the core team
- Configuration of Enterprise Portal and Production environment
- Formulation of cutover plan (including identification of pre-cutover readiness), training and support strategies and preparation of detailed plan for each
- Authorization matrix/ roles & responsibilities to be signed off
- Development of essential reports to be completed after rationalization of the same
- BL core team to conduct full cycle training to Power Team based on identified scenarios
- Complete master data uploading activities into Quality environment and identify reconciliation issues and rectify the same

## HSE (Health, Safety & Environment) Corner

### **IMPORTANCE OF EARTHING & ITS UPKEEP**

#### ***What is Earthing?***

The term earthing means connecting the neutral point of a supply system or the non-current carrying part of electrical apparatus to the general mass of earth in such a manner that at all times an immediate discharge of electrical energy takes place without danger.

#### ***Why is it provided?***

##### (1) Safety for Human Life/ Building/Equipment

- To save human life from danger of electrical shock or death by blowing a fuse i.e. To provide an alternative path for the fault current to flow so that it will not endanger the user
- To protect buildings, machinery & appliances under fault conditions.
- To ensure that all exposed conductive parts do not reach a dangerous potential.
- To provide safe path to dissipate lightning and short circuit currents.
- To provide stable platform for operation of sensitive electronic equipment i.e. To maintain the voltage at any part of an electrical system at a known value so as to prevent over current or excessive voltage on the appliances or equipment.

##### (2) Over voltage protection

Lightning, line surges or unintentional contact with higher voltage lines can cause dangerously high voltages to the electrical distribution system. Earthing provides an alternative path around the electrical system to minimize damages in the System.

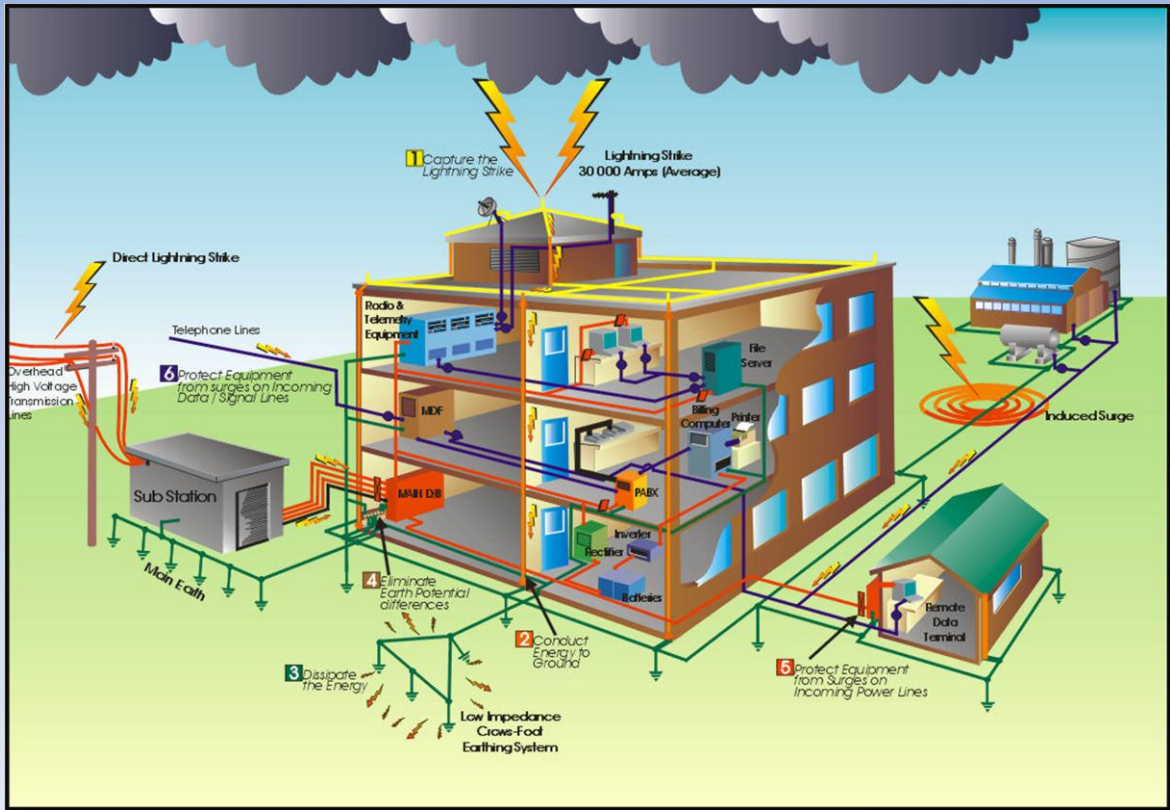
#### ***Resistance of the Earth mainly depends on:***

- (1) Soil Resistivity
- (2) Soil Condition
- (3) Moisture in the soil
- (4) Location of Earth Pit
- (5) Climate Condition
- (6) Physical Composition of soil.
- (7) Dissolved salts.

#### ***Methods of Reducing Earth Resistance:***

The earth resistance can be reduced by digging around the earth electrode to a depth of 1.5 to 2 m, cleaning the surface of the earth plate or pipe of all rust and then filling with charcoal soaked in salt solution. The additional steps for reducing the earth resistance of the system are increasing of plate area, increasing of pit depth & increasing of number of electrodes in parallel.

*Refer diagram below:*



## सीएसआर अद्यतनीकरण



28 दिसम्बर 2012 को खड़ोली, सिलवासा में पुस्तकालय के निर्माण के लिए भूमि पूजा के अवसर पर उपस्थित निदेशक (एचआर & सीए)

## कार्मिक सूचना - जनवरी 2013 / Personnel Information - January 2013

### पदोन्नति / Promotion

श्री मनोज लखनपाल, उपाध्यक्ष [वित्त] की पदोन्नति हुई और आई पी, सीवड़ी से कॉर्पोरेट लेखा & वित्त, कोलकाता में वरिष्ठ उपाध्यक्ष [वित्त] के रूप में स्थानांतरित किया गया।

**Shri Manoj Lakhnupal**, Vice President [Finance], has been promoted & transferred from IP, Sewree to Corporate A&F, Kolkata as Senior Vice President [Finance].

श्री समीर घोष, उपाध्यक्ष [वित्त], एल.एस., कोलकाता की पी.टी. बामर लॉरी, इंडोनेशिया में निदेशक [पीटीबीएलआई] के रूप में प्रतिनियुक्त हुई। इस के पश्चात उनकी ग्रेड-8 में पदोन्नति हुई।

**Shri Samir Ghosh**, Vice President [Finance], LS, Kolkata has been deputed to PT Balmer Lawrie Indonesia as Director [PTBLI]. Subsequently he has also been promoted to Grade E8.

आप को बधाई एवं भविष्य में आपकी सफलता की कामना करते हैं।

*Congratulations to you and wish you all success in the years ahead!*

## स्थानान्तरण / Transfer

श्री सुंदर कुमार, प्रबन्धक [सतर्कता] - चेन्नई को बेंगलूर में एस बी यू : एलएस & टीटी के लिए, प्रबन्धक [ले & वि], के रूप में स्थानांतरित किया गया।

**Shri S Sundarakumar**, Manager [Vigilance] - Chennai has been transferred to Bangalore, as Manager [A&F] for SBUs: LS & T&T.

*आपको नए कार्यभार की शुभकामनाएं।*

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

## विदाई / Farewell

श्री कुलवंत सिंह, प्रबन्धक [प्रशासन], टी&टी, दिल्ली 30 वर्षों की सफल सेवा के पश्चात 31 जनवरी को सेवा निवृत्त हुए।

**Shri Kulwant Singh**, Manager [Administration], T&T - Delhi retired on 31st January after successfully completing more than 30 years of service.

श्री अरुण कुमार मण्डल, सहायक प्रबन्धक [ओ एस डी], जी&एल - कोलकाता 34 वर्षों की सफल सेवा के पश्चात 31 जनवरी को सेवा निवृत्त हुए।

**Shri Arun Kumar Mondal**, Asst. Manager [On Special Duty], G&L - Kolkata retired on 31st January after successfully completing more than 34 years of service.

श्री एस. एस. कोचरेकर, मुख्य प्रबन्धक [क्यू.ए.], जी & एल, सिवड़ी, लगभग 32 वर्षों की सफल सेवा के पश्चात 31 जनवरी को सेवा निवृत्त हुए।

**Shri S S Kochrekar**, Chief Manager [QA], G&L - Sewree retired on 31st January after successfully completing around 32 years of service.

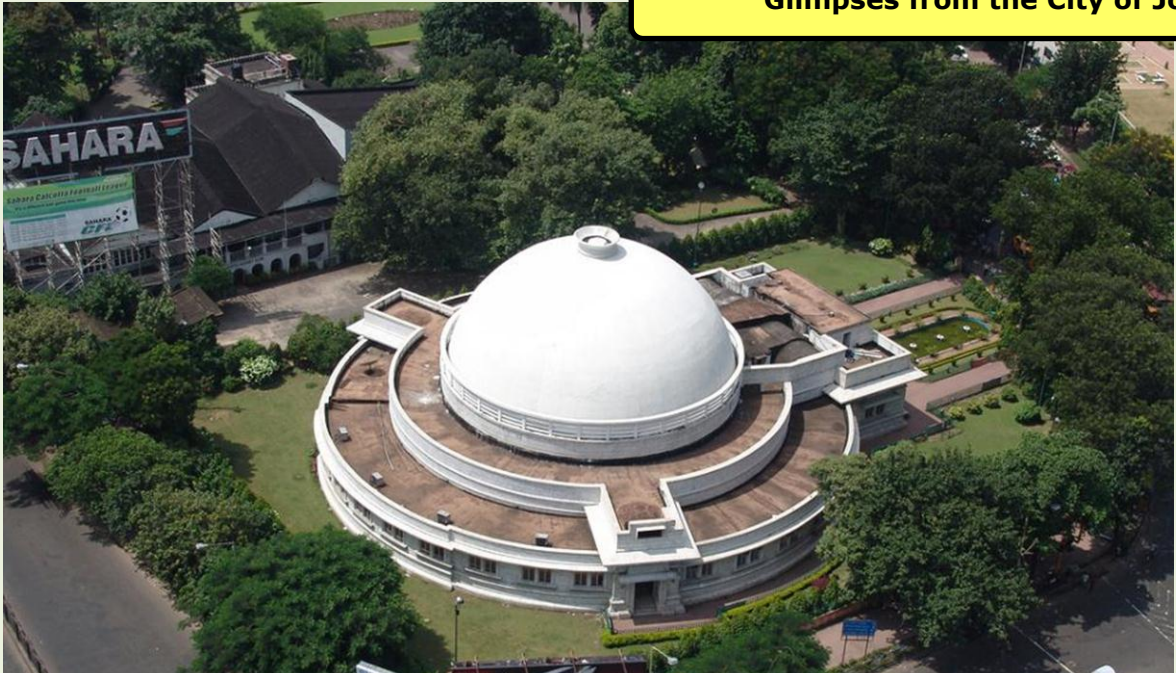
श्री अशोक कुमार पाल, ओ. एस. डी. एवं पूर्व निदेशक (पीटीबीएलआई), लगभग 27 वर्षों की सफल सेवा के पश्चात 31 जनवरी को सेवा निवृत्त हुए।

**Shri Ashok Kr Paul**, Officer on Special Duty and ex-Director [PTBLI] retired on 31st January after successfully completing around 27 years of service.

*हम आपके सेवानिवृत्ति जीवन सुखमय एवं शांतिमय होने की कामना करते हैं ।*

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

## **Glimpses from the City of Joy**



*The Birla Planetarium in Kolkata is a single-storeyed circular structure designed in line with the Buddhist Stupa at Sanchi. Situated at Chowringhee Road adjacent to the Victoria Memorial, it is the largest planetarium in Asia and the second largest planetarium in the world. Popularly known as taramandal, the planetarium was inaugurated in 1963 by the then Prime Minister of India, Jawaharlal Nehru. It has an electronics laboratory for design and fabrication of science equipment. It has an astronomy gallery that maintains a huge collection of fine paintings and celestial models of renowned astronomers.*