

BALMER  
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MONTHLY

BULLETIN



## EDITORIAL

सितम्बर महीने के आते ही, हम सभी हिंदी पखवाड़ा मनाने के लिए तैयार हो जाते हैं। पूर्वी क्षेत्र में हिंदी पखवाड़ा 14 से 28 सितंबर, 2016 तक मनाया जाएगा। राजभाषा के रूप में हिंदी के प्रयोग के प्रति जागरूकता बढ़ाने के उद्देश्य से विभिन्न कार्यक्रमों का आयोजन किया जाएगा। आप सभी से अनुरोध है की इन कार्यक्रमों में भाग लें और अपने दैनिक काम-काज में हिंदी का प्रयोग करें।



14 अगस्त को, श्री धर्मेन्द्र प्रधान, माननीय राज्य मंत्री (स्वतंत्र प्रभार), पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय, भारत सरकार, ने गणमान्य व्यक्तियों और लाभार्थियों की बड़ी संख्या के बीच नजरूल मंच, कोलकाता में प्रधानमंत्री उज्ज्वला योजना (PMUY) का शुभारंभ किया। इस कार्यक्रम में हमारे अध्यक्ष एवं प्रबंध निदेशक महोदय श्री प्रबाल बासु और अन्य वरिष्ठ अधिकारियों ने भाग लिया। प्रधानमंत्री उज्ज्वला योजना सरकार की महत्वाकांक्षी सामाजिक कल्याण योजना है, जिसे 1 मई 2016 को उत्तर प्रदेश में आरंभ किया गया। इस योजना के तहत सरकार ने देश में गरीबी रेखा के निचले परिवारों को एलपीजी कनेक्शन प्रदान करने का लक्ष्य रखा है। ज्यादातर ग्रामीण भारत में इस्तेमाल किए जानेवाले खाना पकाने के अशुद्ध ईंधन के बदले स्वच्छ और अधिक कुशल रसोई गैस उपलब्ध कराए जाने का उद्देश्य है, इस योजना का।

डॉ ए के अम्बष्ट (आईएफएस) ने, 16 अगस्त 2016 को बामर लॉरी के मुख्य सतर्कता अधिकारी [सीवीओ] के रूप में कार्यभार संभाला है। वे वर्तमान में ओएनजीसी के सीवीओ हैं और बामर लॉरी में उनकी नियुक्ति अतिरिक्त कार्यभार के रूप में है। डॉ अम्बष्ट को हमारी शुभकामनाएं! यह महीना त्यौहारी मौसम की शुरुआती महीना है। हमने अभी-अभी गणेश चतुर्थी, ओणम और ईद मनाई है, और हम अब दशहरा और दिवाली की प्रतीक्षा में हैं। इस त्योहार के मौसम के लिए आपको और आपके परिवारों के लिए ब्लूम की ओर से शुभकामनाएं! हमेशा की तरह, आशा है आप अपनी प्रतिक्रिया, योगदान और सुझाव [mukhopadhyay.mohar@balmerlawrie.com](mailto:mukhopadhyay.mohar@balmerlawrie.com) को भेजने के लिए संकोच नहीं करेंगे।



On 19<sup>th</sup> August, Mr. D Sothi Selvam, Director [Manufacturing Businesses] had a meeting with the Balmer Lawrie Employees Union (BLEU) at Manali, during his visit to Chennai. The General Secretary of BLEU, Mr. Karunaneedhi felicitated Mr. Sothi Selvam by presenting him a shawl.



The Regional HR Meet for the Southern Region was organized on 23<sup>rd</sup> August at Manali, Chennai. The HR Team Members across cities in the Southern Region attended the Meet.

### **Appreciation for SBU: Logistics**

An appreciation letter dated 18<sup>th</sup> August 2016 was received from Hindustan Aeronautics Ltd (HAL) Management Academy, Bangalore in which Mr. P P Rathnakar, AVP - Key Accounts (West & South), Mr. Romesh Srivastava, AVP - Key Accounts (North & East) and Mr. R Anantharaman, Asst. Manager (Co-ordination) were appreciated for conducting a session on "International Logistics & Import Management" on 11<sup>th</sup> August for the officers of HAL. HAL is a Navratna company, which is governed under the management of the Indian Ministry of Defence.



**PAHAL...a new direction**  
**Direct Benefit Transfer for LPG (DBTL)**  
**Get Your Money, Save Public Money!**





In continuation of the Technical Training Program on Lubrication & Lubricants (Level 2) for the G&L Team, the program for the 2<sup>nd</sup> Batch of Executives was held on 17<sup>th</sup> August 2016 at the Balmer Lawrie Training Centre in the Corporate Office, Kolkata. The training programme on “Driveline Updates - On-road (Automatic & Manual Transmission Fluids) and Off-road Driveline Lubricants” was conducted by External Faculty, Mr. Jeenal Patel (Sr. CTS Manager) and Mr. K M Rao (Sr. Sales Manager) from M/s. Afton Chemicals India Pvt Ltd., Mumbai. The session was attended by around twenty participants from SBU:G&L.



A Training Program on “Lubrication & Lubricants” was organised by the Indian School of Mines (ISM), Dhanbad and Dept. of Mining Machinery Engineering from 29<sup>th</sup> August to 1<sup>st</sup> September 2016 at ISM-Industry Institute Interaction Centre, Kolkata. Twenty five participants from different organisations representing the Mining and Lubricant Industries attended the training for three days. Three Executives from ARL were invited as Guest Lecturers to deliver presentations on 30<sup>th</sup> August. Mr. N Parameswaran presented on Fundamentals of Lubrication & Lubricants; Automotive & Industrial Lubricants and Greases-Aspects & Testing; Life Cycle & Consumption Assessment of Lubricants. Mr. S Murali covered Condition Monitoring of Lubricants & Lubrication Systems and Mrs. S Barman touched upon New Developments in the field of Lubrication System & Lubricants; Safety & Environmental Issues. A laboratory visit to ARL was organised on 1<sup>st</sup> September for the participants. Mr. Sreejit Banerjee, COO [G&L] welcomed the visiting participants accompanied by two Professors from ISM.



A one-day training program on E-Tendering Process was organized in Delhi on 30<sup>th</sup> August 2016 at the Bhabha Hall, Scope Convention Centre, New Delhi.



A presentation on "Significant impact of GST on all business verticals / supply chain of Balmer Lawrie" was made by KPMG on 18<sup>th</sup> August 2016 at the Balmer Lawrie Training Centre in the Corporate Office, Kolkata. The presentation was attended by the Directors, members of the Top Management Team, the Accounts & Finance and IT Teams. During the session there were discussions on the changes that would be required in the IT System / SAP to accommodate the impact of GST on our business activities.

### **Aadhar Camp Organised for Eastern Region Employees**

An Aadhar Camp was organised for the employees of the Eastern Region in the Corporate Office, Industrial Packaging Plant and CFS at Kolkata on 24<sup>th</sup>, 25<sup>th</sup> and 26<sup>th</sup> August respectively. The Camp was organised in association with In Media Computer Services LLP, an authorised enrolment agency for Aadhar enrolment under UIDAI, GOI. The camp was highly appreciated and was attended by a large number of employees.



A Health Talk on "Prevention of Coronary Artery Disease" was organized with the assistance of Peerless Hospital on 25<sup>th</sup> August 2016 at the Balmer Lawrie Training Centre in the Corporate Office, Kolkata. Dr. Ashok Bandyopadhyay, Chief Consultant was the guest faculty for the session. More than 35 employees attended the programme.



A Hepatitis-B & C Screening camp was organized by Regional HR - East on 31<sup>st</sup> August 2016 with the assistance of Medica Superspeciality Hospital, Kolkata. More than 55 employees got screened during the camp. The initiative was appreciated by all who attended the camp.



Mr. Abhishek Agarwal, CIO was one of the winners of the "CIO 100 Awards 2016" given away by IDG ([www.cio100.in](http://www.cio100.in)) in a function held on 2<sup>nd</sup> September at J W Marriott in Pune. Mr. Agarwal was also a recipient of the Special Business Transformer Award, which was given away to seven executives from the Industry. Every year, the CIO 100 Awards felicitate India's best 100 CIOs for showcasing stellar leadership and outstanding IT implementations, aimed at furthering their business. Instituted in India in 2005, CIO 100 winners represent the most innovative IT leaders in India. This proud tradition of recognizing CIOs began in the USA over 25 years ago and is now a celebrated annual event across continents. In India, the 1<sup>st</sup> Friday of September has become a red-letter date that unites the industry and showcases the best of Indian Enterprise IT at the Annual CIO 100 Symposium and Awards ceremony. Heartiest congratulations to Mr. Agarwal!



The 6<sup>th</sup> Genius HR Excellence Awards were given away on 17<sup>th</sup> August in a glittering function held at Mumbai. Mr. Sourish Chatterjee, Manager [HR], RHR – West was among the proud recipients of the "HR Professional of the Year" Award. Five HR professionals across the industry were awarded in this category. Balmer Lawrie was shortlisted for the Best HR Practices Award (among companies with a topline above Rs. 500 crores). However, Vodafone won in the category. Congratulations Sourish!



Mr. Bhaskar Bharat, Asst. Manager [Corporate – IT] was awarded the Silver Medal and Degree for securing the second highest CGPA amongst all the students in the Bachelor of Technology (Electronics & Communication Engineering) Programme (2010-2014 Batch) of National Institute of Technology, Delhi. The medal and degree was handed over by none other than our Hon'ble President, Shri Pranab Mukherjee. Great going Bhaskar; congratulations!



Mr. Kamlesh Kumar Goyal, Sr. Manager [A&F], T&V and LS, Hyderabad, successfully completed his first full marathon (42.2 KMS) on 28<sup>th</sup> August 2016 at the Airtel Hyderabad Marathon 2016. Kudos Mr. Goyal; keep running!



**Corporate Office, Kolkata**



**CFS, Logistics – Kolkata**



**Greases & Lubricants Plant, Kolkata**



**Industrial Packaging Plant, Kolkata**



**Plants and Offices in Manali, Chennai**



**BL Office in Teynampet, Chennai**



**TCW, Hyderabad**



**MMLH, Vizag**



**BL Office in Ballard Estate, Mumbai**



**Greases & Lubricants Plant in Silvassa**

Independence Day was celebrated with much fervour in units and establishments across locations. The tricolour was hoisted, buildings were adorned with LED lighting and in some places cultural programs were also held.



A football tournament was organised in the Khadoli School Grounds, Silvassa on 15<sup>th</sup> August 2016 as part of the 150 years celebrations. Four teams played the match - Superstar, Lawrie, Race 4T and Balmer. The final match was played between teams Balmer and Superstar. Team Balmer emerged as champions.

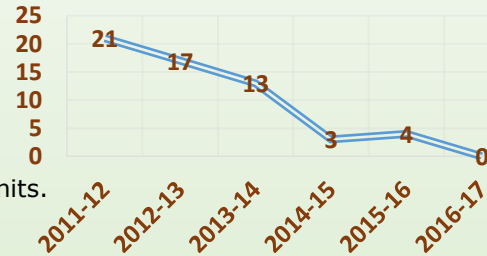


12 अगस्त 2016, को कोलकाता स्थित सभी विभागाध्यक्षों, विनिर्माण एवं सेवा व्यापारों की इकाईयों के प्रमुखों, क्षेत्रीय मानव संसाधन के प्रमुखों एवं मानव संसाधन विभाग एवं राजभाषा कार्यान्वयन से जुड़े कार्यपालकों एवं कर्मचारियों के लिए एक दिवसीय हिन्दी कार्यशाला का आयोजन किया गया। इस कार्यशाला का उदघाटन श्री प्रबाल बासु, अध्यक्ष एवं प्रबंध निदेशक महोदय द्वारा किया गया और उदघाटन सत्र में श्रीमती मंजूषा भटनागर, निदेशक (मानव संसाधन & कॉर्पोरेट कार्य) महोदया द्वारा प्रतिभागियों को संबोधित किया गया। अपने सम्बोधन में निदेशक (मानव संसाधन & कॉर्पोरेट कार्य) महोदया ने प्रतिभागियों को राजभाषा हिन्दी को अपनाने का आह्वान किया। इस कार्यशाला में श्री राम विचार यादव, प्रमुख (राजभाषा), हिंदुस्तान पेट्रोलियम कॉर्पोरेशन, मुंबई ने अतिथि वक्ता के रूप में भाग लिया। इस कार्यशाला के पूर्वाहन सत्र में संविधान में राजभाषा हिन्दी के संबंध में किए गए प्रावधानों, राजभाषा अधिनियम, 1963, राजभाषा संकल्प, 1968, राजभाषा नियम, 1976 इत्यादि की जानकारी दी गई। अपराहन सत्र में कंपनी के अध्यक्ष एवं प्रबंध निदेशक महोदय सहित सभी निदेशकों ने भाग लिया। इस सत्र में सरकारी काम-काज में राजभाषा हिन्दी के प्रयोग की आवश्यकता के बारे में बताया गया एवं प्रतिभागियों को अलग-अलग समूहों में विभाजित कर राजभाषा हिन्दी के कार्यान्वयन के संबंध में सुझाव प्राप्त किए गए। इन सुझावों के आधार पर एक कार्य योजना की रूप-रेखा भी तैयार की गई। इस कार्यशाला में प्रतिभागियों ने बड़ी तल्लीनता एवं उत्साह भाग लिया और प्रबंधन द्वारा इस आयोजन की प्रशंसा की गई। श्री रत्न शेखर आडिके, वरिष्ठ उपाध्यक्ष (मानव संसाधन) महोदय द्वारा धन्यवाद ज्ञापन प्रस्तुत किया गया।

# HSE [HEALTH, SAFETY & ENVIRONMENT] UPDATE

In the last couple of years, our Company has taken significant strides in its journey towards achieving and sustaining HSE Excellence. Every SBU from both Manufacturing and Services, has taken this aspect very seriously and that is evident from the HSE Performance of last one year. On 18<sup>th</sup> August 2016 we achieved a very significant HSE milestone. Our Manufacturing and Service Businesses witnessed one year without any LTI [ Lost Time Injury]. The positive change in our values, beliefs and perceptions towards HSE has helped to achieve this milestone.

## LTI TRENDS



Few important steps that we did right to achieve this milestone are:

- ❖ Mitigating risk of non-routine activities through permit to work system.
- ❖ Safety Induction and daily tool box talk with contract employees.
- ❖ Periodical HSE inspection by plant teams and Unit Heads.
- ❖ Periodical HSE performance review by SBU Heads and Directors.
- ❖ Continuous HSE trainings for our workmen.
- ❖ Twice a year internal HSE Audits for all the Manufacturing and Service Units.
- ❖ Improvement in Housekeeping in most of the units.
- ❖ Improvement in PPE compliance by our employees.

Kudos to the entire Balmer Lawrie Team for this achievement. We should continue the good work and ensure that nobody is hurt while doing any kind of work in our organisation.

शून्य  
एल टी आई की प्राप्ति  
हमारे विनिर्माण और सेवाओं के व्यापार में  
1 वर्ष  
एल टी आई मुक्त  
सुरक्षित रूप से  
काम करने के लिए  
धन्यवाद



## LTI Free Enablers and Fire Safety Training at Manali, Chennai



A Mock Drill and Fire Drill was organised in the Industrial Packaging plant at Taloja, Navi Mumbai on 13<sup>th</sup> August 2016. The drill, which was conducted by the Fire Department of Taloja, had practical demonstrations of evacuation of people stuck at height, use of fire hydrant equipment, introduction and demonstration fire brigade and its special equipment and checking response time of fire brigade post emergency calling.



विदाई / Farewell

श्री अशीम मुखर्जी, प्रबंधक [प्रशासन], कार्पोरेट कार्यालय – कोलकाता 39 वर्षों की सफलतापूर्वक सेवाएं संपूर्ण कर 31 अगस्त, 2016 को सेवानिवृत्त हो गए ।

**Mr. Ashim Mookerjee**, Manager [Administration], Corporate Office - Kolkata superannuated on 31<sup>st</sup> August, 2016 after successfully completing 39 years of service.

*हम आपके भविष्य की मंगलमय कामना करते हैं।  
We wish you all the best in your future life.*

नए सदस्य / New Member



श्री मनीष कुमार अवस्थी की नियुक्ति 3 अगस्त, 2016 को ग्रीस & लुब्रिकैंट्स, गुडगांव में मुख्य प्रबंधक [खुदरा बिक्री] के रूप में हुई ।

**Mr. Manish Kumar Awasthi** joined Greases & Lubricants, Gurgaon as Chief Manager [Retail Sales] on 3<sup>rd</sup> August, 2016.



श्री मानस राय की नियुक्ति 1 अगस्त, 2016 को ट्रैवल & वेकेशंस, कोलकाता में सहायक प्रबंधक [ले&वि] के रूप में हुई ।

**Mr. Manash Roy** joined Travel & Vacations, Kolkata as Asst. Manager [A&F] on 1<sup>st</sup> August, 2016.



प्रदन्या दीपक नाइक की नियुक्ति 8 अगस्त, 2016 को ट्रैवल & वेकेशंस, मुंबई में सहायक प्रबंधक [मा.स.] के रूप में हुई ।

**Ms. Pradnya Deepak Naik** joined Travel & Vacations, Mumbai as Asst. Manager [HR] on 8<sup>th</sup> August, 2016.



श्री कोदुर सिसादरी की नियुक्ति 22 अगस्त, 2016 को लॉजिस्टिक्स, बंगलुरु में सहायक प्रबंधक [ले&वि] के रूप में हुई ।

**Mr. Kodur Seshadri** joined Logistics, Bangalore as Asst. Manager [A&F] on 22<sup>nd</sup> August, 2016.



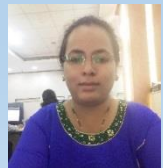
श्री मोहम्मद हसन बिन खालीद की नियुक्ति 1 अगस्त, 2016 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

**Mr. Mohammad Hassan Bin Khalid** joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 1<sup>st</sup> August, 2016.



श्री नितिन मुकेश की नियुक्ति 1 अगस्त, 2016 को ट्रैवल & वेकेशंस, दिल्ली में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

**Mr. Nitin Mukesh** joined Travel & Vacations, Delhi as Jr. Officer [Travel] on 1<sup>st</sup> August, 2016.



शीतल गौरव चाटी की नियुक्ति 8 अगस्त, 2016 को ट्रैवल & वेकेशंस, मुंबई में कनिष्ठ अधिकारी [यात्रा] के रूप में हुई ।

**Ms. Sheetal Gaurav Chati** joined Travel & Vacations, Mumbai as Jr. Officer [Travel] on 8<sup>th</sup> August, 2016.

*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!*