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

F.No:- 3-6/2022-RSTG

Dated:- 27.01.2023

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To

Member Services
Department of Telecommunication

Subject: Implementation of APAR linked online IPMS system for all executives posted in BSNL, including DoT officers - Reg.

At the outset, I would like to wish you a very happy and healthy New Year 2023. From BSNL side, we hope to make significant progress on the initiatives undertaken to carry out HR Transformation such that the targets of the MoU with DoT are achieved.

KPI-based, Individual Performance Management System (IPMS) is one such key initiative, and it has been implemented in BSNL following the directive given by Hon'ble MOC in HOCC meeting held on 4th and 5th August, 2022.

Quantifiable and measureable KPIs have been assigned online through ERP system to all executives from Q3 (Oct-Dec 2022) onwards, in order to bring in much needed target-orientation and result-focus in their job roles. I am pleased to inform you that for Q4 (Jan-Mar 2023 period) KPIs have been assigned to some 28,572/29342 (97.4%) executives, including DoT officers posted in BSNL.

In this system, briefly, IPMS is initiated for every executive by his/her reporting officer in ERP system on a quarterly basis. Maximum 3 KPIs can be given per job role. Achievements are entered/submitted by the executive by logging in ERP. Reporting Officer has the option to agree or disagree with the achievements. In case of disagreement, Reporting Officer shall input an alternate value of achievement in respective field and forward to Reviewing Officer who will have purview to decide. After reviewing officer submits, weighted scores will be calculated and IPMS will be closed/completed.

For the current financial year 2022-23, since IPMS was implemented for all executives in the middle of the year, weighted scores for Q3 and Q4 cycles shall be averaged to provide the '**Final IPMS weighted score**'. From financial year 2023-24 onwards, the **Final IPMS weighted score** will be calculated for the full year and will be the average of Q1, Q2, Q3 and Q4 cycles.

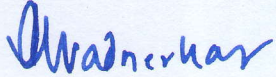
The '**Final IPMS weighted score**' will be linked to the APAR of each executive, including DoT officers, as below:

- i. For financial year 2022-23, it will replace the Overall Grading on "Work Output" in Section A (assessment of work output with weightage 40%) of Part III of APAR.
- ii. From financial year 2023-24 onwards, it will replace the '**Overall Grading on Work Output**' in Section A (assessment of work output with weightage 40%) and '**Overall Grading on Personal Attributes**' in Section B (assessment of personal attributes with weightage 30%) in Part III of APAR, thereby attributing 70% weightage to quantifiable and measurable KPIs in APAR.

It is informed that for DoT officers, **Final IPMS weighted score for FY 2022-23**, as calculated by ERP, shall be communicated to the reporting and reviewing officers via office orders (with a copy to DoT) by 25 May, for entering in the Sparrow portal. Timelines of APAR self-appraisal, reporting and reviewing of DoT officers posted in BSNL may be notified accordingly. For any assistance/clarification, the following nodal officer in BSNL may be contacted, please.

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This is issued with the approval of CMD BSNL.



(Arvind Vadnerkar)
30.1.2023
Director (HR), BSNL Board

Copy for kind information to:

1. Secretary (T), Department of Telecommunications.
2. CMD BSNL
3. All Functional Directors. BSNL Board
4. CGMs., Territorial and non-Territorial circles, BSNL