

**BHARAT SANCHAR NIGAM LIMITED
CORPORATE OFFICE**

Personnel Branch

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001

No: BSNLCO-PERB/19(12)/1/2020-PERS1

dated 25.11.2020

To,

All Heads of Telecom Circles/Metro Districts & Other Administrative Units
All GMs/PGMs of BSNL CO New Delhi
Bharat Sanchar Nigam Limited.

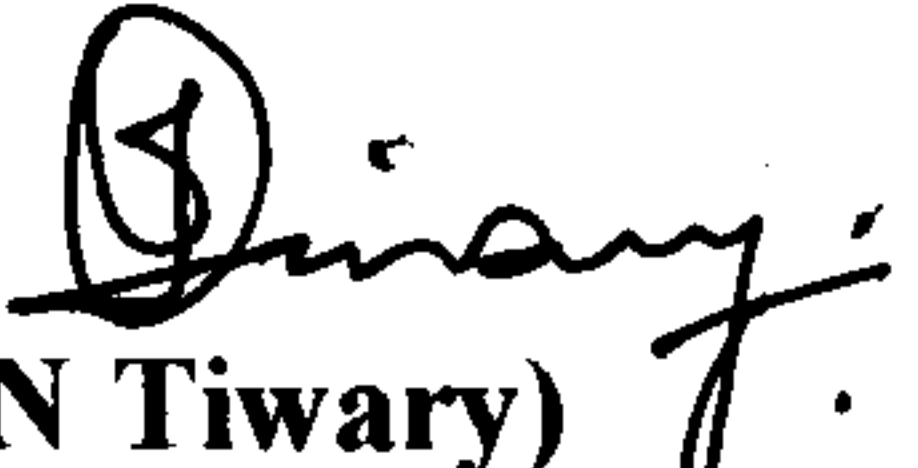
Subject: - Non-submission of online Self-Appraisal (e-APAR) through ESS portal from year 2016-17 to 2019-20:- Regarding

It has been noticed that some executives have not submitted their Self-Appraisal (e-APAR) for year 2016-17, 2017-2018, 2018-19 & 2019-20 through ESS portal for reason best known to them in spite of repeated reminders in this regard.

In all such cases, an explanation of the concerned executives may be called for non-submission of the self-Appraisal through ESS portal and all such explanations with supporting documents may be kept in the APAR dossier/personal files of such executives.

The explanations received from executives may be submitted to the CPC/DPC at the time of financial Upgradation/ functional promotions for deciding suitability of such executives for functional promotion/ financial Upgradation.

This issues with the approval of competent authority.


(O.N Tiwary)
DGM (Pers-SM)
BSNL CO, New Delhi 25/11/20