

# Bharat Sanchar Nigam Limited

(Corporate Office)

Bharat Sanchar Bhavan, Janpath  
New Delhi-110001.

No.3-5/2010 -Restg-Vol-III.-2.

Date: 27<sup>th</sup> February 2014

**Subject: Field-level Performance Management System (FPMS) - KPI based award scheme for field-level employees in Exchanges, CSCs and SSA-level Consumer Mobility Operations teams - Extension of.**

Field-level Performance Management System (FPMS) Scheme, the KPI based award scheme for field-level employees in Exchanges, CSCs and SSA-level Consumer Mobility Operations teams, was introduced vide this office letter of even number dated 15.04.2010. Based on inputs received from the field units an amended Scheme was approved by the Management Committee of BSNL Board and communicated to your office vide letter of even number dated 26.03.2013 for implementation.

2. The current validity of the above Scheme will be expiring on 31.03.2014. A proposal for extension of FPMS is being prepared. A copy of the current scheme is enclosed. You are requested to send your observations with regard to the current scheme and suggestions for improving the efficacy of the scheme and its refinement. Comments may please be arranged to be faxed to 011-23765191 or emailed to [restg@bsnl.co.in](mailto:restg@bsnl.co.in) by 10.03.2014.



(Madhu Arora)

GM(Corp. Restg./WS&I)

To:

1. Sr. GM (NWO-CFA)
2. Sr. GM (NWO-CM) : *Suggestion for improvement of FPMS of SSA-level Consumer Mobility Operations teams, received from Gujarat Circle is enclosed herewith for examination by CM cell.*
3. Sr GM (CSC).

Copy to:

Director (HR)/ Director (CFA)/ Director (CM) for kind information please.