

भारत संचार भवन, हरीश चन्द्र माथुर लेन,
जनपथ, नई दिल्ली-110001, भारत
दूरभाष कार्यालय : 91-11-23372424
फैक्स : 91-11-23372444
ई-मेल : cmdbsnl@bsnl.co.in



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

Bharat Sanchar Bhawan, H.C. Mathur Lane,
Janpath, New Delhi-110001, India
Tel (O) : 91-11-23372424
Fax : 91-11-23372444
E-mail : cmdbsnl@bsnl.co.in

अनुपम श्रीवास्तव

अध्यक्ष एवं प्रबन्ध निदेशक

ANUPAM SHRIVASTAVA

Chairman & Managing Director

D.O.No.3-6/2014-Restg.

Dated 7th April,2015

Dear

Please refer to D.O. dated 11th Dec., 2014 from Shri. A.N.Rai followed by several reminders from Restructuring Unit for finalization of Individual Performance Score Cards (IPMS) along with targets in respect of each executive working in your circle for financial year 2014-15. Unfortunately, the response on the subject has not been received from your Circle.

As already communicated, IPMS is envisaged to be an integral component of Annual Performance Appraisal (APAR). The methodology of linkage of IPMS to Executives' Annual Performance Appraisal Report (APAR) is reiterated as follows:-

- i) IPMS score card containing KPIs & targets have to be prepared for each executive.
- ii) In Part-II of the APAR Form, executives would have to necessarily include IPMS score cards along with targets assigned and achievements thereof.
- iii) While evaluating performance, the reporting officer will keep in view IPMS score card achievement and then give numerical score against 'Assessment of work output' column in Part-III of the APAR Form.

Considering urgency of this matter, I seek your personal intervention for completion of IPMS score cards for all Executives in your circle without further delay. Soft copy of the IPMS score cards may be e-mailed to restg@bsnl.co.in.


(A. Shrivastava)

1. The Chief General Managers, Territorial Circles(AS,BH,HP,J&K,NE-II, OR ,RJ,WB,CHTD,Kol TD) BSNL
2. The Chief General Managers, Non-Territorial Circles(ETR, ETP, NATFM, NCNGN) BSNL