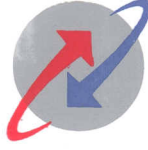


भारत संचार भवन, हरीश चन्द्र माथुर लेन,
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(भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LIMITED

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CMD/BSNL/2015/2103-L

March 25, 2015

अनुपम श्रीवास्तव

अध्यक्ष एवं प्रबन्ध निदेशक

ANUPAM SHRIVASTAVA

Chairman & Managing Director

Dear Shri

It is again that time of the year when APARs are to be written, reported and reviewed upon to assess the performance of our officers / officials during the past F.Y. It is important that performance is assessed purely on individual's achievement w.r.t. targets assigned to each officer in the territorial / non-territorial and Corporate Office. Needless to mention here that target dates for completing the exercise of APARs should be met as per time-schedule circulated / posted on BSNL Intranet.

It has been observed that number of outstanding graded APARs doest not match with the MOU Rating by PESB as far as BSNL is concerned. Last year it was '**Fair**'. In order to match PESB rating, '**Bell Curve Method**' where not more than 20% officers are awarded Outstanding Grading in APAR should be adopted and rest of the officers should be awarded below Outstanding, as per actual achievement by individuals.

I expect judicial assessment on part of all Reporting / Reviewing Officers while completing the APARs at all levels, while strictly adhering to the timeframe prescribed for completing this exercise.

With best wishes,

Yours sincerely,


(Anupam Shrivastava)

Shri
Chief General Manager,
All Territorial and non-territorial circles of BSNL

Copy to : All Functional Directors, BSNL Board / EDs / Unit Heads of BSNL C.O.