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

No:-BSNLCO-COMN/11(15)/129/2023-RSTG

Date: 03.10.2023

CORRIGENDUM-2

To

CGMs


AN, CG, CHTD, JK, KR, KTK, MH, MP, NE-I,
NE-II, OD, PB, UK, UPE, CNTX-NER, CNTX-W
CNTX-E, CNTX-S.

Sub:- IPMS for period Q3 (Oct - Dec) of financial year 2023-24 – regarding.

In partial modification to this office letter no 3-6/2022-RSTG dated 15.09.2023, I am directed to convey the **Addition of new Job Role in HR Vertical (Annexure-II) and accordingly Modification in the weighted score of existing Job roles/KPIs of HR vertical (Annexure-I)** with respect to HR vertical KPIs in the IPMS targets for CGMs as per Annexure—I & II enclosed herewith for Q3 (FY 2023-24).

The same may kindly be taken into consideration while assigning the Q3 IPMS targets to the field units.

This is issued with the approval of competent authority.


(Sunita Arora) 3/10/23
DGM (Restructuring)

Copy for kind information to:

IPMS unit heads of HR Vertical BSNLCO

Annexure-1

Revised Weightage for HR Vertical KPIs of Q3 (FY2023-24) IPMS


Circle	Job Role	KPI	Old Weightage	Revised Weightage
AN, CG, CHTD, JK, KR, KTK, MH, MP, NE-I, NE-II, OD, PB, UK, UPE, CNTX-NER, CNTX-W	EST/ADM/SR/Pg/LEGAL	H.KEEPING/MED.BILL/VEH. & ORS.	0.5	0.2
AN, CG, CHTD, JK, KR, KTK, MH, MP, NE-I, NE-II, OD, PB, UK, UPE, CNTX-NER, CNTX-W	EST/ADM/SR/Pg/LEGAL	RTI/Pg/PQ/PROB.&EFF./NEPP/ERP	0.5	0.2
CNTX-E	EST/ADM/SR/Pg/LEGAL	H.KEEPING/MED.BILL/VEH. & ORS.	0.4	0.2
CNTX-E	EST/ADM/SR/Pg/LEGAL	RTI/Pg/PQ/PROB.&EFF./NEPP/ERP	0.4	0.2
CNTX-E	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	0.5	0.3
CNTX-S	EST/ADM/SR/Pg/LEGAL	H.KEEPING/MED.BILL/VEH. & ORS.	0.3	0.2
CNTX-S	EST/ADM/SR/Pg/LEGAL	RTI/Pg/PQ/PROB.&EFF./NEPP/ERP	0.3	0.2
CNTX-S	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	0.4	0.2
CNTX-S	ESTABLISHMENT	MAPPING OF COURT CAS & ARB THRU LIMBS	0.4	0.2


 2/8/22

Annexure-II

Circle-wise Targets for Q3 IPMS i.r.o. WS&I Job Role/KPI for HR Vertical

Circle	New Job Role	KPI	Type	Weightage	Target	Good	V. Good	Excellent
AN	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	49	48	49	50
CG	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	143	142	143	144
CHTD	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	229	228	229	230
CNTX-E	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	127	126	127	128
CNTX-NER	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	49	48	49	50
CNTX-S	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	555	554	555	556
CNTX-W	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	121	120	121	122
JK	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	111	110	111	112
KR	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	119	118	119	120
KTK	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	117	116	117	118
MH	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	32	31	32	33
MP	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	5	4	5	6
NE-I	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	14	13	14	15
NE-II	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	5	4	5	6
OD	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	16	15	16	17
PB	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	119	118	119	120
UK	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	23	22	23	24
UPE	HR-SHIFT 2 SLA-BASED	RED. IN MP BASED CW	Numeric with scaling	0.6	119	118	119	120


 5/11/22