

Restructuring Cell, Corporate Office,
7th Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi-110001
Tel No 23710400 / 23037137



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

Sub:- Minutes of Meeting for Linkage of IPMS Scorecards of all Executives of BSNL with APAR the year 2020-21 through ERP online system.

In order to inculcate the performance based culture and to make the IPMS more effective, BSNL Board had directed to merge and integrate IPMS with APAR. Accordingly, Director HR has approved to initiate IPMS in the ERP and its integration with APAR from FY 2020-21. It has been decided that the integration of IPMS and APAR of Corporate Office executives will be taken as a pilot project.

In this regard, Meeting was called by GM (Restg) for finalization of KPI banks of all grades of executives for Linkage of IPMS Scorecards with APAR for the year 2020-21, through ERP online system on 14.10.2019 in the O/o GM (Restructuring), 7th floor BSNL Corporate Office New Delhi.

Following officers were present in the meeting.

1. Sh. Manish Kumar (GM-Restructuring)
2. Sh. Anant Kesri (GM-Civil)
3. Sh. O.N. Tiwari (DGM-Pers.)
4. Sh. Pravin Bhagwat (DGM-Restructuring)
5. Sh. S.C. Dass (AGM Telecom Factory)
6. Sh. Y.V.Singh (AGM Electrical)
7. Sh. G.L Maheshwari (AGM Electrical)
8. Sh. Raj Kumar (AGM.-Arch)

GM (Restg.) gave an overall View for preparation of KPI bank for every grade for Linkage of IPMS Scorecards with APAR as under :

- a) Targets assigned under IPMS should be measurable, realistic, time bound and aligned with the growth of the company.
- b) IPMS and APAR are two independent performance measurement system presently being practiced in BSNL. The KPI's under IPMS has to be aligned with business of the company.
- c) Quarterly review has been provisioned in the new IPMS Scorecard and is required to be filled by the controlling officer and is only to give feedback like slow, fast to all executives and in a mechanism of feedback performance. Based on this progress the final IPMS grading will be given. The KPI.s approved in IPMS shall be reflected in the APAR.
- d) IPMS and APAR performance shall be combined and final grading will include both weightages. The IPMS KPIs will be transferred directly in APAR.
- e) The guidelines on framing of KPI's are already issued vide Restructuring letter dated 01.07.19 and 01.08.19 (available on intranet)

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As the approval of IPMS Scorecard for FY 2020-21 are to be implemented in ERP w.e.f. 01.03.20 and a trial run has been proposed in the month of November. Following Timeline has been fixed for framing the KPI Banks, grade wise, to all cadre controlling unit and has been requested to comply with the timelines, so that it is implemented in accordance with the decision of BSNL Board.

- (i) **Personnel unit of BSNL CO** shall provide KPI bank of DGM and above (Grade wise executives) for **Telecom Operations** and all the grades of Executives of **Finance Wing** working in corporate office by 31.10.19 and for all the field executives of **Finance Stream** by 20.11.19.
- (ii) **The Architecture, Telecom Factory, Civil, Electrical Unit of BSNL CO** shall provide the grade wise KPI bank for all executives working in Corporate Office by 31.10.19 and for all the field executives by 20.11.19.
- (iii) Restructuring wing will prepare the Grade wise KPI Banks for PA/PS/Sr. PPS cadre.

This is issued with the approval of Director (HR).


(Pravin Bhagwat)
DGM (Restructuring)

CGM (BW), CGM (Elect), CGM (Archt.), CGM (TF), PGM (Pers) BSNL CO

U.O. No. 3-6/2019 – Restg.

Date : 23.10.2019

Copy to : PS to Director (HR) for information please.