



No. 3-6/2022-RSTG

TIME-BOUND
Date: 13.01.2023

To

All CGMs (Territorial and Non-Territorial Circles)
Unit Heads, BSNL Corporate Office

Sub: Achievements against KPIs of IPMS Q3 cycle (Oct –Dec 2022) and supplementary window for IPMS Q4 cycle (Jan-Mar 2023) reg.

Sir/Madam,

In partial modification of letter of even number dated 29.12.2022, I am directed to convey that the cut off dates for entering the achievements of Q3 cycle are revised as below and will not be extended.

Table 1 – Revised Cutoff Dates for entering Achievements of Q3 IPMS cycle

SN.	IPMS period	Achievements to be entered by executive by	Reporting Officer to agree/disagree	Reviewing Officer to decide
1	Oct-Dec 2022	25 Jan 2023	1 Feb 2023	8 Feb 2023

Excel file of IPMS of Heads of circles may be emailed urgently to dmrestg1@gmail.com for compilation and vetting by concerned verticals. Circle offices (HR vertical) may adopt the same procedure and get the achievements of BA heads vetted prior to the online reporting/reviewing.

1.0 Performance-based Bonus Scores for Q3.

It is reiterated that in order to motivate our executives to deliver their best performances while resources/equipment delivery is still being ramped up, performance-based bonus scores shall be awarded for the period Q3 2022-23 as below.

a) Territorial Circles.

For circles/BAs/OAs showing positive revenue growth in percentage terms for the period 'Q3, FY 2022-23' as compared to the period 'Q3, FY 2021-22', bonus scores shall be awarded uniformly to all executives in the respective circle/BA/OA, on top of the weighted scores, as below. The bonus scores shall be applied centrally by Corporate Office and if an executive qualifies for multiple bonus scores, 'only one' shall be



awarded to the executive and '**the highest one**' shall be applied in ESS on top of the weighted scores.

	Revenue Growth (Q3 2022-23 vs Q3 2021-22)	Bonus Scores
1	10%	1.5
2	8%	1.0
3	5%	0.5

b) Corporate Office Units and Non-Territorial Circles.

For non-territorial circles/Corporate Office units showing positive performance improvement in **terms of network availability or productivity for the period 'Q3, FY 2022-23' as compared to the period 'Q3, FY 2021-22'**, the case for bonus scores may be put up by the concerned circles/units to their reporting authority (respective Functional Directors) for recommendation and Reviewing Authority (CMD BSNL) for approval. The proposed bonus scores in no case should exceed 1.5 and approved cases may be forwarded to Restructuring cell for necessary action in the online IPMS application.

2.0 Exceptional Cases.

Exceptional cases may exist whereby an individual executive could not achieve a **date or day type KPI** due to circumstances outside his/her control and there may be justification for not including that KPI when calculating the final weighted score. For such date or day type KPIs, the executive may enter the default value of 311299 as the achievement in the online IPMS application and the cycle may be completed as per the guidelines.

Such exceptions may be processed further on file. Weightages may be reassigned to the remaining KPIs and final weighted score may be recalculated with approval of the competent authority. Competent authority to approve such **exceptional cases** on a **case-to-case basis** will be as below:

	Executive posted in/as	Competent Authority
1	OA, BA, Circle	Circle Head
2	Corporate Office	Concerned Functional Director
3	Unit Head, BSNL CO	CMD BSNL



Complete cases, duly approved by the competent authority, may be forwarded to Restructuring cell in a time bound manner for necessary action in the online IPMS application.

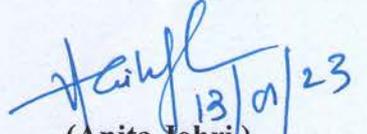
3.0 Supplementary Window for Q4 (Jan – Mar 2023) IPMS cycle.

It is informed that KPIs/targets have been assigned to 28460/29402 executives (circle wise report enclosed as **Annexure-I**) in the main window of the Q4 IPMS cycle. Some 942 executives, including known exceptions, have not been assigned KPIs. The supplementary window for the Q4 cycle will be open from 16.01.23 to 23.01.23 and all circles/units of Corporate Office may ensure that all executives, barring known exceptions, are assigned targets.

Nodals in Restructuring cell may be contacted telephonically or by email (dmrestg1@gmail.com) for any assistance/queries.

This is issued with the approval of the competent authority.

Encls: As Above


(Anita Johri)
PGM(Restg./WS&I)

Copy for kind information to:

1. PPS to CMD BSNL
2. PS to Functional Directors, BSNL CO
3. All Nodal Officers of IPMS, BSNL CO
4. GM Pers. BSNL CO.

IPMS report for the Q4 cycle (Jan-Mar 2023)					
Circle	Total Executives	IPMS Issued	IPMS Not Issued	IPMS at Employee	% IPMS Issued
Telecom Factory Jabalpur	15	15	0	15	100.0
Network For Spectrum Circle	9	9	0	9	100.0
IIPC Pune	456	453	3	453	99.3
Core Network(Tx-South),Chennai	844	838	6	838	99.3
Andaman & Nicobar Telecom Circ	98	97	1	97	99.0
Inspections	184	182	2	182	98.9
Core Network(Tx-West) Mumbai	554	546	8	546	98.6
Kerala Telecom Circle	1957	1921	36	1921	98.2
Andhra Pradesh Telecom Circle	1617	1587	30	1587	98.1
Tamil Nadu Circle	1,591	1,560	31	1,560	98.1
Himachal Pradesh Telecom Circ	458	449	9	449	98.0
Odisha Telecom Circle	711	697	14	697	98.0
Gujarat Telecom Circle	1,380	1,352	28	1,352	98.0
Chennai Metro District	579	567	12	567	97.9
Jharkand Telecom Circle	444	432	12	432	97.3
Calcutta Metro District	738	718	20	718	97.3
Haryana Telecom Circle	733	713	20	713	97.3
BBNW Circle	325	316	9	316	97.2
Punjab Telecom Circle	1402	1363	39	1363	97.2
Madhya Pradesh Telecom Circle	1060	1029	31	1029	97.1
Telangana Telecom circle	1269	1230	39	1230	96.9
ALTTC	129	125	4	125	96.9
Jammu & Kashmir Telecom Circle	441	427	14	427	96.8
Rajasthan Telecom Circle	1,512	1,463	49	1,463	96.8
Bihar Telecom Circle	746	721	25	721	96.6
Karnataka Telecom Circle	1287	1241	46	1241	96.4
Chhattisgarh Telecom Circle	385	371	14	371	96.4
West Bengal Telecom Circle	638	614	24	614	96.2
UP (E) Telecom Circle	1510	1451	59	1451	96.1
Uttaranchal Telecom Circle	301	289	12	289	96.0
Core Network(Tx-East), Kolkata	346	332	14	332	96.0
Sikkim Telecom Circle	49	47	2	47	95.9
UP (W) Telecom Circle	837	802	35	802	95.8
Maharashtra Telecom Circle	1991	1906	85	1906	95.7
Core Network(Tx-North), Delhi	890	852	38	852	95.7
North East - II Telecom Circle	233	222	11	222	95.3
Assam Telecom Circle	480	451	29	451	94.0
Core Network(Tx-NE Region),GHT	160	150	10	150	93.8
Corporate Office	715	639	76	639	89.4
North East - I Telecom Circle	295	257	38	257	87.1
Telecom Factory Mumbai	20	16	4	16	80.0
Telecom Factory Kolkata	13	10	3	10	76.9
Total	29402	28460	942	28460	96.8

YJ
2/1/23