



No. 3-6/2022-RSTG

Dated: 18.07.2023

To,
The CGMs (Territorial & Non-Territorial Circles)
All Unit Heads, BSNL CO

Subject: IPMS Enhancements.

It is informed that based on the feedback of the field units, the following enhancements are now available in the Online IPMS Application in ESS:

1. Issued IPMS may be modified (addition/deletion or change of target/performance levels, etc) by the controlling officer during the entire period of the window for a particular cycle/quarter. This modification may be done through 'EDIT' button below IPMS History tab of the controlling officer.
2. In case of transfer of an employee during a quarter, the issued IPMS of the employee may be modified by the controlling officer to assign targets on a pro rata basis. This modification of IPMS shall be allowed to new controlling officer if employee is transferred before completion of 1.5 months of the quarter or to the old controlling officer if employee is transferred after 1.5 months of IPMS cycle to provide targets on pro rata basis. For this PIS docket shall be raised to ERP-HR L3 team at BSNL CO New Delhi by following PIS channel of HR L1-L2-L3 as usual and attaching necessary approval & transfer documents. This modification shall be permissible before the end of the particular IPMS cycle/ quarter. Other guidelines for transfer cases shall remain same as communicated through earlier letters issued in this regard.


(Anita Johri)
PGM (Restructuring)

Copy for kind information to:

1. PPS to CMD BSNL
2. PS to All Functional Directors
3. IPMS Nodal Officers, BSNL Corporate Office
4. PGM Pers, BSNL CO