

Restructuring Cell, Corporate Office,
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

TIME-BOUND

Date: ~~28.12.2022~~²⁹

No. 3-6/2022-RSTG

To

All CGMs (Territorial and Core Network Circles)
Unit Heads, BSNL Corporate Office

Sub: Achievements against KPIs of IPMS Q3 cycle (Oct –Dec 2022).

Respected Sir/Madam,

It is informed that Q3 cycle onwards, quantifiable and measureable KPIs/targets have been assigned to all executives through the online IPMS portal. **The window for entering achievements of Q3 cycle shall open on 1.1.2023 and it shall be 'first' in the history of BSNL, when all executives from the top to the bottom of the organizational structure, shall log their achievements in ESS.**

This has been made possible only due to the dynamic decision-making of the BSNL management and the dedicated efforts of all our executives. To serve the interests of BSNL best, it is urged that we may take ownership of the KPIs we have been assigned and strive to put in all possible efforts to achieve them. The following points are reiterated for the kind information and necessary action, please.

1.0 Cut Off Dates.

The cut-off dates are as below and they will not be extended.

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

SN.	IPMS period	Achievements to be entered by executives by	Reporting Officer to agree/disagree	Reviewing Officer to decide
1	Oct-Dec 2022	15 Jan 2023	31 Jan 2023	20 Feb 2023

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2.0 IPMS of Heads of Circles.

As achievements data of heads of circles will be for a large number of KPIs, it will require '**back-office processing**' in terms of getting it vetted by concerned verticals of BSNL Corporate Office before it can be reported or reviewed online by the competent authority. Therefore, excel file of the data may be sent to dmrestg1@gmail.com latest by 5th Jan 2023 for compilation and necessary action. Circle offices (HR vertical) may adopt the same procedure and get the achievements of BA heads vetted prior to the online reporting/reviewing.

3.0 Calculation of Weighted Scores.

The IPMS scores for various performance levels, **shall continue being a notch higher**, in comparison to corresponding APAR performance levels as below:

	<u>Performance Level</u>	<u>IPMS</u>	<u>APAR</u>
	Good	6	4.00 – 5.99
	Very Good	8	6.00 – 7.99
	Excellent	10	8.00 – 10.00

Achievement for IPMS between Good and Very Good and between Good and Excellent will be linearly scaled in accordance with **Annexure 1**. Methodology for calculation of weighted scores shall be as outlined in Annexure 1 and '**Performance-based Bonus Scores**' as approved by the competent authority **on quarterly basis**, shall be applied on top of the weighted scores.

4.0 Performance-based Bonus Scores for Q3.

I am directed to convey that for the period Q3 FY 2022-23, 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 as below.

4.1 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

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

4.2 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.

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

This is issued with the approval of the competent authority.


(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
4. GM Pers, BSNL CO.



Annexure I

Methodology for Calculation of Weighted Scores for IPMS

1.0 Performance Levels.

- a) From Q3 2022 onwards, the target shall be equivalent to 'Very Good' performance level. Performance above target will be rated as excellent/outstanding.
- b) Marks on achieving 'Good' performance level = 6, Very Good = 8, Excellent = 10. Achievement between Good and Very Good and between Good and Excellent will be linearly scaled.
- c) For KPIs without scaling, 0 marks will be given for performance below Good. For KPIs with scaling, marks will be calculated as outlined in Paras 2.0 below.

2.0 KPIs with scaling.

2.1 Achievement is between Zero & Good.

Score is calculated by linear scaling the achievement to Good level.

$$\text{Score} = (\text{Achievement} * 6) / \text{Good level}$$

2.2 Achievement is between Good & Very Good level.

$$\text{Score} = [6] + [(\text{Achievement} - \text{Good}) * 2 / (\text{Very Good} - \text{Good})]$$

2.3 Achievement is between Very Good & Excellent.

$$\text{Score} = [8] + [(\text{Achievement} - \text{Very Good}) * 2 / (\text{Excel} - \text{Very Good})]$$