

Restructuring Cell, Corporate Office,  
7<sup>th</sup> 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)

No. 3-6/2022-RSTG

Date: 27.10.2022

To

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

**Sub: Online IPMS for executives – Q3 supplementary window.**

In continuation of this office letter of even no dated 4.10.22 and 11.10.22, I am directed to convey the following:

**1.0 Supplementary window for Q3 (Oct-Dec 2022) cycle.**

The supplementary window for entering Q3 KPIs will be opened from 29.10.22 to 5.11.22. All circles may ensure that all executives, barring exceptions, are assigned targets. Based on the feedback from the field units, customized features that allow importing/exporting of KPIs have been added to the application in order to make it user-friendlier. The same have been extended to all executives.

It is informed that only **one** supplementary window will be opened in this cycle and negative marking for pendency of 'IPMS initiation' shall be applicable from this window onwards.

**2.0 Supplementary window for Aug-Sep 2022 cycle.**

There shall be no supplementary window for IPMSs pending for initiation for the Aug-Sep 2022 cycle as the period has already elapsed. However, in view of the fact that it was the inaugural cycle, parity with respect to year-end evaluation shall be maintained for all executives. Accordingly, pt. no 8 and 9 of letter-dated 4.10.22 are partially modified as below:

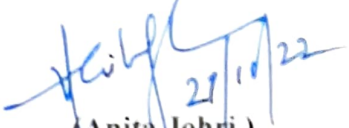
*"8. For the current financial year 2022-23, online IPMS weighted score will be calculated for the part year – scores for Q3 and Q4 cycles shall be averaged, which now onwards, shall be referred to as the 'Final IPMS weighted score' for 2022-23. However, if online IPMS of Aug-Sep cycle is also completed for the executive, best of two scores (Aug-Sep, Q3 and Q4) will be averaged. From financial year 2023-24 onwards, the Final IPMS weighted score will be calculated for the full year and will be the average of Q1, Q2, Q3 and Q4 cycles.*

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9. ERP system will merge the Q3 and Q4 IPMSs of FY 2022-23 (best of two for Aug-Sep, Q3 and Q4 period, if applicable) and, along with the **Final IPMS Weighted Score** for FY 22-23, shall make it appear as an attachment in the APAR for FY 22-23. Executives will not be required to upload the IPMS file in the APAR portal, as has been the earlier practice."

  
(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 for IPMS, BSNL CO.
4. GM Pers, BSNL CO.