

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

**TIME-BOUND**  
**Date: 12.09.2022**

To

**All the CGMs (Territorial and Non Territorial Circles)**

**Sub: Online IPMS for executives for the period Q3 (Oct-Dec) 2022.**

With reference to this office letter no. 3-6/2022-Restg number dated 29.08.22 & 05.09.2022 regarding the IPMS for the inaugural Aug-Sep 2022 period, it is informed that as per ESS report dated 11 Sep 2022, IPMS of some 18,652 executives have been submitted and some 2,768 are lying saved. It is urged that the 10,760 pending IPMSs may be submitted prior to the closing of window today, i.e.12 Sep 2022.

Regarding the IPMS for the next quarter, i.e. Oct-Dec 2022 (Q3) period, I am directed to convey that:

- a) IPMS of circle heads will be entered in ESS by the respective zonal directors and IPMS of all BA heads may also be entered in the online portal, accordingly. The target shall be made equivalent to 'Very Good' performance level. Performance above target will be rated as excellent/outstanding.
- b) Weighted scores from quarter Q3onwards will be integrated with the APAR of 2022-23 for each executive, in accordance to a method/formula approved by the competent authority.
- c) Weighted scores, for the inaugural Aug-Sep 2022 period,will be added as a bonus to the Q3 score, in accordance to a method/formula approved by the competent authority. As notified earlier, window to log 'achievements' in the online portal will open on 01.10.2022. Bonus marks to Q3 score will also be applicable to all GM and above level officers who have been issued IPMS offline.

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For any assistance with regards to ESS, L/L2 SPOCS of ERP in the respective Circles/BAs may be contacted. For addition of a new job role or for any clarification, the nodals in Restructuring cell may be contacted telephonically or by email ([dmrestg@gmail.com](mailto:dmrestg@gmail.com)).

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

Copy to:

1. PPS to CMD BSNL
2. PS to Functional Directors, BSNL CO
3. All Nodal Officers of the GPMS