



**BHARAT SANCHAR NIGAM LIMITED  
CORPORATE OFFICE  
(PERS.-I SECTION)**

**4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001**

To,  
All Heads of Telecom Circles/Metro Districts & Other Administrative Units  
All GMs/PGMs of BSNL CO New Delhi  
Bharat Sanchar Nigam Limited.

**No. 500-25/2014/APAR/Pers.-I**

**Dated 30.10.2014**

**Subject: - Rating of numerical grading in APAR between 0 & 4 as to bench marks for DPC.**

**Reference: -**

1. DOT Letter No CS/Adv.(HRD)/APAR/2009-10 Dated 29.03.2010
2. DOP&T OM No 21011/1/2005- Estt (A) (Pt-II) Dated 23.07.2009.

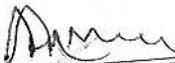
The new APAR( Annual Performance Assessment Report) format having numerical grading against various attributes has been introduced by DOP&T vide OM Dated 23.07.2009, subsequently endorsed by DOT on dated 29.03.2010. The guidelines to this OM (Annexure-I) also contained mapping of various ranges of numerical grades to ratings covering grading of Outstanding, Very Good, Good. But the grades of Average and below average are not mapped vis a vis the numerical grades which used to be there in old pattern of ACRs.

Whereas the new APAR format and system has been adopted in BSNL as per above noted orders of DOT & DOP&T, but challenges are being faced while conducting DPC's, for the cadres having "Average" also as a bench mark for non functional/functional promotion of BSNL executives.

The matter was put up before the management committee of BSNL Board for taking appropriate decision. The management committee in its 218<sup>th</sup> meeting held on 15<sup>th</sup> October 2014 has approved the following numerical scores for Average and Below Average grading, in order to map the grading of old ACR format and grading criteria of BSNL EPP policy with new APAR system.

- a. "Below Average" grading will be equivalent to APAR graded between 0 to less than 2 and will be taken as a numerical score of 1.
- b. "Average" grading will be equivalent to APAR graded between 2 to less than 4 and will be taken as a numerical score of 3.
- c. All other gradings and ratings shall remain same as per the guidelines of DOP&T.

This issues with the approval of competent authority.

  
(D.K.Kalyan) 30/10/14

DGM (Pers.-II)  
BSNL CO, New Delhi  
Tel No. 011-23722377

**Copy to:-**

1. CS & Sr. GM (Legal) BSNL CO New Delhi for information pl.
2. GM (Restructuring) BSNL CO New Delhi for information & n/a pl.
3. Addl. GM ( Pers) BSNL CO New Delhi for information & n/a pl.