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भारत संचार निगम लिमिटेड / BHARAT SANCHAR NIGAM LIMITED

[भारत सरकार का उद्यम / Govt.of India Enterprise]

का.मुख्य महाप्रबंधक,तमिलनाडु परिमंडल,बी.एस.एन.एल.चेन्नै.6
O/o CHIEF GENERAL MANAGER, T.N.CIRCLE, BSNL,
CHENNAI 600 006

To

All Heads of SSAs in TN Telecom. Circle,
PCE (Civil) / PCE (Elect.)/ Chief. Architect, Chennai.
All GMs in CMTS Units Coimbatore / Madurai/ Trichy / Chennai.
All Sr. GMs / GMs of TN Circle in Chennai (Including Circle office),
Principal, RGM TTC, Meenambakkam, Chennai.
Regional Engineer Maintanance, Chennai.

No: DPC /10-10/APAR Rlgs/2011(Part)/ dated at Chennai-06 the 20 /12/2014.

**Sub: Rating of numerical grading in APAR between 0&4 as to bench
Marks for DPC – reg.**

Kindly find herewith enclosed BSNL Corporate Office, New Delhi letter
No.500-25/2014/APAR/Per-I dated 30.10.2014 on the above subject for information,
guidance and necessary action.

Encl: As above.

K. Oyyari

(K.OYYARI)

सहायक महाप्रबंधक(क)

Assistant General Manager (S)

कृते मु.म.प्र.बी.एस.एन.एल. / For CGM, BSNL

तमिलनाडु परिमंडल,चेन्नै / Tamilnadu Circle,Chennai-6



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

4th 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 218th meeting held on 15th 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.