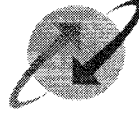


## Personnel Section

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भारत संचार निगम लिमिटेड

(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

BSNL 3G ))) BSNL LIVE  
Factor than your thoughts 2010

No: 400-106/2011/Pers.-I/94

Dated 12.12.2012

To,

1. All Heads of Telecom Circles/ Metro Districts & Other Administrative Units
2. All GMs/PGMs of BSNL CO New Delhi
3. CS to Director (HR) BSNL CO New Delhi  
Bharat Sanchar Nigam Limited.

**Subject: - Implementation of Bell Curve approach in performance rating of BSNL executives.**

For implementation of Bell Curve approach in performance rating of BSNL executives, a software module in HRMS package for capturing APAR rating of all the executives (up to CGM level), is being developed by ITPC Circle Pune.

For its smooth implementation in BSNL, following methodology has been worked out with the approval of competent authority:-

- a) GM (HR/Admn) of all the circles of BSNL will be authorized to edit/enter APAR grading and other APAR details in respect of all the executives (up to DGMs) in the said module.
- b) In case of SDEs/DEs/DGMs/GMs/PGMs posted in corporate office and GMs/Sr. GMs/PGMs/CGMs of all the circles, CS to Director (HR) is will be authorized for filling up the details of APAR grading in APAR module.
- c) In Appeal cases only, in respect of all the JAG & SAG officers, Sr. GM (Pers.) BSNL Corporate office New Delhi will be authorized to enter/edit APAR grading in the APAR module since the Appellate authority in such cases is Area Director or CMD (BSNL) as the case may be.

All the circle heads of BSNL and CS to Director (HR) BSNL Corporate office New Delhi are therefore requested to keep APARs of all the executives **(one copy after reviewing)**, as mentioned above, at a centralized place so as to expedite the process of updating APAR grading for the **years 2009-10 onwards in APAR module in HRMS package.**

**This may be brought to the notice of all concerned officer.**

This issues with the approval of competent authority.

**(Deepak Agrawal)**  
Dy. General Manager (Pers.)  
BSNL CO New Delhi