



SANCHAR NIGAM EXECUTIVES' ASSOCIATION(INDIA)
KERALA CIRCLE

(SNEA Bhavan, Dharmalayam Road, Trivandrum - 695001)

No. SNEA/KRL/CGM/2015/157 Dated 28-4-2015

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To

Sri MSS Rao
The Chief General Manager Telecom,
BSNL, Kerala Circle,
Trivandrum.

Sir,

Sub: Writing of APAR for the year 2014-15

Ref: 1.Circular regarding linking IPMS with APAR of Executives..
2. Corporate office letter No.: 3-6/2014-Restg dated. 24-12-2014

In the letter under reference 1, it has been instructed to link IPMS with writing of APAR. Since this procedure is being implemented for the first time certain doubts are aired by reporting officers and officers reported upon in this regard.

In this connection we may bring to your kind notice the following facts.

1. IPMS target was assigned in the Kerala circle only during the end of the last quarter of the financial year 2014-15 as per the letter under reference 2.
2. Relating the performance of an executive for the whole period spanning 12 months on the basis of the performance of less than 3 months is not only illogical, but also against the concept of APAR writing, which specifies that performance less than 3 months cannot be subject to crucial evaluation.
3. The physical target assigned to SSAs and in turn to each executive was immensely huge to be attainable . Particularly due to a large number of reasons of which market conditions, shortage of men and material, lack of vendor support etc are but a few.
4. Shortage of SIMs, congestions ,coverage issues, battery back up etc are classic examples with respect to the GSM marketing during the last 2 quarters.
5. However in spite of all the above shortcomings the circle as well as all SSAs could earn more revenue of nearly 250 crores than that of last year and the circle has achieved its revenue targets.
6. The performance of the Circle is outstanding compared to all other circle and this year also the profit is expected to increase to rupees 500crores.

7. Since APAR is a relative assessment of each executive with respect to his peers, it is only natural that the grading of executives of Kerala circle shall not fall behind that of executives of less performing circles.
8. It is expected that since the Circle has achieved more than 90% of its target the average grading of executives shall be in the range of excellent or very good except in cases wherein individual lapses are established.

It is requested that proper guidance may be issued to the SSAs/reporting officers , taking the above aspects into consideration, since it is already instructed to link IPMs score to APAR for the first time.

Thanking You

Yours Sincerely



George Varghese,
Circle Secretary,
SNEA(India). Kerala Circle

Copy to

G M HR BSNL Kerala.
All GMs and CEs Kerala Circle.

Date	Description