



No. 451-8/2009-Pers(DPC) | 8
BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]

CORPORATE OFFICE

PERSONNEL BRANCH(DPC)

4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

04th July, 2016

OFFICE MEMORANDUM

Subject: Convening of CPC for Executives (BSNL Management Services) in respect of various streams – Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS.

Reference : Recruitment Rules of BSNL Management Services issued vide No. 400-106/2007-Pers.I dated 14.07.2009.

The Recruitment Rules, 2009 in respect of Executives (BSNL Management Services) have come into force with effect from 11.06.2009. The earlier composition of CPC dated 14-07-2015 in different streams viz.,- Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS for the purpose of convening CPCs was valid upto 30-06-2016.

The competent Authority has approved for composition of following CPC member for forthcoming CPCs w.e.f. 01-07-2016 to 30-06-2017 will be as under :

[1] Telecom Operations:

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700 (Revised – 29100 – 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr.GM/GM(Pers) Member : DGM level Addl.GM/Jt.GM/Dy.GM(Pers)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Member : CLO(SCT) CLO (SCT) Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800 (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Elect.) Member : GM Level Sr. GM / GM (Pers)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sr.GM/GM(EB II) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD

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3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director - Director(Ent.) Member : Other Director Director(CFA) Co-optee : CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	---do---
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	-do-

(2) Telecom Finance :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level: Sr.GM/GM(FP) Member : DGM Level: Addl.GM/Jt.GM/DGM(IA)
		SC/ST	Selection Bench Mark: Good, No adverse, Not more than two Average	Member : CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-DIR(HR)

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2	Deputy General Manager 16000-400-20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Elect)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM Level Sr.GM/GM(TF) Member : GM level Sr.GM/ GM(FP) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent#.) Member : Other Director Director (CFA) Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	---do---
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

Revised
AEM (DP)

(3) Telecom Factory :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr.GM/GM(TF) Member : DGM level Addl.GM/Jt.GM/ DGM(TF) Member : CLO(SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Arch) Member : GM Level Sr. GM / GM (Pers)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sr.GM/ GM (TF) Co-optee: CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director Director (Entp.) Member : Other Director Director (CFA) Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--

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7	PGM 25000-650- 30200 (Equivalent to HAG) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	-do-
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(4) Civil :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level GM (LD) Member : DGM level Addl. GM/Jt.GM/DGM(BW-HR) Member : CLO(SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400- 20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Elect) Member : GM Level Sr.GM/GM (EB-II)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level SR.GM/ GM(FP) Co-optee: CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400- 22300 (now) 18500-450- 23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600- 28550(NF) (Revised - 62000 - 80000)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-

*PS/and
A.M.P.P.*

5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director(HR) Member : Other Director Director(Entt.) Member : Other Director Director(CFA) Co-optee: CLO (SCT) Accepting Authority: Authority- CMD Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--

(5) **Electrical :**

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr.GM/GM(LD) Member : DGM level Addl.GM/Jt.GM/DGM(EW-II) Member : CLO(SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM (Elect) Member : GM Level Sr.GM/GM (EB-II)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sr.GM/GM(FP) Co-optee: CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

Prabhu
Asst. Dir.

4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director(HR) Member : Other Director Director(Entt..) - Member : Other Director Director(CFA) Co-optee : CLO (SCT) Accepting Authority: Authority- CMD Appointing
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

[6] Architecture :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr,GM/GM(TF) Member : DGM level Addl.GM/ Jt. GM/DGM(Arch.) Member : CLO(SCT) CLO (SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)

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A/M(DP)*

2	Deputy General Manager 16000-400-20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Arch) Member : GM Level Sr. GM/GM (EB-II) Member : GM level Sr. GM/GM(FP) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director Director (Entz..) - Member : Other Director Director(CFA) Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

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[7] Other streams :

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S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700 (Revised - 29100 - 54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr. GM (Finance - CFA) Member : DGM level Addl.GM/Jt.GM/ DGM(Pers) Member : CLO(SCT) CLO(SCT)-
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800 (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(Elect). Member : GM Level Sr. GM(EB-II)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sr.GM/ GM(Finance - CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF) (Revised - 43200 - 66000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director Director(Ent) Member : Other Director Director(CFA) Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF) (Revised - 62000 - 80000)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--

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ACM/PP/6*

No. 451-8/2009-Pers(DPC)

dt. 4th July, 2016

Instead of having individual officers name and designation for the CPC composition, it is decided that the officers holding these post at the time of CPC will be the members/chairman of that particular CPC

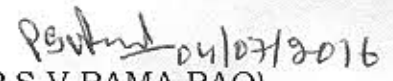
This is issued with the approval of competent authority.


(Manish Kumar)

Jt. General Manager (Pers.)

Copy to:

1. PS to CMD, BSNL CO, New Delhi.
2. PSs to Dir (HR)/Dir(Ent.)/ Dir(CM)/Dir(CFA)/ Dir(Fin)/, BSNL Co, New Delhi.
3. PGM(Elect) /PGM(Arc), BSNL CO, N.Delhi.
4. Sr GM/GMs (Pers)/(EB-II) / (FP)/ (TF) / (LD), BSNL CO, New Delhi.
5. CLO(SCT), BSNL CO, New Delhi.
6. AddLGM / Jt. GM / DGMs of (Pers)/(IA)/(BW-HR)/(EW-II)/(ArcI) / (TF), BSNL CO, ND.
7. AGM(Pers.I)/AGM(Pers.II)/AGM(CSS)/ AGM (SE) / AGM(BW) / AGM(Elec) BSNL CO, New Delhi.


(P.S.V.RAMA RAO)

Asst. General Manager (DPC)