



No. 451-8/2009-Pers(DPC)
BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE
PERSONNEL BRANCH(DPC)
4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

July 01, 2011

July 7, 2011

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 22-07-2010 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 only upto 30-06-2011. ~~The~~ The new composition for forthcoming CPCs for the period from 01-07-2011 to 30-06-2012 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	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh N.K. Narang, Sr. GM(SR)) Member : DGM level (Sh.Virender Prasad, Addl. GM (Pers.))
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh. Ram Shakal, CLO (SCT) Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Smt. H.T.Sangkhumi, PGM(IA))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM Level (Sh A.K. Jain, Sr. GM(Pers)) Member : GM level (Sh.Anoop Kumar, GM(EB II)) Accepting Authority - Appointing Authority-CMD

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3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director (HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-
8	Executive Director	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

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(2) Telecom Finance :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level: Sh.N. K. Narang, Sr.GM(SR) Member : DGM Level: Sh.P.R. Enkhia, DGM(IA)
		SC/ST	Selection Bench Mark: Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh. Ram Shakal, CLO(SCT) - Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level Sh.R.N. Padukone, PGM (CPM) Member : GM Level Sh. N.K. Narang, Sr. GM(SR)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh K.R.Tiwari, GM(TP&F) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD

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6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-
8	Executive Director	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(3) Telecom Factory :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh K.R.Tiwari, GM(TP&F)) Member : DGM level (Sh. Virender Prasad, Addl. G.M.(Pers.)) Member : CLO(SCT) Sh.Ram Shakal - 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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. R.N. Padukone, PGM(CPM)) Member : GM Level (Sh A.K. Jain, Sr. GM(Pers))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level (Sh Anoop Kumar, GM(EB II)) Accepting Authority - Appointing Authority-CMD

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3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh. Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	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	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh Ashis Dey, PGM(Arch) Member : DGM level Sh.S.C.Garg, DGM(BW) Member : CLO(SCT) Sh.Ram Shakal, 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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. R.N. Padukone, PGM(CPM)) Member : GM Level Sh.N.K. Narang, Sr. GM(SR)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh.A.K. Gupta, PGM(BW) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400- 22300 (now) 18500-450- 23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600- 28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600- 28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD

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6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal – Director(CM)) Member : Other Director (Sh Rajesh Wadhwa – Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajesh Wadhwa –Director(CFA)) Accepting Authority: Appointing Authority-CMD

(5) Electrical :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh A.K. Gupta, PGM(BW) Member : DGM level Sh.Saurabh Tyagi, DGM(E) Member : CLO(SCT) Sh. Ram Shakal, CLO (SCT) Accepting Authority: Appointing Authority-DIR(HR)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. R.N. Padukone, PGM(CPM)) Member : GM Level Sh. N.K. Narang, Sr. GM(SR) Member : GM level Sh.A.K.Gupta, PGM(BW) Accepting Authority - Appointing Authority-CMD
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	

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3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh. A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	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	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh. V.P.Gupta, PGM(EW) Member : DGM level Sh.S.C.Garg, DGM(BW)

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		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh.Ram Shakal CLO (SCT) Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. R.N. Padukone, , PGM(CPM) Member : GM Level Sh.N. K. Narang, GM(SR)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh.A.K. Gupta, PGM(BW) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA) Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA) Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

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[7] Other streams :


S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh A.K. Jain, Sr. GM(Pers)) Member : DGM level (Sh. Virender Prasad, Addl. GM (Pers.) Member : CLO(SCT) Sh.Ram Shakal 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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. R.N. Padukone, PGM(CPM)) Member : GM Level (Sh A.K. Jain, Sr. GM(Pers))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level (Sh K.R.Tiwari, GM(PF)) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajesh Wadhwa –Director(CFA)) Accepting Authority: Appointing Authority-CMD

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6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.A.K. Garg Member : Other Director (Sh R.K. Aggarwal -Director(CM)) Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)) Accepting Authority: Appointing Authority-CMD
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The validity of the above CPC composition will remain upto 30.06.2012.

This issues with the approval of competent authority.


 (A.K. Jain) 3/7/11
 Sr. General Manager (Pers)

Copy to:

1. PS to CMD, BSNL CO, New Delhi.
2. PSs to Dir (HR)/Dir(Fin)/Dir(CM)/Dir(CFA), BSNL Co, New Delhi.
3. PGM(IA)/PGM(VAS)/PGM(Arch)/PGM(BW)/PGM(EW), BSNL CO, N.Delhi.
4. GM(SR)/GM(Pers)/GM(TF)/GM(TP&F), BSNL CO, New Delhi.
5. CLO(SCT), BSNL CO, New Delhi.
6. DGM(Pers)/DGM(EF)/DGM(BW)/DGM(E)/DGM(Admn.II), BSNL CO, New Delhi.
7. AGM(Pers.I),AGM(Pers.II),AGM(DPC),AGM(CSS), BSNLCO,New Delhi.