



No. 451-8/2009-Pers(DPC)/17
BHARAT SANCHAR NIGAM LIMITED

[A Government of India Enterprise]

CORPORATE OFFICE

PERSONNEL BRANCH(DPC)

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

July , 2013

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 06-07-2012 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 30-06-2013. To have the new composition for forthcoming CPCs for the period from 01-07-2013 to 30-06-2014 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 Sr.GM/GM(SR & Trg.) Member : DGM level Addl.GM/Jt.GM/Dy.GM(P)
		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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM PGM(EB)..Ent.
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM Level Sr. GM(Pers) Member : GM level Sr.GM/GM(EB II) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD

7/2/13

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) or Dir(ENT.) Member : Other Director -Director(CM) Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	---do---
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	Chairman:Dir(HR) or Dir(Ent.) Member : Other Director Director(CM) Member : Other Director Director(CFA) Accepting Authority: Appointing Authority

(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: Sr.GM/GM(SR & Trg.) 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) 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 PGM(EB)..Ent.
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM Level Sr.GM/GM(WS &I) Member : GM level Sr.GM/ GM(TP&F) Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) 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) or Dir(ENT.) Member : Other Director -Director(CM) Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	---do---

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	Chairman:Dir(HR) or Dir(Ent.) Member : Other Director Director(CM) Member : Other Director Director(CFA) Accepting Authority: Appointing Authority

(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 Sr.GM/GM(TF) Member : DGM level Addl.GM/Jt.GM/ DGM(P) Member : CLO(SCT) 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 PGM(EB)...Ent. Member : GM Level Sr. GM(Pers) Member : GM level Sr.GM/ GM(TF) Co-optee: CLO(SCT) CLO(SCT) Sh. 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)	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	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) or Dir(ENT.) Member : Other Director Director(CM) -

	Based Promotion)			Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(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 PGM (BW) Member : DGM level Addl. GM/Jt.GM/DGM(BW1) 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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM PGM(EB)...Ent. Member : GM Level Sr.GM/GM (WS &I)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level SR.GM/ GM(TP &F) Co-optee: CLO(SCT) CLO(SCT) 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) or Dir(ENT.) Member : Other Director Director(CM) - Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG)	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	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sr.GM/GM(TP &F) Member : DGM level Addl.GM/Jt.GM/DGM(EW-QC) Member : CLO(SCT) 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 PGM (EB)..Ent. Member : GM Level Sr.GM/GM (WS & I) Member : GM level Sr.GM/GM(TP &F) 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)	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) or Dir(ENT.) Member : Other Director Director(CM) Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
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 Sr,GM/GM(TP &F) Member : DGM level Addl.GM/ Jt. GM/GM(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)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM PGM(EB) Member : GM Level Sr. GM/GM (WS & I)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not	Member : GM level Sr.GM/GM(TP &F) Co-optee: CLO(SCT) CLO(SCT)

			more than two Good	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) or Dir(ENT.) Member : Other Director Director(CM) Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650- 30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650- 30200 (Equivalent to HAG)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	-do-

[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 Sr. GM(Pers) Member : DGM level Addl.GM/Jt.GM/ DGM(P) 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	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM PGM(EB)..Ent. Member : GM Level Sr. GM(Pers)
		SC/ST	Selection Bench	Member : GM level

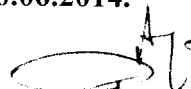
			Mark : Very Good, No adverse, Not more than two Good	Sr.GM/ GM(TP & F) Co-optee: CLO(SCT). CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400- 22300 (now) 18500-450- 23900 (E7)(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 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) or Dir(ENT.) Member : Other Director Director(CM) - Member : Other Director Director(CFA) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority: Appointing Authority-
6	Sr General Manager 25000-650- 30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--

Instead of having individual officers name and designation, which has been in practice till now, for the CPC composition, it is decided to have the post of the individual member/chairman.. The officers holding these post at the time of CPC will be the members/chairman of that particular CPC.

It has also been decided that whenever CMD is holding the charge of Director(HR) then Director(ENT.) will be chairman of the CPC, wherever applicable, instead of Director(HR).

The above CPC composition is valid from 01-07-2013 to 30.06.2014.

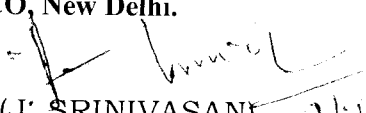
This is issued with the approval of competent authority.

 10/7/13

(DEEPAK AGGARWAL)
Dy. 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(IA)/PGM(EB)..ENT./PGM(VAS)/PGM(Arch)/PGM(BW)/PGM(EW)//, BSNL CO, N.Delhi.
4. Sr.GM(Pers)/GM(TRG. & SR)/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.ID), BSNL CO, New Delhi.
7. AGM(Pers.I)/AGM(Pers.II)/AGM(CSS)/ BSNL CO, New Delhi.


(J. SRINIVASAN)
Asst. General Manager (DPC)