



BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE
PERSONNEL (DPC) SECTION 4th Floor, Bharat Sanchar Bhawan,
Janpath, New Delhi-1.

OFFICE MEMORANDUM

No. 451-8/2009-Pers(DPC)/01

Dated: 02.08.2018

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 21.06.2017 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 up-to 30-06-2018.

The competent authority has approved composition of following CPC members for forth coming CPCs w.e.f. 01.07.2018 to 30.06.2019 .

[1] Telecom Operations:

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – Pre-revised-14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level PGM/Sr.GM/GM(Pers) Member : DGM level Addl.GM/Jt.GM/Dy.GM(Per s)
		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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S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
2	Deputy General Manager- [Pre-revised - 16000-400-20800] - (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : CGM/PGM CGM (BW) Member : GM Level PGM/Sr. GM/GM(Pers)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level PGM/Sr.GM/GM(EB II) Co-optee: CLO(SCT) CLO (SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager [Pre-revised-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 (pre-revised - 23750-600-28550(NF)) - [Revised - 62000 - 80000]	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] - [Revised - 62000 - 80000] (Post Based Promotion)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman: Director (HR) Member : Other Director -Director(Ent.) Member : Other Director Director(CM) * Co-optee : CLO (SCT) Accepting Authority: Appointing Authority- CMD

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S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
6	Sr General Manager - [Pre-revised - 25000-650-30200 (NF)]	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	---do---
7	Chief General Manager/ PGM Pre-revised 25000- 650-30200 (Post Based Promotion)	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 – Pre- revised-14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level: PGM/Sr.GM/GM(FP) Member : DGM Level: Addl.GM/Jt.GM/DGM(SEA) 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- [Pre- revised - 16000-400- 20800] – (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level PGM(PF-II & IA) Member : GM Level Sr.GM/GM(TF) Member : GM level PGM/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 [Pre- revised-17500-400- 22300 (now) 18500- 450-23900 (E7)(NF) – [Revised – 43200 – 66000]	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
4	Addl. General Manager (pre-revised - 23750-600-28550(NF)) - [Revised - 62000 - 80000]	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] - [Revised - 62000 - 80000] (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent.) Member : Other Director Director(CM) * Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager Pre-revised 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	---do---
7	Chief General Manager/ PGM Pre-revised 25000-650-30200 (Post Based Promotion)	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 - Pre-revised-14,500- 350 - 18,700 (Revised - 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level PGM/Sr.GM/GM(TF) Member : DGM level Addl.GM/Jt.GM/ DGM(TF) Member : CLO(SCT) - CLO(SCT) Accepting Authority: Appointing Authority- DIR(HR)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
2	Deputy General Manager- [Pre-revised - 16000-400-20800] – (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : CGM CGM(Arc). Member : GM Level PGM/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) CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager [Pre-revised-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 (pre-revised - 23750-600-28550(NF)) – [Revised – 62000 – 80000]	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] – [Revised – 62000 – 80000] (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent.) Member : Other Director Director(CM)* Co-optee: CLO (SCT) Accepting Authority: Appointing Authority – CMD

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
6	Sr General Manager Pre-revised 25000- 650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM Pre- revised 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 – Pre- revised-14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level PGM/Sr. GM / GM (SR) Member : DGM level Addl. GM/Jt.GM/DGM(BW- HR)
		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- [Pre- revised - 16000-400- 20800] – (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : CGM CGM (BW). Member : GM Level PGM/Sr.GM/GM (Estt)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level PGM/Sr.GM/ GM(SR) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority - CMD
3	Joint General Manager [Pre- revised-17500-400- 22300 (now) 18500- 450-23900 (E7)(NF) – [Revised – 43200 – 66000]	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
4	Addl. General Manager (Pre-revised - 23750-600-28550(NF)) – [Revised – 62000 – 80000]	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] – [Revised – 62000 – 80000] (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director – Director(Ent) Member : Other Director Director(CM) * Co-optee: CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager Pre-revised 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM Pre-revised 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 – Pre-revised-14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level GM/PGM/Sr.GM(Estt) Member : DGM level Addl.GM/Jt.GM/DGM (EW) Member : CLO(SCT) CLO (SCT) Accepting Authority: Appointing Authority- DIR(HR)
		SC/ST	Selection Bench Mark:: Good, No adverse, Not more than two Average	

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
2	Deputy General Manager- [Pre-revised - 16000-400-20800] - (Revised - 32900 - 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : CGM CGM (Elec). Member : GM Level PGM /Sr.GM/GM (Estt)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level PGM/Sr.GM/GM(SR) Co-optee: CLO(SCT) CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager [Pre-revised-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 (pre-revised - 23750-600-28550(NF)) - [Revised - 62000 - 80000]	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] - [Revised - 62000 - 80000] (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent.) Member : Other Director Director (CM) * Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
6	Sr General Manager Pre-revised 25000- 650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM Pre- revised 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 – Pre- revised-14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level PGM /Sr.GM/GM (Arch) Member : DGM level Addl.GM/ Jt. GM/DGM(Arc) 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- [Pre- revised - 16000-400- 20800] – (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : CGM CGM(Arch) Member : GM Level PGM/Sr. GM/GM (SR) Member : GM level PGM/Sr.GM/GM(Estt) 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	

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
3	Joint General Manager [Pre-revised-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 (pre-revised - 23750-600-28550(NF)) - [Revised - 62000 - 80000]	OC/ SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager - [Pre-revised - 23750-600-28550] - [Revised - 62000 - 80000] (Post Based Promotion)	OC/ SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent.) Member : Other Director Director (CM) * Co-optee: CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager Pre-revised 25000-650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM Pre-revised 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 – Pre-revised- 14,500- 350 – 18,700 (Revised – 29100-54500)	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level PGM/Sr. GM/GM (FP) Member : DGM level Addl.GM/Jt.GM/ DGM(Pers) 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- [Pre-revised - 16000-400-20800] – (Revised – 32900 – 58000)	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM PGM(Elect). Member : GM Level PGM/Sr. GM/GM(Estt) Member : GM level PGM/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 [Pre-revised- 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 (pre-revised - 23750-600-28550(NF)) – [Revised – 62000 – 80000]	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

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S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
5	General Manager - [Pre-revised - 23750-600-28550] - [Revised - 62000 - 80000] (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman : Director (HR) Member : Other Director -Director (Ent.) Member : Other Director Director (CM)* Co-optee: CLO (SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager Pre-revised 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--

Instead of having individual officers name and designation for the CPC composition, it is proposed to have the post of the individual member/chairman in the above proposal. The officers holding these post at the time of CPC will be the members / Chairman of that particular CPC. The competent authority has approved the composition of Screening Committee for conducting CPC under EPP for the pay scales from E-3 to E-4 onwards, for cases processed in BSNL CO, New Delhi.


*As per DoPT guide lines:

" members nominated in the DPCs should be officers who are at least one step above the post to which promotion/confirmation is to be made.

Accordingly CGM(Elect) is co-opted as a member of CPC for promotions to GM/Sr.GM equivalent grade, till ED or Director(CM) is appointed with independent charge, which ever is earlier.

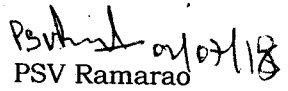
The validity of the above CPC composition will be from 01.07.2018 to 30.06.2019.

This is issued with the approval of competent authority.


(Manish Kumar)
Joint General Manager (Pers)

Copy to:

1. PS to CMD BSNL CO New Delhi.
2. PS to Dir(HR)/Dir(CM)/Dir(Ent)/Dir(Fin)/Dir(CFA) BSNL CO New Delhi.
3. CGM(Elect)/CGM(BW)/CGM(Arch) BSNL CO New Delhi.
4. PGM(EB-II)/Sr GM(FP)/GM&CLO(SCT)/GM(TF)/GM(Pers)/GM(SR)/GM(BW) BSNL CO New Delhi.
5. Addl GM/Jt GM/DGM- Pers/Arch/TF/EW/SEA/BW-HR BSNL CO New Delhi.
6. AGM-Pers(DPC)/Pers-I/Pers-II/CSS/Arch/BW/E&A/SEA BSNL CO New Delhi.


PSV Ramarao
Asstt. General Manager (DPC)