



**BHARAT SANCHAR NIGAM LIMITED**

(A Government of India Enterprise)

CORPORATE OFFICE

PERSONNEL DPC BRANCH

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1

**OFFICE MEMORANDUM**

**No. 451-8/2009-Pers(DPC)/16**

**Dated:21.06.2017**

**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 04-07-2016 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 30-06-2017.

The competent Authority has approved composition of following CPC member for forthcoming CPCs w.e.f. 01-07-2017 to 30-06-2018:

**[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(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 level PGM (LD) Member : GM Level PGM/Sr. GM/GM(Pers) Member : GM level PGM/Sr.GM/GM(EB II) 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-

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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	Chief General Manager/ PGM 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(RM-EB) 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-

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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 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-

(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 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	
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(Arc). Member : GM Level PGM/Sr. GM/GM(Pers) Member : GM level Sr.GM/ GM(TF) 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-

Contd.

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 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 - 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 (LD) Member : DGM level Addl. GM/Jr.GM/DGM(BW-HR) 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 (LD). Member : GM Level PGM/Sr.GM/GM (EB-II) 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 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 - 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 (Electrical) 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	
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 (Elec) Member : GM Level PGM /Sr.GM/GM (EB-II) 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-

Contd.

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 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
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 - 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 : PGM level PGM(Arch) Member : GM Level PGM/Sr. GM/GM (FP) Member : GM level PGM/Sr.GM/GM(EB-II) 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-

Contd.

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
S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
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 - 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 level PGM(Elect). Member : GM Level PGM/Sr. GM/GM(EB-II) 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-

Contd.

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 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--

The officers holding these posts at the time of CPC will be the members / Chairman of that particular CPC.

The competent authority has further approved that the CPC under EPP for the pay scales from E-3 to E-4 onwards, for cases processed in BSNL CO, ND shall be done by the same committee approved for equivalent grade.

The validity of the above CPC composition will remain valid from 01.07.2017 to 30.06.2018.

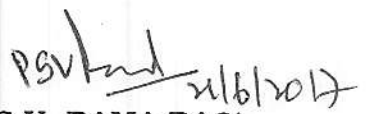
This is issued with the approval of competent authority.

  
(Manish Kumar)  
21.6.17

Jt. General Manager (Pers.)

Copy to:

1. PS to CMD, BSNL CO, New Delhi.
2. PSs to Dir(CFA)/Dir(CM)/Dir(Ent.)/ Dir(Fin)/ Dir (HR) BSNL CO, New Delhi.
3. PGMs - (Arch)/(EB II)/(Elect)/(LD)/(Pers)/(PF-II & IA), BSNL CO, New Delhi.
4. Sr. GM/GMs - (FP)/(TF)/(CLO SCT) BSNL CO, ND.
5. Addl.GM/Jt.GM/DGMs - (Arch)/(BW-HR)/(EW)/(Pers)/(RM-EB)/(TF), BSNL CO, ND.
6. AGMs - (Arch)/(BW)/(CSS)/(Elect)/(Pers.I)/(Pers.II)/(SEA)/BSNL CO, ND.

  
(P.S.V. RAMA RAO)  
Asst. General Manager (DPC)