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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

URGENT

TIME-BOUND

Date: 18.08.2022

No. 3-2/2022-RSTG

To


**All the CGMs (Territorial Circles),
CGM(CNTX(E/W/S/N/NER),
BSNL.**

Sub:- GPMS Scorecards for Territorial and Maintenance Circles for the Month of August & September 2022.

Please find enclosed herewith the GPMS Scorecards of Territorial Circles and Maintenance Circles for the month of August and September 2022, along with the targets. Accordingly the GPMS Scorecards for the Business Areas may be prepared for the month of August and September 2022 by the Circles along with targets and the copy of the same may be conveyed to this office by e-mail on dmrestg1@gmail.com by 22.8.2022.

The GPMS Scorecards will be available in the GPMS portal www.gpms.bsnl.co.in in due course. All the Circles are requested that the achievement data may be populated in the GPMS Portal by **5th October 2022**.

This is issued with the approval of Competent Authority.


(Anita Johri)
PGM(Restg./WS&I)

Encl: - As above

Copy to:

1. PPS to CMD, BSNL for information.
2. PPS to DIR(CFA/EB/CM/HR/Fin) BSNL CO
3. PGM(EB-II) , Nodal for EB Vertical
4. PGM(Regulations/VAS) , Nodal for CM Vertical
5. GM(NWO-BB&IN/ CFA) , Nodal for CFA Vertical
6. GM(EF) , Nodal for FIN Vertical
7. GM(LM) , Nodal for HR Vertical

GPMS FOR A & N CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access					Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	5740	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
D2	In Hrs		MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs					
D3	in %		Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
E	FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	7.53	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobiity					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	256	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	5,500	75%	90%	100%				
		B2	Amount	Ctopup	3	0.087	90%	95%	100%				
		B3	Number	POS	3	225	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	322478	98%	99%	100%				
		C2	GB	Data Traffic	1	4322584	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.22	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	9	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							

Total Weighted Score Normalized to Group Weightage: 6.8													
	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	1.67	1	1.34	1.67				
	New Business	A2	Rs. Crs.	New Business	4%	0.33	0.2	0.26	0.33				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.17	0.1	0.14	0.17				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	0.86	0.52	0.69	0.86				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	2.00	1.2	1.6	2				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	18	10.8	14.4	18				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	9	5	7	9				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	1	0	0	1				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	1	0	0	1				
		A3	Month	REM Data updation	5%	56	28	39	56				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	350	250	300	350				
		B2	Square metre	Actual space rented out	15%	75	60	70	75				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	0.08	0.04	0.06	0.08				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy												
				Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobiiy						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	9								
Group Name: Consumer Fixed Access						Group Weightage : 20								
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN, Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	7.53								
Group Name: Enterprise Business vertical						Group Weightage : 20								
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT ,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	0.86								
Total Weightage:					Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:														
Group Name: Land Monetisation and EW						Group Weightage :10								
Group Name: Overall Financial Performance						Group Weightage : 20								
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	71%								
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	39%								
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	9								
G	Total Collection from different Channels/Sources.		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	10								
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.								
I	Debtor Reduction: Trade Receivable(Net) as number of days of Revenue from Operations		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60								
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131								
Total Weightage: 100					Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0														
Consolidated Score Achieved														

GPMS FOR AP CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	24360	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	26	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=90%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
D2	In Hrs		MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs					
D3	in %		Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
E	FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	45.10	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	3352	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,17,625	75%	90%	100%				
		B2	Amount	Ctopup	3	0,893	90%	95%	100%				
		B3	Number	POS	3	5,672	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	5592862	98%	99%	100%				
		C2	GB	Data Traffic	1	7460327	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.17	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	42	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	30.00	18	24	30				
	New Business	A2	Rs. Crs.	New Business	4%	6.67	4	5.34	6.67				
	Private Business	A3	Rs. Crs.	Private Business	4%	10.00	6	8	10				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	8.97	5.38	7.18	8.97				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	6.00	3.6	4.8	6				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	2627	1576	2102	2627				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	204	122	163	204				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	25	10	15	25				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	10	3	5	10				
		A3	Month	REM Data updation	5%	1013	507	709	1013				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	84035	64642	77570	84035				
		B2	Square metre	Actual space rented out	15%	24000	9696	14544	24000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	5.00	2.5	3.5	5				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobity					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5															
						42														
Group Name: Consumer Fixed Access						Group Weightage : 20														
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4															
						45.11														
Group Name: Enterprise Business vertical						Group Weightage : 20														
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4															
						8.79														
Total Weightage:					Total Weighted Score:															
Total Weighted Score Normalized to Group Weightage:																				
Group Name: Land Monetisation and EW						Group Weightage :10														
Group Name: Overall Financial Performance						Group Weightage : 20														
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-24%														
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	14%														
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	94														
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	103														
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.														
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60														
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131														
Total Weightage: 100					Total Weighted Score: 0															
Total Weighted Score Normalized to Group Weightage: 0																				
Consolidated Score Achieved																				

GPMS ASSAM CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Consumer Fixed Access					Group Weightage : 20							
	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	6800	>60% to <=70%	>70% to <=80%	>80				
	FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	110	>60% to <=70%	>70% to <=80%	>80				
	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%				
B	VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
C	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D	ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E	FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	8.08	>80% to <=90%	>90% to <=95%	>95%			
		Total Weightage:100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage:											

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Consumer Mobility					Group Weightage : 30							
	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	693	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
	Sales	B1	Number	Sim sale	3	50,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.238	90%	95%	100%				
		B3	Number	POS	3	1,826	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
	Operations	C1	Number	VLR	2	1523302	98%	99%	100%				
		C2	GB	Data Traffic	1	2572175	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
C4		%	Critical Sites availability	2	99.0%	95%	98%	100%					
C5		%	Important Sites availability	1	98.0%	95%	98%	100%					
C6		%	Normal Sites availability	1	97.0%	95%	98%	100%					
C7		Hours	MTTR	1	3.13	95%	98%	100%					
Revenue	D	In Rs Cr		Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	33	80%	90%	100%				
		Total Weightage: 100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage: 6.8											
Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Enterprise					Group Weightage : 20							
	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	11.67	7	9.34	11.67				
New Business	A2	Rs. Crs.	New Business	4%	3.33	2	2.66	3.33					

	Private Business	A3	Rs. Crs.	Private Business	4%	0.83	0.5	0.66	0.83				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	6.22	3.73	4.98	6.22				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	1387	832	1110	1387				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	339	203	271	339				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												
Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	8	3	5	8				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	301	151	211	301				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	82907	63775	76530	82907				
		B2	Square metre	Actual space rented out	15%	19930	9566	14349	19930				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	2.50	1.25	1.75	2.5				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												
Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobilty					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	33							
Group Name: Consumer Fixed Access					Group Weightage : 20								
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	8.07							
Group Name: Enterprise Business vertical					Group Weightage : 20								
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	6.22							
	Total Weightage:					Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10								
Group Name: Overall Financial Performance					Group Weightage : 20								
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-231%							

	Return on Investment (Asset Turnover Ratio)		Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	4%							
E		In Percentage										
	Budget/Cost Control on OPEX		Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	42							
F		In Rs Cr										
	Total Collection from different Channels/Sou	In Rs Cr	Improvement in Collection figures for Aug'22 & Sept'22 wrt the Last year corresponding 2 months figures	4	29							
G												
	1st Month Collection Efficiency	in %	% Amount where billed amount of Aug &Sept'22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
H												
	Debtor Reduction: Trade Receivable(Net) as	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
I												
	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131							
J												
	Total Weightage: 100			Total Weighted Score: 0								
	Total Weighted Score Normalized to Group Weigtage: 0											
	Consolidated Score Achieved											

GPMS FOR BIHAR CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access					Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	6640	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	110	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	11.13	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	346	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,00,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.382	90%	95%	100%				
		B3	Number	POS	3	9,664	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	1888634	98%	99%	100%				
		C2	GB	Data Traffic	1	4207004	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	5.2	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	45	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													
	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	14.17	8.5	11.34	14.17				

	New Business	A2	Rs. Crs.	New Business	4%	2.50	1.5	2	2.5				
	Private Business	A3	Rs. Crs.	Private Business	4%	1.67	1	1.34	1.67				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	4.09	2.45	3.27	4.09				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	1579	947	1263	1579				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%								
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	2.10%	3%	3%	2%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												
Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	9	3	5	9				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	4	1	2	4				
		A3	Month	REM Data updation	5%	349	175	244	349				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	72867	56052	67262	72867				
		B2	Square metre	Actual space rented out	15%	17516	8408	12612	17516				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	3.00	1.5	2.1	3				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												
Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobilty					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	45							
Group Name: Consumer Fixed Access					Group Weightage : 20								
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	11.13							
Group Name: Enterprise Business vertical					Group Weightage : 20								
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	4.09							
	Total Weightage:					Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10								
Group Name: Overall Financial Performance					Group Weightage : 20								

D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	21%							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	11%							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	33							
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	32							
H	Ist Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131							
Total Weightage: 100					Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weigtage: 0													
Consolidated Score Achieved													

GPMS FOR CHATTISGARH CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access				Group Weightage : 20										
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	5200	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	110	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
	E3		In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	8.61	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility				Group Weightage : 30									
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	1435	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	40,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.268	90%	95%	100%				
		B3	Number	POS	3	3,165	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	1220793	98%	99%	100%				
		C2	GB	Data Traffic	1	3409272	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.02	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	20	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	10.00	6	8	10				
	New Business	A2	Rs. Crs.	New Business	4%	2.50	1.5	2	2.5				
	Private Business	A3	Rs. Crs.	Private Business	4%	1.67	1	1.34	1.67				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	1.56	0.94	1.25	1.56				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	2163	1298	1730	2163				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	123	73	98	123				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	7	3	4	7				
		A2	Month	(a) LDD within 2 months of identification of property, (b) Valuation and CLSC Report.within 2 months of identification of property, (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	291	146	204	291				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	35000	26397	31676	35000				
		B2	Square metre	Actual space rented out	15%	8249	3960	5939	8249				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	0.70	0.35	0.49	0.7				
C	Implementation of One Bidg.- One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobilty						Group Weightage : 30							
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	20							

Group Name: Consumer Fixed Access				Group Weightage : 20															
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	8.61													
Group Name: Enterprise Business vertical				Group Weightage : 20															
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	1.56													
Total Weightage:				Total Weighted Score:															
Total Weighted Score Normalized to Group Weightage:																			
Group Name: Land Monetisation and EW				Group Weightage :10															
Group Name: Overall Financial Performance				Group Weightage : 20															
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-11%													
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	9%													
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	39													
G	Total Collection from different Channels/Sc		In Rs Cr	Improvement in Collection figures for Aug'22 & Sept'22 wrt the Last year corresponding 2 months figures	4	28													
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept'22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.													
I	Debtor Reduction: Trade Receivable(Net)		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60													
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131													
Total Weightage: 100				Total Weighted Score: 0															
Total Weighted Score Normalized to Group Weightage: 0																			
Consolidated Score Achieved																			

GPMS FOR CHENNAI TD CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
A	Group Name: Consumer Fixed Access					Group Weightage : 20								
	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	10040	>60% to <=70%	>70% to <=80%	>80					
	FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80					
B	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%					
	VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%					
C	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%					
	D	ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
E	FTTH-BB	D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
E1		in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%						
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs					
E3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%							
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	35.64	>80% to <=90%	>90% to <=95%	>95%				
		Total Weightage:100				100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage:												

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	0	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	50,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.219	90%	95%	100%				
		B3	Number	POS	3	1,155	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	887690	98%	99%	100%				
		C2	GB	Data Traffic	1	1553244	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.17	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	28	80%	90%	100%				
		Total Weightage: 100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage: 6.8											

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	16.67	10	13.34	16.67				
	New Business	A2	Rs. Crs.	New Business	1.5%	3.33	2	2.66	3.33				

	Private Business	A3	Rs. Crs.	Private Business	1.5%	3.33	2	2.66	3.33				
B	EB Platinum												
	Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	58.33	35	46.66	58.33				
	New Business	B2	Rs. Crs.	New Business	1.5%	11.66	7	9.33	11.66				
	Private Business	B3	Rs. Crs.	Private Business	1.5%	16.66	10	13.33	16.66				
C	EB Revenue												
	EB Revenue	C1	Rs. Crs.	EB Revenue	50%	9.96	5.98	7.97	9.96				
	Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	20.00	12	16	20				
D	Core Network Operations												
	OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	375	225	300	375				
E	LC												
	LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	135	81	108	135				
	LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	3	1	2	3				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	112	56	78	112				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	72480	49000	66905	72480				
		B2	Square metre	Actual space rented out	15%	80000	78000	79000	80000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	4.50	2.25	3.15	4.5				
C	Implementation of One Bldg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobility					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	28							
Group Name: Consumer Fixed Access					Group Weightage : 20								
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	35.64							
Group Name: Enterprise Business vertical					Group Weightage : 20								
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	9.9							
	Total Weightage:					Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10								

Group Name: Overall Financial Performance				Group Weightage : 20			
D	Gross Profit Margin(EBITDA)	In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-19%		
E	Return on Investment (Asset Turnover Ratio)	In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	15%		
F	Budget/Cost Control on OPEX	In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	52		
G	Total Collection from different Channels/Sou	In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	103		
H	Ist Month Collection Efficiency	in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.		
I	Debtor Reduction: Trade Receivable(Net) as	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept22 wrt the Last year corresponding month end figures	3	60		
J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131		
Total Weightage: 100				Total Weighted Score: 0			
Total Weighted Score Normalized to Group Weightage: 0							
Consolidated Score Achieved							

GPMS FOR GUJARAT CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	12260	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	110	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	20	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
E	QoS	FTTH-BB	D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
			E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	39.33	>80% to <=90%	>90% to <=95%	>95%			
			Total Weightage:100					100	Total Weighted Score:				
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	585	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,25,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.592	90%	95%	100%				
		B3	Number	POS	3	6,010	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLr	2	2877129	98%	99%	100%				
		C2	GB	Data Traffic	1	10832245	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.93	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	88	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	50.00	30	40	50				
	New Business	A2	Rs. Crs.	New Business	1.5%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	1.5%	20.00	12	16	20				
B	EB Platinum												
	Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	41.67	25	33.34	41.67				
	New Business	B2	Rs. Crs.	New Business	1.5%	6.67	4	5.34	6.67				
	Private Business	B3	Rs. Crs.	Private Business	1.5%	15	9	12	15				
C	EB Revenue												
	EB Revenue	C1	Rs. Crs.	EB Revenue	50%	8.76	5.26	7.01	8.76				
	Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	15.00	9	12	15				
D	Core Network Operations												
	OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	6423	3854	5138	6423				
E	LC												
	LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	498	298	398	498				
	LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	40	16	24	40				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	16	4	8	16				
		A3	Month	REM Data updation	5%	1598	799	1119	1598				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	177000	131916	158299	177000				
		B2	Square metre	Actual space rented out	15%	54000	19787	29681	54000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	8.50	4.25	5.95	8.5				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobility					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5															
Group Name: Consumer Fixed Access						Group Weightage : 20														
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4															
Group Name: Enterprise Business vertical						Group Weightage : 20														
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4															
Total Weightage:					Total Weighted Score:															
Total Weighted Score Normalized to Group Weightage:																				
Group Name: Land Monetisation and EW						Group Weightage :10														
Group Name: Overall Financial Performance						Group Weightage : 20														
D	Gross Profit Margin(EBITDA)			Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3		9%													
			In Percentage																	
E	Return on Investment (Asset Turnover Ratio)			Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2		16%													
			In Percentage																	
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2		108													
G	Total Collection from different Channels/Sot		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4		181													
H	Ist Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4		The first month collection efficiency target from all postpaid services is 90% of ABF of the month.													
I	Debtor Reduction: Trade Receivable(Net) at		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3		60													
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2		131													
Total Weightage: 100					Total Weighted Score: 0															
Total Weighted Score Normalized to Group Weightage: 0																				
Consolidated Score Achieved																				

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	41.67	25	33.34	41.67				
	New Business	A2	Rs. Crs.	New Business	4%	13.33	8	10.66	13.33				
	Private Business	A3	Rs. Crs.	Private Business	4%	16.67	10	13.34	16.67				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	20.76	12.46	16.61	20.76				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	5.00	3	4	5				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	2166	1300	1733	2166				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	188	112	150	188				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	6	2	3	6				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	226	113	158	226				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	62000	44519	53423	62000				
		B2	Square metre	Actual space rented out	15%	13912	6678	10017	13912				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	3.00	1.5	2.1	3				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy												
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobiiy					Group Weightage : 30								

A	Revenue from Mobile Services	In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	20							
Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services	In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	36.28							
Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services	In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	20.76							
Total Weightage:				Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							
Group Name: Overall Financial Performance					Group Weightage : 20							
D	Gross Profit Margin(EBITDA)	In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-27%							
E	Return on Investment (Asset Turnover Ratio)	In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	12%							
F	Budget/Cost Control on OPEX	In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	68							
G	Total Collection from different Channels/Sou	In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	62							
H	1st Month Collection Efficiency	in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
I	Debtor Reduction: Trade Receivable(Net) as	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131							
Total Weightage: 100				Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMS FOR HIMACHAL PRADESH CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	6760	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
D		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
E		FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	9.82	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Mobilty						Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	1643								
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%								
B	Sales	B1	Number	Sim sale	3	35,000								
		B2	Amount	Ctopup	3	0.252								
		B3	Number	POS	3	2,376								
		B4	%	Quality of Acquisition (3 M Retention)	3	60%								
C	Operations	C1	Number	VLR	2	1171749	1149641	1160695	1171749					
		C2	GB	Data Traffic	1	2083300	1963710	2022621	2083300					
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%					
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%					
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%					
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%					
		C7	Hours	MTTR	1	2.48	95%	98%	100%					
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%					
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%					
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	17								
Total Weightage: 100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage: 6.8														

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	7.50	4.5	6	7.5				
	New Business	A2	Rs. Crs.	New Business	4%	2.50	1.5	2	2.5				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.83	0.5	0.66	0.83				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	3.67	2.2	2.94	3.67				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	1.50	0.9	1.2	1.5				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	506	304	405	506				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	154	92	123	154				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	5	2	3	5				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	190	95	133	190				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	27128	20868	25041	27128				
		B2	Square metre	Actual space rented out	15%	6521	3130	4695	6521				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	0.63	0.32	0.44	0.63				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				Total Weighted Score:								
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobity					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5														
Group Name: Consumer Fixed Access										Group Weightage : 20									
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4														
Group Name: Enterprise Business vertical										Group Weightage : 20									
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4														
Total Weightage:										Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:																			
Group Name: Land Monetisation and EW										Group Weightage :10									
Group Name: Overall Financial Performance										Group Weightage : 20									
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3														
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2														
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2														
G	Total Collection from different Channels/Sol		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4														
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4														
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3														
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2														
Total Weightage: 100										Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0																			
Consolidated Score Achieved																			

GPMS FOR JHARKHAND CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Consumer Fixed Access					Group Weightage : 20							
	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	8960	>60% to <=70%	>70% to <=80%	>80				
	FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	320	>60% to <=70%	>70% to <=80%	>80				
B	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
	VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%				
C	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D	ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E	FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	6.98	>80% to <=90%	>90% to <=95%	>95%			
		Total Weightage:100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage:											

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	1620							
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%							
B	Sales	B1	Number	Sim sale	3	60,000							
		B2	Amount	Ctopup	3	0.132							
		B3	Number	POS	3	4,180							
		B4	%	Quality of Acquisition (3 M Retention)	3	60%							
C	Operations	C1	Number	VLR	2	1059757	1039761	1049759	1059757				
		C2	GB	Data Traffic	1	2351066	2216105	2282588	2351066				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.88	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	11							
		Total Weightage: 100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage: 6.8											

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	13.33	8	10.66	13.33				
	New Business	A2	Rs. Crs.	New Business	4%	4.17	2.5	3.34	4.17				

D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	44%							
	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	10%							
E													
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	25							
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug'22 & Sept'22 wrt the Last year corresponding 2 months figures	4	20							
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept'22 is collected in first month.	4		The first month collection efficiency target from all postpaid services is 90% of ABF of the month.						
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131							
Total Weightage: 100					Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weigtage: 0													
Consolidated Score Achieved													

GPMS FOR J&K CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access					Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	6360	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	8	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	12.65	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobilty					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	370							
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%							
B	Sales	B1	Number	Sim sale	3	35,000							
		B2	Amount	Ctopup	3	0.156							
		B3	Number	POS	3	1,171							
		B4	%	Quality of Acquisition (3 M Retention)	3	60%							
C	Operations	C1	Number	VLR	2	687496	674524	681010	687496				
		C2	GB	Data Traffic	1	1045334	985327	1014887	1045334				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.5	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	30							
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	2.50	1.5	2	2.5				
	New Business	A2	Rs. Crs.	New Business	4%	0.83	0.5	0.66	0.83				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.33	0.2	0.26	0.33				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	1.27	0.76	1.02	1.27				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	2.00	1.2	1.6	2				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	22	13	18	22				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	150	90	120	150				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10									
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	3	1	2	3					
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3					
		A3	Month	REM Data updation	5%	82	41	57	82					
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	10000	9800	9900	10000					
		B2	Square metre	Actual space rented out	15%	4128	1981	2972	4128					
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	0.45	0.23	0.32	0.45					
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)													
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)										
	Total Weightage:				100%	Total Weighted Score:								
	Total Weighted Score Normalized to Group Weightage:													

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobiiy					Group Weightage : 30								

A	Revenue from Mobile Services	In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	30									
Group Name: Consumer Fixed Access			Group Weightage : 20											
B	Revenue From CFA Services	In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	12.65									
Group Name: Enterprise Business vertical			Group Weightage : 20											
C	Revenue From Enterprise Services	In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	1.27									
Total Weightage:				Total Weighted Score:										
Total Weighted Score Normalized to Group Weightage:														
Group Name: Land Monetisation and EW			Group Weightage :10											
Group Name: Overall Financial Performance			Group Weightage : 20											
D	Gross Profit Margin(EBITDA)	In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-14%									
E	Return on Investment (Asset Turnover Ratio)	In Percentage	Improvement in Asset Turnover Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	17%									
F	Budget/Cost Control on OPEX	In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	47									
G	Total Collection from different Channels/Sou	In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	28									
H	1st Month Collection Efficiency	in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.									
I	Debtor Reduction: Trade Receivable(Net) at	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60									
J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131									
Total Weightage: 100				Total Weighted Score: 0										
Total Weighted Score Normalized to Group Weightage: 0														
Consolidated Score Achieved														

GPMS FOR KERALA CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access						Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	72140	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80				
B	Sales	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	36	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F		Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	103.50	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Mobilty						Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	292								
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%								
B	Sales	B1	Number	Sim sale	3	1,20,000								
		B2	Amount	Ctopup	3	2.182								
		B3	Number	POS	3	7.993								
		B4	%	Quality of Acquisition (3 M Retention)	3	60%								
C	Operations	C1	Number	VLR	2	7052750	6919680	6986215	7052750					
		C2	GB	Data Traffic	1	18035638	17335292	17681998	18035638					
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%					
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%					
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%					
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%					
		C7	Hours	MTTR	1	1.33	95%	98%	100%					
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%					
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%					
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	165								
Total Weightage: 100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage: 6.8														

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	50.00	30	40	50				
	New Business	A2	Rs. Crs.	New Business	4%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	4%	20.00	12	16	20				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	12.11	7.27	9.69	12.11				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	8.00	4.8	6.4	8				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	554	332	443	554				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	266	159	212	266				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	19	7	11	19				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	7	2	4	7				
		A3	Month	REM Data updation	5%	741	371	519	741				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	163025	110000	150485	163025				
		B2	Square metre	Actual space rented out	15%	39189	18811	28216	39189				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	8.00	4	5.6	8				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobilty						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	165									
Group Name: Consumer Fixed Access				Group Weightage : 20											
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	103.5									
Group Name: Enterprise Business vertical				Group Weightage : 20											
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	12.11									
Total Weightage:					Total Weighted Score:										
Total Weighted Score Normalized to Group Weightage:															
Group Name: Land Monetisation and EW				Group Weightage :10											
Group Name: Overall Financial Performance				Group Weightage : 20											
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	12%									
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	18%									
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	160									
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	215									
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.									
I	Debtor Reduction: Trade Receivable(Net) as		No. of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60									
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131									
Total Weightage: 100					Total Weighted Score: 0										
Total Weighted Score Normalized to Group Weightage: 0															
Consolidated Score Achieved															

GPMS FOR KARNATAKA CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	31860	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	320	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	22	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <=25%	<20%			
		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs			
E3	In %		Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <=25%	<20%					
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	86.90	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Mobility						Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	1048								
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%								
B	Sales	B1	Number	Sim sale	3	1,00,000								
		B2	Amount	Ctopup	3	0.929								
		B3	Number	POS	3	4,375								
		B4	%	Quality of Acquisition (3 M Retention)	3	60%								
C	Operations	C1	Number	VLR	2	3535420	3468714	3502067	3535420					
		C2	GB	Data Traffic	1	8191721	7873627	8031100	8191721					
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%					
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%					
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%					
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%					
		C7	Hours	MTTR	1	1.4	95%	98%	100%					
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%					
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%					
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	97								
Total Weightage: 100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage: 6.8														

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	53.33	32	42.66	53.33				
	New Business	A2	Rs. Crs.	New Business	1.5%	8.33	5	6.66	8.33				
	Private Business	A3	Rs. Crs.	Private Business	1.5%	20.83	12.5	16.66	20.83				
B	EB Platinum												
	Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	100	60	80	100				
	New Business	B2	Rs. Crs.	New Business	1.5%	13.33	8	10.66	13.33				
	Private Business	B3	Rs. Crs.	Private Business	1.5%	16.66	10	13.33	16.66				
C	EB Revenue												
	EB Revenue	C1	Rs. Crs.	EB Revenue	50%	26.84	16.1	21.47	26.84				
	Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	20.00	12	16	20				
D	Core Network Operations												
	OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	3901	2341	3121	3901				
E	LC												
	LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	374	224	299	374				
	LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage : 10									
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	33	13	20	33					
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	13	3	7	13					
		A3	Month	REM Data updation	5%	1304	652	913	1304					
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	177000	102537	123044	177000					
		B2	Square metre	Actual space rented out	15%	48000	15381	23071	48000					
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	9.00	4.5	6.3	9					
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)													
D	Use of New and renewable energy													
	Vertical axis wind energy (against horizontal axis wind turbine)													
	Total Weightage:				100%	Total Weighted Score:								
	Total Weighted Score Normalized to Group Weightage:													

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobity					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	97												
Group Name: Consumer Fixed Access						Group Weightage : 20												
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	86.9												
Group Name: Enterprise Business vertical						Group Weightage : 20												
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	26.84												
Total Weightage:					Total Weighted Score:													
Total Weighted Score Normalized to Group Weightage:																		
Group Name: Land Monetisation and EW						Group Weightage :10												
Group Name: Overall Financial Performance						Group Weightage : 20												
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	15%												
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	15%												
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	144												
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	217												
H	Ist Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABP of the month.												
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60												
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131												
Total Weightage: 100					Total Weighted Score: 0													
Total Weighted Score Normalized to Group Weightage: 0																		
Consolidated Score Achieved																		

GPMS FOR KOLKATA TD CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022													
Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	3700	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	0	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	22.39	>80% to <=90%	>90% to <=95%	>95%			
		Total Weightage:100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage:											

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Mobilty						Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	0								
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%								
B	Sales	B1	Number	Sim sale	3	80,000								
		B2	Amount	Ctopup	3	0.223								
		B3	Number	POS	3	3,079								
		B4	%	Quality of Acquisition (3 M Retention)	3	60%								
C	Operations	C1	Number	VLR	2	1162209	1140281	1151245	1162209					
		C2	GB	Data Traffic	1	3274665	3086686	3179286	3274665					
		C3	%	SC Sites availabilty	3	99.8%	95%	98%	100%					
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%					
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%					
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%					
		C7	Hours	MTTR	1	2.82	95%	98%	100%					
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%					
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%					
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	47								

		Total Weightage: 100			100	Total Weighted Score:								
		Total Weighted Score Normalized to Group Weightage: 6.8												
		PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
		Group Name: Enterprise					Group Weightage : 20							
A		Enterprise Gold												
		Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	6.67	4	5.34	6.67				
		New Business	A2	Rs. Crs.	New Business	1.5%	1.17	0.7	0.94	1.17				
		Private Business	A3	Rs. Crs.	Private Business	1.5%	1.17	0.7	0.94	1.17				
B		EB Platinum												
		Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	13.33	8	10.66	13.33				
		New Business	B2	Rs. Crs.	New Business	1.5%	1.66	1	1.33	1.66				
		Private Business	B3	Rs. Crs.	Private Business	1.5%	0.83	0.5	0.66	0.83				
C		EB Revenue												
		EB Revenue	C1	Rs. Crs.	EB Revenue	50%	5.33	3.2	4.26	5.33				
		Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	35.00	21	28	35				
D		Core Network Operations												
		OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
		Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
		Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	0	0	0	0				
E		LC												
		LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	102	61	81	102				
		LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
		Total Weighted Score				100%								
		Total Weighted Score Normalized to Group Weightage:												
		Consolidated Score Achieved												

		Group Name: Land Monetisation and EW					Group Weightage :10									
A		Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	3	1	2	3						
			A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3						
			A3	Month	REM Data updation	5%	70	35	49	70						
B		Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	95000	70168	84202	95000						
			B2	Square metre	Actual space rented out	15%	21928	4000	15788	21928						
			B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	2.50	1.25	1.75	2.5						
C		Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)														
D		Use of New and renewable energy														
		Total Weightage:				100%	Total Weighted Score:									

Total Weighted Score Normalized to Group Weightage:												
Group Name: Finance						Group Weightage : 20						
Group Name: Consumer Mobilty						Group Weightage : 30						
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	47						
Group Name: Consumer Fixed Access						Group Weightage : 20						
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	22.39						
Group Name: Enterprise Business vertical						Group Weightage : 20						
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	5.33						
Total Weightage:					Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW						Group Weightage :10						
Group Name: Overall Financial Performance						Group Weightage : 20						
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-25%						
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	6%						
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	46						
G	Total Collection from different Channels/Sour		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	95						
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.						
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60						
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	265						
Total Weightage: 100					Total Weighted Score: 0							
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMS FOR MAHARASHTRA CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPI D	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access					Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	31460	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	320	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	32	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	102.13	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	2425	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,50,000	75%	90%	100%				
		B2	Amount	Ctopup	3	1.029	90%	95%	100%				
		B3	Number	POS	3	8,737	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	4236509	98%	99%	100%				
		C2	GB	Data Traffic	1	16933752	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.47	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	127	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	Group Name: Finance				Group Weightage : 20									
	Group Name: Consumer Mobilty				Group Weightage : 30									
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	127								
	Group Name: Consumer Fixed Access				Group Weightage : 20									
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	102.13								
	Group Name: Enterprise Business vertical				Group Weightage : 20									
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	102.62								
	Total Weightage:				Total Weighted Score:									
	Total Weighted Score Normalized to Group Weightage:													
	Group Name: Land Monetisation and EW				Group Weightage :10									
	Group Name: Overall Financial Performance				Group Weightage : 20									
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-29%								
E	Return on Investment (Asset Turnover Ra		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	7%								
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	275								
G	Total Collection from different Channels/S		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	279								
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.								
I	Debtor Reduction: Trade Receivable(Net)		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60								
J	Implementaion of Internal Financial Contr		Nos.	100 % Compliance of all Critical Controls	2	285								
	Total Weightage: 100				Total Weighted Score: 0									
	Total Weighted Score Normalized to Group Weightage: 0													
	Consolidated Score Achieved													

GPMS FOR MP CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access						Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	14040	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	160	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	18	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	16	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	25.35	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobilty						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	3191	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,20,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.387	90%	95%	100%				
		B3	Number	POS	3	5,604	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	2103216	98%	99%	100%				
		C2	GB	Data Traffic	1	6025849	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.37	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	29	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	27.50	16.5	22	27.5				
	New Business	A2	Rs. Crs.	New Business	4%	5.00	3	4	5				
	Private Business	A3	Rs. Crs.	Private Business	4%	8.33	5	6.66	8.33				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	2.97	1.78	2.38	2.97				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	4898	2939	3918	4898				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	266	159	212	266				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage : 10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	34	14	20	34				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA, CLSC and publicity of monetization within 2 months of identification of property.	25%	13	3	7	13				
		A3	Month	REM Data updation	5%	1360	680	952	1360				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	181000	117786	141343	181000				
		B2	Square metre	Actual space rented out	15%	36808	17668	26502	36808				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	6.75	3.38	4.73	6.75				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobity						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS.Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	29												
Group Name: Consumer Fixed Access				Group Weightage : 20														
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	25.35												
Group Name: Enterprise Business vertical				Group Weightage : 20														
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	2.97												
Total Weightage:					Total Weighted Score:													
Total Weighted Score Normalized to Group Weightage:																		
Group Name: Land Monetisation and EW										Group Weightage : 10								
Group Name: Overall Financial Performance										Group Weightage : 20								
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-28%												
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	8%												
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	75												
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	55												
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.												
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60												
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131												
Total Weightage: 100					Total Weighted Score: 0													
Total Weighted Score Normalized to Group Weightage: 0																		
Consolidated Score Achieved																		

GPMS FOR NE1 CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	4340	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	7.64	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	2109	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	25,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.121	90%	95%	100%				
		B3	Number	POS	3	725	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	443668	98%	99%	100%				
		C2	GB	Data Traffic	1	1919253	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.75	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LTE & Other Revenue	50	12	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	3.33	1.998	2.66	3.33				
	New Business	A2	Rs. Crs.	New Business	4%	0.67	0.402	0.54	0.67				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.33	0.198	0.26	0.33				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	0.49	0.294	0.39	0.49				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	2.00	1.2	1.6	2				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				

	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	85	51	68	85				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	111	66	88	111				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	6	2	4	6				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data update	5%	242	121	169	242				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	22000	20000	21000	22000				
		B2	Square metre	Actual space rented out	15%	11672	5603	8404	11672				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	1.75	0.88	1.23	1.75				
C	Implementation of One Bldg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobility					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/hfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	12							
Group Name: Consumer Fixed Access					Group Weightage : 20								
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	7.65							
Group Name: Enterprise Business vertical					Group Weightage : 20								
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	0.49							
	Total Weightage:				Total Weighted Score:								
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Land Monetisation and EW					Group Weightage : 10								

Group Name: Overall Financial Performance					Group Weightage : 20								
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	70%							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	36%							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	22							
G	Total Collection from different Channels/Sour		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	15							
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131							
	Total Weightage: 100				Total Weighted Score: 0								
	Total Weighted Score Normalized to Group Weightage: 0												

Consolidated Score Achieved

GPMS FOR NE-2 CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access					Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	2100	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B	Sales	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
D2	In Hrs		MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs					
D3	in %		Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
E	QoS	FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	2.91	>80% to <=90%	>90% to <=95%	>95%			
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	3008	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	25,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.078	90%	95%	100%				
		B3	Number	POS	3	448	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	412997	98%	99%	100%				
		C2	GB	Data Traffic	1	1058628	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.42	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	7	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	3.33	2	2.66	3.33				
	New Business	A2	Rs. Crs.	New Business	4%	0.83	0.5	0.66	0.83				

E	Return on Investment (Asset Turnover Ratio)	In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	3%							
F	Budget/Cost Control on OPEX	In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	10							
G	Total Collection from different Channels/Sou	In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	10							
H	1st Month Collection Efficiency	in %	% Amount where billed amount of Aug & Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
I	Debtor Reduction: Trade Receivable(Net) as	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							
J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131							
Total Weightage: 100				Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMs FOR ORISSA CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Consumer Fixed Access					Group Weightage : 20							
	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	12960	>60% to <=70%	>70% to <=80%	>80				
	FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	160	>60% to <=70%	>70% to <=80%	>80				
	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	18	>80% to <=90%	>90% to <=95%	>95%				
	VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
C	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
	D	ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
D2			In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
D3			in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E	FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
		E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	20.02	>80% to <=90%	>90% to <=95%	>95%			
		Total Weightage:100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage:											

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT /FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
	Group Name: Consumer Mobilty					Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	2792	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,10,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.830	90%	95%	100%				
		B3	Number	POS	3	8,255	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	3945917	98%	99%	100%				
		C2	GB	Data Traffic	1	5344444	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.05	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	49	80%	90%	100%				
		Total Weightage: 100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage: 6.8											

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	25.00	15	20	25				
	New Business	A2	Rs. Crs.	New Business	4%	7.50	4.5	6	7.5				
	Private Business	A3	Rs. Crs.	Private Business	4%	1.67	1	1.34	1.67				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	7.66	4.6	6.13	7.66				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	8.00	4.8	6.4	8				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	808	485	646	808				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	543	325	434	543				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	11	5	7	11				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	4	1	2	4				
		A3	Month	REM Data updation	5%	455	228	319	455				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	90000	64336	77204	90000				
		B2	Square metre	Actual space rented out	15%	20105	8000	14476	20105				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	3.25	1.63	2.28	3.25				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPBOBA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobity						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5														
Group Name: Consumer Fixed Access						Group Weightage : 20													
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4														
						49													
Group Name: Enterprise Business vertical						Group Weightage : 20													
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4														
						20.03													
						7.66													
Total Weightage:						Total Weighted Score:													
Total Weighted Score Normalized to Group Weightage:																			
Group Name: Land Monetisation and EW						Group Weightage : 10													
Group Name: Overall Financial Performance						Group Weightage : 20													
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3														
						-1%													
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2														
						9%													
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2														
						65													
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4														
						81													
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4														
						The first month collection efficiency target from all postpaid services is 90% of ABF of the month.													
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3														
						60													
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2														
						131													
Total Weightage: 100						Total Weighted Score: 0													
Total Weighted Score Normalized to Group Weightage: 0																			
Consolidated Score Achieved																			

GPMS FOR PUNJAB CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access				Group Weightage : 20										
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	23100	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	320	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	14	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%							
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	30.04	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobilty				Group Weightage : 30									
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	5	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,00,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.570	90%	95%	100%				
		B3	Number	POS	3	6,429	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	2472830	98%	99%	100%				
		C2	GB	Data Traffic	1	6898264	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.97	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	293	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													
Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise				Group Weightage : 20									

A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	23.33	14	18.66	23.33				
	New Business	A2	Rs. Crs.	New Business	4%	4.17	2.5	3.34	4.17				
	Private Business	A3	Rs. Crs.	Private Business	4%	8.33	5	6.66	8.33				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	5.09	3.05	4.07	5.09				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	2268	1361	1814	2268				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%								
						196	117	156	196				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
Consolidated Score Achieved													

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	9	4	5	9				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	4	1	2	4				
		A3	Month	REM Data updation	5%	366	183	256	366				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	160000	151000	158000	160000				
		B2	Square metre	Actual space rented out	15%	63000	16150	24225	63000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	6.00	3	4.2	6				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
Total Weightage:					100%	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobbity					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	293							
Group Name: Consumer Fixed Access					Group Weightage : 20								

B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	30.05											
Group Name: Enterprise Business vertical				Group Weightage : 20													
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	5.09											
Total Weightage:				Total Weighted Score:													
Total Weighted Score Normalized to Group Weightage:																	
Group Name: Land Monetisation and EW				Group Weightage :10													
Group Name: Overall Financial Performance				Group Weightage : 20													
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	12%											
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	16%											
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	142											
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept22 wrt the Last year corresponding 2 months figures	4	145											
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.											
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60											
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	265											
Total Weightage: 100				Total Weighted Score: 0													
Total Weighted Score Normalized to Group Weightage: 0																	
Consolidated Score Achieved																	

GPMS FOR RAJASTHAN CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access					Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	21860	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	18	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	35.28	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	3482	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,40,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.665	90%	95%	100%				
		B3	Number	POS	3	10,454	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	3380585	98%	99%	100%				
		C2	GB	Data Traffic	1	8088623	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.38	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	53	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	40.00	24	32	40				
	New Business	A2	Rs. Crs.	New Business	4%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	4%	7.00	4.2	5.6	7				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	6.92	4.15	5.54	6.92				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	4.00	2.4	3.2	4				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	3130	1878	2504	3130				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	878	526	702	878				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	0.50%	1%	1%	1%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	22	9	13	22				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	9	3	5	9				
		A3	Month	REM Data updation	5%	897	449	628	897				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	185000	180000	182000	185000				
		B2	Square metre	Actual space rented out	15%	71000	17597	26396	71000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	6.75	3.38	4.73	6.75				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobiiy						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5														
Group Name: Consumer Fixed Access										Group Weightage : 20									
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4														
Group Name: Enterprise Business vertical										Group Weightage : 20									
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4														
Total Weightage:										Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:																			
Group Name: Land Monetisation and EW										Group Weightage :10									
Group Name: Overall Financial Performance										Group Weightage : 20									
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3														
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2														
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2														
G	Total Collection from different Channels/Sol		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4														
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4														
I	Debtor Reduction: Trade Receivable(Net) at		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3														
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2														
Total Weightage: 100										Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0																			
Consolidated Score Achieved																			

GPMS FOR SIKKIM CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access					Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	700	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	0	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <=25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
	E3		In %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <=25%	<20%					
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	0.60	>80% to <=90%	>90% to <=95%	>95%				
		Total Weightage:100			100	Total Weighted Score:								
		Total Weighted Score Normalized to Group Weightage:												

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	356	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3		75%	90%	100%				
		B2	Amount	Ctopup	3		90%	95%	100%				
		B3	Number	POS	3		75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	1607581	98%	99%	100%				
		C2	GB	Data Traffic	1	153001	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	4.38	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LTE & Other Revenue	50	0	80%	90%	100%				
		Total Weightage: 100			100	Total Weighted Score:							
		Total Weighted Score Normalized to Group Weightage: 6.8											

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	0.83	0.5	0.67	0.83				
	New Business	A2	Rs. Crs.	New Business	5%	0.33	0.2	0.26	0.33				
	Private Business	A3	Rs. Crs.	Private Business	5%	0.17	0.1	0.14	0.17				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	0.21	0.13	0.17	0.21				

	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	0.30	0.18	0.24	0.3				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	9%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	4%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	4%	20	12	16	20				
	Total Weighted Score				100%								
Total Weighted Score Normalized to Group Weightage:													
Consolidated Score Achieved													

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	Included in WB							
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	Included in WB							
		A3	Month	REM Data updation	5%	Included in WB							
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	Included in WB							
		B2	Square metre	Actual space rented out	15%	Included in WB							
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	Included in WB							
C	Implementation of One Bldg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
Total Weightage:					100%	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobility					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	0							
	Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	0.6							
	Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	0.21							
	Total Weightage:					Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													
Group Name: Land Monetisation and EW					Group Weightage :10								

Group Name: Overall Financial Performance					Group Weightage : 20								
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	10%							
	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	6%							
E				Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	2							
	Budget/Cost Control on OPEX		In Rs Cr										
F	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug'22 & Sept'22 wrt the Last year corresponding 2 months figures	4	2							
H	Ist Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept'22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.							
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60							

J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	131						
	Total Weightage: 100			Total Weighted Score: 0							
	Total Weighted Score Normalized to Group Weigtage: 0										
	Consolidated Score Achieved										

GPMS FOR TAMILNADU CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access					Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	47600	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80				
B	Sales	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	32	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
	E3		In %	Carried Over Faults	3	<20%	>=25% to <=30%	>=20% to <25%	<20%					
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	81.39	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT / FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility					Group Weightage : 30								
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	535	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,30,000	75%	90%	100%				
		B2	Amount	Ctopup	3	1.659	90%	95%	100%				
		B3	Number	POS	3	8,015	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	6603964	98%	99%	100%				
		C2	GB	Data Traffic	1	9003645	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.15	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	D	In Rs Cr	50	101	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	50.00	30	40	50				
	New Business	A2	Rs. Crs.	New Business	4%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	4%	20.00	12	16	20				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	18.2	10.92	14.56	18.2				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	23.00	13.8	18.4	23				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	4478	2687	3582	4478				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	513	307	410	513				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW						Group Weightage : 10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	23	9	14	23				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	9	2	5	9				
		A3	Month	REM Data updation	5%	938	469	657	938				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	180000	175000	178000	180000				
		B2	Square metre	Actual space rented out	15%	78000	21908	32861	78000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	24.50	12.25	17.15	24.5				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy												
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance						Group Weightage : 20							
Group Name: Consumer Mobilty						Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	101								
Group Name: Consumer Fixed Access				Group Weightage : 20										
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	81.39								
Group Name: Enterprise Business vertical				Group Weightage : 20										
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	18.2								
Total Weightage:					Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:														
Group Name: Land Monetisation and EW				Group Weightage : 10										
Group Name: Overall Financial Performance				Group Weightage : 20										
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-7%								
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	16%								
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	163								
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	192								
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.								
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60								
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	265								
Total Weightage: 100					Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0														
Consolidated Score Achieved														

GPMS FOR TELANGANA CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
Group Name: Consumer Fixed Access						Group Weightage : 20								
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	16300	>60% to <=70%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80				
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	12	>80% to <=90%	>90% to <=95%	>95%				
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%				
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%				
D		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
E		FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	28.85	>80% to <=90%	>90% to <=95%	>95%				
Total Weightage:100					100	Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobilty						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	425	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	74,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.595	90%	95%	100%				
		B3	Number	POS	3	2,701	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	5592862	98%	99%	100%				
		C2	GB	Data Traffic	1	3846874	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	1.4	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	167	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
	Group Name: Enterprise					Group Weightage : 20							
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	44.17	26.5	35.34	44.17				
	New Business	A2	Rs. Crs.	New Business	1.5%	20.00	12	16	20				
	Private Business	A3	Rs. Crs.	Private Business	1.5%	20.00	12	16	20				
B	EB Platinum												
	Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	36.67	22	29.34	36.67				
	New Business	B2	Rs. Crs.	New Business	1.5%	8.33	5	6.66	8.33				
	Private Business	B3	Rs. Crs.	Private Business	1.5%	6.67	4	5.34	6.67				
C	EB Revenue												
	EB Revenue	C1	Rs. Crs.	EB Revenue	50%	4.94	2.96	3.95	4.94				
	Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	7.00	4.2	5.6	7				
D	Core Network Operations												
	OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	4155	2493	3324	4155				
E	LC												
	LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	171	102	136	171				
	LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	1.20%	2%	2%	1%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

	Group Name: Land Monetisation and EW					Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	18	7	11	18				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	7	2	4	7				
		A3	Month	REM Data updation	5%	707	354	495	707				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	126052	96963	116356	126052				
		B2	Square metre	Actual space rented out	15%	30301	14544	21817	30301				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	6.00	3	4.2	6				
C	Implementation of One Bldg.-One Power Plant-One Battery Bank-Onearca.(OBOPBOBA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

	Group Name: Finance					Group Weightage : 20							
	Group Name: Consumer Mobiiy					Group Weightage : 30							

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	167									
Group Name: Consumer Fixed Access						Group Weightage : 20									
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	28.85									
Group Name: Enterprise Business vertical						Group Weightage : 20									
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	4.94									
Total Weightage:					Total Weighted Score:										
Total Weighted Score Normalized to Group Weightage:															
Group Name: Land Monetisation and EW						Group Weightage :10									
Group Name: Overall Financial Performance						Group Weightage : 20									
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	19%									
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	19%									
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	103									
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	314									
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.									
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60									
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131									
Total Weightage: 100					Total Weighted Score: 0										
Total Weighted Score Normalized to Group Weightage: 0															
Consolidated Score Achieved															

GPMS FOR UTTARAKHAND CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access				Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	4660	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	4	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
E	FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%				
			IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs				
		E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%				
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	8.80	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility				Group Weightage : 30									
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	1289	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	35,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.174	90%	95%	100%				
		B3	Number	POS	3	1,730	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	880673	98%	99%	100%				
		C2	GB	Data Traffic	1	6081043	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.43	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	D	In Rs Cr	50	13	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	8.33	5	6.66	8.33				
	New Business	A2	Rs. Crs.	New Business	4%	3.33	2	2.66	3.33				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.83	0.5	0.66	0.83				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	3.00	1.8	2.4	3				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	2.00	1.2	1.6	2				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	582	349	466	582				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	117	70	93	117				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	2.10%	3%	3%	2%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	3	1	2	3				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	92	46	64	92				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	39000	20671	24805	39000				
		B2	Square metre	Actual space rented out	15%	18000	3101	4651	18000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	1.63	0.82	1.14	1.63				
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobility					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	13												
Group Name: Consumer Fixed Access						Group Weightage : 20												
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	8.8												
Group Name: Enterprise Business vertical						Group Weightage : 20												
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	3												
Total Weightage:					Total Weighted Score:													
Total Weighted Score Normalized to Group Weightage:																		
Group Name: Land Monetisation and EW						Group Weightage :10												
Group Name: Overall Financial Performance						Group Weightage : 20												
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-24%												
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	10%												
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	23												
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept22 wrt the Last year corresponding 2 months figures	4	23												
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.												
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60												
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131												
Total Weightage: 100					Total Weighted Score: 0													
Total Weighted Score Normalized to Group Weightage: 0																		
Consolidated Score Achieved																		

GPMS FOR UP(E) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks	
A	Group Name: Consumer Fixed Access				Group Weightage : 20									
	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets	7	7940	>80% to >90%	>70% to <=80%	>80				
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions	7	20	>80% to >90%	>70% to <=80%	>80				
	B	VAS - SIP Trunk	B1	Number	As per Gross additions targets	7	20	>80% to >90%	>90% to <=95%	>95%				
VAS - Others (PRI/IN/OBD)		B2	Number	As per Gross additions targets	7	6	>80% to >90%	>90% to <=95%	>95%					
C	Core Access (NON/OBD/NT)	C1	in %	Uptime of Network elements	4	99%	>75% to >80%	>80% & <=99%	>99%					
D	QoS	ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & >75%	>80%	>80%				
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs				
			D3	in %	Carried Over Faults	3	<20%	>20% to <25%	<20%					
E	FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & >75%	>80%	>80%					
		E2	In Hrs.	MTTR*	3	<8 Hrs	>10 to 15 Hrs.	>8 to 10 Hrs	<8 Hrs					
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given	50	16.37	>80% to >90%	>90% to <=95%	>95%				
		Total Weightage:100				100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:														

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable	KPI DESCRIPTION	WEIGHT	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Consumer Mobility				Group Weightage : 30								
	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-	15	405	90%	95%	100%				
B		Sales	A2	Percentage	Identification of Sites by 30-Sept-	10	100%	90%	95%	100%			
	B1		Number	Sim sale	3	1,60,000	75%	90%	100%				
	B2		Amount	Ctopup	3	0.702	90%	95%	100%				
	B3		Number	POS	3	9,917	75%	90%	100%				
	B4		%	Quality of Acquisition (3 M	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	4689391	98%	99%	100%				
		C2	GB	Data Traffic	1	6700423	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.42	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN	50	74	80%	90%	100%				
Total Weightage: 100					100	Total Weighted							
Total Weighted Score Normalized to Group Weightage: 6.8													

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable	KPI DESCRIPTION	WEIGHTA	TARGET	PL GOOD	VERY GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Enterprise				Group Weightage : 20								
	Enterprise Gold												
A	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	30.00	18	24	30				
	New Business	A2	Rs. Crs.	New Business	4%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	4%	6.67	4	5.34	6.67				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	4.58	2.75	3.66	4.58				
C	Core Network Operations												
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	3.00	1.8	2.4	3				
C	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	3307	1984	2646	3307				
D	LC												
	LC Service Delivery	D1	%	New and Upgradation Circuits	3%	1076	645	860	1076				
D	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	2.00%	3%	3%	2%				
	Total Weighted Score Normalized to Group Weightage:					100%							
Consolidated Score Achieved													

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable	KPI DESCRIPTION	WEIGHTA	TARGET	PL GOOD	VERY GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
A	Group Name: Land Monetisation and EW				Group Weightage :10								
	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	19	8	11	19				
		A2	Month	(at LDC within 2 months of Identification of vacant)	25%	8	2	4	8				
A3		Month	REM Data updation	5%	750	375	525	750					
B	Renting Target	B1	Square metre	Space Audit/Identification of vacant	15%	167000	120119	144143	167000				
		B2	Square metre	Actual space Rented out	15%	37537	18018	27027	37537				

	Implementation of One Plug-One	B3	Rupees in Cr	Half yearly Renting target Assigned	30%	6.75	3.38	4.73	6.75				
C	Use of New and Renewables			vertical axis wind energy									
D													
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance													Group Weightage : 20
Group Name: Consumer Mobilty													Group Weightage : 30
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN	5	74							
Group Name: Consumer Fixed Access													Group Weightage : 20
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO	4	16.37							
Group Name: Enterprise Business vertical													Group Weightage : 20
C	Revenue From Enterprise Services		In Rs Cr	Revenue from	4	4.58							
	Total Weightage:												Total Weighted Score:
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Land Monetisation and EW													Group Weightage :10

Group Name: Overall Financial Performance													Group Weightage : 20
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at	3	-13%							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	at the end of Sept'22 wrt the Last	2	10%							
F	Budget/Cost Control on OPEX		In Rs Cr	Sch. 37(Admin & Operating	2	114							
G	Total Collection from different Channels/Sou		In Rs Cr	Aug22 & Sept22 wrt the Last year	4	73							
H	1st Month Collection Efficiency		in %	% Amount where billed amount of	4		The first month collection efficiency target from all postpaid services is 90% of ABF of the month.						
I	Debtor Reduction: Trade Receivable(Net) as		No of days	days of Revenue from Operations at	3	60							
J	Implementaion of Internal Financial Control		Nos.	Controls	2	131							
	Total Weightage: 100												Total Weighted Score: 0
	Total Weighted Score Normalized to Group Weightage: 0												
	Consolidated Score Achieved												

GPMS FOR UP (W) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Fixed Access						Group Weightage : 20							
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	7040	>60% to <=70%	>70% to <=80%	>80			
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	110	>60% to <=70%	>70% to <=80%	>80			
B		VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%			
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	6	>80% to <=90%	>90% to <=95%	>95%			
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%			
D		ADSL-BB	D1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
E		FTTH-BB	E1	in %	24Hrs. Fault Clearance	3	>80%	>70% & <=75%	>75% & <=80%	>80%			
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs			
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%			
F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	18.47	>80% to <=90%	>90% to <=95%	>95%			
Total Weightage:100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:													

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT / FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL GOOD	VERY GOOD	PL EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobility						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	90	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	1,20,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.411	90%	95%	100%				
		B3	Number	POS	3	5,627	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	2008173	98%	99%	100%				
		C2	GB	Data Traffic	1	6081043	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	2.57	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue		In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	38	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													

	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20								
A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	30.00	18	24	30				
	New Business	A2	Rs. Crs.	New Business	1.5%	10.00	6	8	10				
	Private Business	A3	Rs. Crs.	Private Business	1.5%	13.33	8	10.66	13.33				
B	EB Platinum												
	Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	10%	15	9	12	15				
	New Business	B2	Rs. Crs.	New Business	1.5%	8.33	5	6.66	8.33				
	Private Business	B3	Rs. Crs.	Private Business	1.5%	0.83	0.5	0.66	0.83				
C	EB Revenue												
	EB Revenue	C1	Rs. Crs.	EB Revenue	50%	2.96	1.78	2.37	2.96				
	Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	6%	3.00	1.8	2.4	3				
D	Core Network Operations												
	OFC Network Reliability	D1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	D2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	D3	%	Retrival of faulty fibre	2%	2678	1607	2142	2678				
E	LC												
	LC Service Delivery	E1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	235	141	188	235				
	LC Fault Rate	E2	%	Overall Service Assurance parameter	3%	2.00%	3%	3%	2%				
	Total Weighted Score					100%							
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10								
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	8	3	5	8				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	302	151	211	302				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	101000	70522	84626	101000				
		B2	Square metre	Actual space rented out	15%	22038	10578	15867	22038				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	2.50	1.25	1.75	2.5				
C	Implementation of One Bldg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
	Total Weightage:				100%	Total Weighted Score:							
	Total Weighted Score Normalized to Group Weightage:												

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobity					Group Weightage : 30								

A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/Infra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	38								
Group Name: Consumer Fixed Access				Group Weightage : 20										
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	18.47								
Group Name: Enterprise Business vertical				Group Weightage : 20										
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	2.96								
Total Weightage:					Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:														
Group Name: Land Monetisation and EW				Group Weightage :10										
Group Name: Overall Financial Performance				Group Weightage : 20										
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-71%								
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnover Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	6%								
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	44								
G	Total Collection from different Channels/Sou		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	171								
H	1st Month Collection Efficiency		in %	% Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.								
I	Debtor Reduction: Trade Receivable(Net) as		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60								
J	Implementaion of Internal Financial Control		Nos.	100 % Compliance of all Critical Controls	2	131								
Total Weightage: 100					Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0														
Consolidated Score Achieved														

GPMS FOR WEST BENGAL CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGH TAGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks		
Group Name: Consumer Fixed Access						Group Weightage : 20									
A	Sales	FTTH Growth (Normal)	A1	Number	As per Gross additions targets given to Circles	7	4640	>60% to <=70%	>70% to <=80%	>80					
		FTTH Growth (BharatNet)	A2	Number	As per revised Gross additions targets given to Circles(attached)	7	20	>60% to <=70%	>70% to <=80%	>80					
B	Sales	VAS - SIP Trunk	B1	Number	As per Gross additions targets given to Circles	7	10	>80% to <=90%	>90% to <=95%	>95%					
		VAS - Others (PRI/IN/OBD)	B2	Number	As per Gross additions targets given to Circles	7	2	>80% to <=90%	>90% to <=95%	>95%					
C	QoS	Core+Access(NGN/BBNW) Network	C1	in %	Uptime of Network elements	4	99%	>75% to <=80%	>80% & <=99%	>99%					
		ADSL-BB	D1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%					
			D2	In Hrs	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs					
			D3	in %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
		FTTH-BB	E1	in %	24Hrs. Fault Clearence	3	>80%	>70% & <=75%	>75% & <=80%	>80%					
			E2	IN Hrs.	MTTR*	3	<8 Hrs	>10 to15 Hrs.	>8 to 10 Hrs	<8 Hrs					
			E3	In %	Carried Over Faults	3	<20%	>=25% to <30%	>=20% to <25%	<20%					
		F	Revenue	Total CFA Revenue	F1	in %	As per CFA Revenue targets given to Circles (Cr)	50	8.87	>80% to <=90%	>90% to <=95%	>95%			
				Total Weightage:100					100	Total Weighted Score:					
Total Weighted Score Normalized to Group Weightage:															

* for MTTR , the target is to be kept as MTTR of best 80% cleared fault and not 100% faults .

Parameter	PROJECT/FUNCTION	KPI ID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Consumer Mobiiity						Group Weightage : 30							
A	Project (Mission 500)	A1	Number	Survey of 100% Villages by 15-Sept-2022	15	169	90%	95%	100%				
		A2	Percentage	Identification of Sites by 30-Sept-2022	10	100%	90%	95%	100%				
B	Sales	B1	Number	Sim sale	3	80,000	75%	90%	100%				
		B2	Amount	Ctopup	3	0.303	90%	95%	100%				
		B3	Number	POS	3	7,815	75%	90%	100%				
		B4	%	Quality of Acquisition (3 M Retention)	3	60%	80%	90%	100%				
C	Operations	C1	Number	VLR	2	1607581	98%	99%	100%				
		C2	GB	Data Traffic	1	4322584	98%	99%	100%				
		C3	%	SC Sites availability	3	99.8%	95%	98%	100%				
		C4	%	Critical Sites availability	2	99.0%	95%	98%	100%				
		C5	%	Important Sites availability	1	98.0%	95%	98%	100%				
		C6	%	Normal Sites availability	1	97.0%	95%	98%	100%				
		C7	Hours	MTTR	1	3.2	95%	98%	100%				
		C8	%	2G Call Drop Rate	1	<2%	95%	98%	100%				
		C9	%	3G Call Drop Rate	1	<2%	95%	98%	100%				
D	Revenue	D	In Rs Cr	Revenue from Postpaid, IN Prepaid, Push SMS, Incoming International SMS, IUC/Port/Infra/Tower, LWE & Other Revenue	50	85	80%	90%	100%				
Total Weightage: 100					100	Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage: 6.8													
Parameter	PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTA GE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise						Group Weightage : 20							

A	Enterprise Gold												
	Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	15%	16.67	10	13.34	16.67				
	New Business	A2	Rs. Crs.	New Business	4%	2.50	1.5	2	2.5				
	Private Business	A3	Rs. Crs.	Private Business	4%	0.83	0.5	0.66	0.83				
B	EB Revenue												
	EB Revenue	B1	Rs. Crs.	EB Revenue	50%	6.11	3.67	4.89	6.11				
	Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	8%	5.00	3	4	5				
C	Core Network Operations												
	OFC Network Reliability	C1	%	OFC Network Reliability	7%	≥99%	97%	98%	99%				
	Equipment Uptime	C2	%	Equipment Uptime	3%	≥ 99%	97%	98%	99%				
	Retrival of faulty fibre	C3	%	Retrival of faulty fibre	3%	1154	692	923	1154				
D	LC												
	LC Service Delivery	D1	75% of Leased Circuits (New+Upgradation) to be commissioned in 30 days	New and Upgradation Circuits Commissioning Target	3%	538	322	430	538				
	LC Fault Rate	D2	%	Overall Service Assurance parameter	3%	2.10%	3%	3%	2%				
	Total Weighted Score				100%								
	Total Weighted Score Normalized to Group Weightage:												
	Consolidated Score Achieved												

Group Name: Land Monetisation and EW					Group Weightage :10									
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	6	2	4	6					
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3					
		A3	Month	REM Data updation	5%	247	124	173	247					
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	91569	50000	55000	91569					
		B2	Square metre	Actual space rented out	15%	22012	7400	15849	22012					
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	2.50	1.25	1.75	2.5					
C	Implementation of One Bidg.-One Power Plant-One Battery Bank-Onearca.(OBOPOBOA)													
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)										
	Total Weightage:				100%	Total Weighted Score:								
	Total Weighted Score Normalized to Group Weightage:													

Group Name: Finance					Group Weightage : 20								
Group Name: Consumer Mobilty					Group Weightage : 30								
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined) (# Plz see note below)	5	85							
Group Name: Consumer Fixed Access					Group Weightage : 20								

B	Revenue From CFA Services	In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4	8.87									
Group Name: Enterprise Business vertical					Group Weightage : 20									
C	Revenue From Enterprise Services	In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	6.11									
Total Weightage:					Total Weighted Score:									
Total Weighted Score Normalized to Group Weightage:														
Group Name: Land Monetisation and EW					Group Weightage :10									
Group Name: Overall Financial Performance					Group Weightage : 20									
D	Gross Profit Margin(EBITDA)	In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3	-39%									
E	Return on Investment (Asset Turnover Ratio)	In Percentage	Improvement in Asset Turnover Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2	9%									
F	Budget/Cost Control on OPEX	In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2	60									
G	Total Collection from different Channels/Sol	In Rs Cr	Improvement in Collection figures for Aug'22 & Sept'22 wrt the Last year corresponding 2 months figures	4	52									
H	1st Month Collection Efficiency	in %	% Amount where billed amount of Aug &Sept'22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.									
I	Debtor Reduction: Trade Receivable(Net) at	No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3	60									
J	Implementaion of Internal Financial Control	Nos.	100 % Compliance of all Critical Controls	2	148									
Total Weightage: 100					Total Weighted Score: 0									
Total Weighted Score Normalized to Group Weightage: 0														
Consolidated Score Achieved														

GPMS FOR CNTX-(East) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20							
A Core Network Operations												
OFC Network Reliability	A1	%	OFC Network Reliability	25%	≥99%	97%	98%	99%				
Retrieval of Faulty fibres	A2	Number	Retrieval of Faulty fibres	20%	723	434	578	723				
OTN Intra Region Service Link uptime	A3	%	OTN Intra Region Service Link uptime	20%	≥ 99%	97%	98%	99%				
CPAN Nodes Uptime	A4	%	CPAN Nodes Uptime	15%	≥ 99%	97%	98%	99%				
MPLS Router uptime	A5	%	MPLS Router uptime	20%	100%	99.9	99.95	100%				
Total Weightage:				100%								
Total Weighted Score Normalized to Group Weightage:												
Consolidated Score Achieved												

Group Name: Finance					Group Weightage : 20							
Group Name: Consumer Mobiity					Group Weightage : 30							
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined)	5							
Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4							
Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4							
Total Weightage:				Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							

Group Name: Overall Financial Performance					Group Weightage : 20							
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2							
G	Total Collection from different Channels/Sources.		In Rs Cr	% Amount where billed amount of Aug &Sept22 is collected in first month.	4							
H	1st Month Collection Efficiency		in %	% of customers & % Amount where billed amount of Aug &Sept22 is collected in first month.	4	The first month collection efficiency target from all postpaid services is 90% of ABF of the month.						
I	Debtor Reduction: Trade Receivable(Net) as num		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3							
J	Implementaion of Internal Financial Control		Compliance of C	100 % Compliance of all Critical Controls	2	130						
Total Weightage: 100				Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weightage: 0												

Consolidated Score Achieved

GPMS FOR CNTX-(West) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20							
A Core Network Operations												
OFC Network Reliability	A1	%	OFC Network Reliability	25%	≥99%	97%	98%	99%				
Retrieval of Faulty fibres	A2	Number	Retrieval of Faulty fibres	20%	1822	1093	1458	1822				
OTN Intra Region Service Link uptime	A3	%	OTN Intra Region Service Link uptime	20%	≥ 99%	97%	98%	99%				
CPAN Nodes Uptime	A4	%	CPAN Nodes Uptime	15%	≥ 99%	97%	98%	99%				
MPLS Router uptime	A5	%	MPLS Router uptime	20%	100%	99.90%	99.95%	100.00%				
Total Weightage:				100%								
Total Weighted Score Normalized to Group Weightage:												
Consolidated Score Achieved												

Group Name: Finance					Group Weightage : 20							
Group Name: Consumer Mobility					Group Weightage : 30							
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined)	5							
Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4							
Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4							
Total Weightage:				Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							

Group Name: Overall Financial Performance					Group Weightage : 20							
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2							
G	Total Collection from different Channels/Sources.		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4							
H	Ist Month Collection Efficiency		in %	% of customers & % Amount where billed amount of Aug &Sept22 is collected in first month.	4							
I	Debtor Reduction: Trade Receivable(Net) as numbe		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3							
J	Implementaion of Internal Financial Control		Compliance of C	100 % Compliance of all Critical Controls	2	130						

Total Weightage: 100	Total Weighted Score: 0		
Total Weighted Score Normalized to Group Weightage: 0			
Consolidated Score Achieved			

GPMS FOR CNTX-(North) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20							
A EB Platinum (NCR-I)												
Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	4.0%	133.33	80	106.66	133.33				
New Business	A2	Rs. Crs.	New Business	1.0%	25	15	20	25				
Private Business	A3	Rs. Crs.	Private Business	1.0%	13.33	8	10.66	13.33				
B EB Platinum (NCR-II)												
Stage-IV EB Sales	B1	Rs. Crs.	Stage-IV EB Sales	4.0%	91.67	55	73.34	91.67				
New Business	B2	Rs. Crs.	New Business	1.0%	16.67	10	13.34	16.67				
Private Business	B3	Rs. Crs.	Private Business	1.0%	9.16	5.5	7.33	9.16				
C EB Revenue												
EB Revenue	C1	Rs. Crs.	EB Revenue	50.0%	48.85	29.31	39.08	48.85				
Outstanding Recovery	C2	Rs. Crs.	Outstanding Recovery	3.0%	50	30	40	50				
D Core Network Operations												
OFC Network Reliability	D1	%	OFC Network Reliability	8.0%	≥99%	97%	98%	99%				
Retrieval of Faulty fibres	D2	Number	Retrieval of Faulty fibres	7%	1745	1047	1396	1745				
OTN Intra Region Service Link uptime	D3	%	OTN Intra Region Service Link uptime	7%	≥ 99%	97%	98%	99%				
CPAN Nodes Uptime	D4	%	CPAN Nodes Uptime	6.0%	≥ 99%	97%	98%	99%				
MPLS Router uptime	D5	%	MPLS Router uptime	7.0%	100%	100%	100%	100%				
Total Weighted Score					100%							
Total Weighted Score Normalized to Group Weightage												
Consolidated Score Achieved												

Group Name: Finance					Group Weightage : 20							
Group Name: Consumer Mobility					Group Weightage : 30							
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower.LWE & Other Revenue(For Aug & Sept,22 Combined)	5							
Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4							
Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT, Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	48.85						
Total Weightage:					Total Weighted Score:							
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							

Group Name: Overall Financial Performance					Group Weightage : 20							
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2							
G	Total Collection from different Channels/Sources.		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	127						
H	1st Month Collection Efficiency		in %	% of customers & % Amount where billed amount of Aug &Sept22 is collected in first month.	4							
I	Debtor Reduction: Trade Receivable(Net) as number of days of Revenue fr		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3							
J	Implementaion of Internal Financial Control		Compliance of C	100 % Compliance of all Critical Controls	2	136						
Total Weightage: 100					Total Weighted Score: 0							
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMS FOR CNTX-(South) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20							
A EB Platinum												
Stage-IV EB Sales	A1	Rs. Crs.	Stage-IV EB Sales	10%	38.33	23	30.66	38.33				
New Business	A2	Rs. Crs.	New Business	5%	15	9	12	15				
Private Business	A3	Rs. Crs.	Private Business	5%	5.83	3.5	4.66	5.83				
B EB Revenue												
EB Revenue	B1	Rs. Crs.	EB Revenue	22.5%	2.71	1.63	2.17	2.71				
Outstanding Recovery	B2	Rs. Crs.	Outstanding Recovery	7.5%	10	6	8	10				
C Core Network Operations												
OFC Network Reliability	C1	%	OFC Network Reliability	12.5%	≥99%	97%	98%	99%				
Retrieval of Faulty fibres	C2	Number	Retrieval of Faulty fibres	10%	996	598	797	996				
OTN Intra Region Service Link uptime	C3	%	OTN Intra Region Service Link uptime	10%	≥ 99%	97%	98%	99%				
CPAN Nodes Uptime	C4	%	CPAN Nodes Uptime	7.5%	≥ 99%	97%	98%	99%				
MPLS Router uptime	C5	%	MPLS Router uptime	10.0%	100%	100%	100%	100%				
Total Weighted Score				100%								
Total Weighted Score Normalized to Group Weightage:												
Consolidated Score Achieved												

Group Name: Finance					Group Weightage : 20							
Group Name: Consumer Mobilty					Group Weightage : 30							
A	Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Portl/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined)	5							
Group Name: Consumer Fixed Access					Group Weightage : 20							
B	Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4							
Group Name: Enterprise Business vertical					Group Weightage : 20							
C	Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4	2.71						
Total Weightage:				Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							

Group Name: Overall Financial Performance					Group Weightage : 20							
D	Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3							
E	Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnvr Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2							
F	Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2							
G	Total Collection from different Channels/Sources.		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4	18						
H	1st Month Collection Efficiency		in %	% of customers & % Amount where billed amount of Aug &Sept22 is collected in first month.	4							
I	Debtor Reduction: Trade Receivable(Net) as number		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3							
J	Implementation of Internal Financial Control		Compliance of Critt	100 % Compliance of all Critical Controls	2	130						
Total Weightage: 100				Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMS FOR CNTX-(NER) CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

PROJECT/FUNCTION/JOB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHT AGE	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Enterprise					Group Weightage : 20							
A Core Network Operations												
OFC Network Reliability	A1	%	OFC Network Reliability	23%	≥99%	97%	98%	99%				
Retrieval of Faulty fibres	A2	Number	Retrieval of Faulty fibres	18%	271	163	217	271				
OTN Intra Region Service Link uptime	A3	%	OTN Intra Region Service Link uptime	18%	≥ 99%	97%	98%	99%				
CPAN Nodes Uptime	A4	%	CPAN Nodes Uptime	13%	≥ 99%	97%	98%	99%				
MPLS Router uptime	A5	%	MPLS Router uptime	18%	100%	99.90%	99.95%	100.00%				
B LC												
I LC Service Delivery	B1	40% of Obs to be commissioned in 15 days and 75% in 30 days	New and upgradation ccts commissioning targets	4%	Circle specific data							
J LC Service Assurance	B2	75% of faults to be attended in 6 hours and 95% on same day	Service assurance targets	5%	Circle specific data							
K LC Fault Rate	B3	%	Overall Service Assurance parameter	1%	< 1 %							
Total Weightage:				100%								
Total Weighted Score Normalized to Group Weightage:												
Consolidated Score Achieved												
Group Name: Finance					Group Weightage : 20							
Group Name: Consumer Mobility					Group Weightage : 30							
A Revenue from Mobile Services		In Rs Cr	Revenue from Postpaid,IN Prepaid,Push SMS,Incoming International SMS, IUC/Port/nfra/Tower,LWE & Other Revenue(For Aug & Sept,22 Combined)	5								
Group Name: Consumer Fixed Access					Group Weightage : 20							
B Revenue From CFA Services		In Rs Cr	Revenue from LL,BB,FTTH, IN, USO subsidy, IUC PSTN,Port Infra, IDC,WIFI,New CFA Business,Other CFA Revenues(For Aug & Sept,22 Combined)	4								
Group Name: Enterprise Business vertical					Group Weightage : 20							
C Revenue From Enterprise Services		In Rs Cr	Revenue from Circuits,DarkFibre,NOFN,INMARSAT,Govt Projects, Other EB Revenues(For Aug & Sept,22 Combined)	4								
Total Weightage:				Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:												
Group Name: Land Monetisation and EW					Group Weightage :10							
Group Name: Overall Financial Performance												
Group Weightage : 20												
D Gross Profit Margin(EBITDA)		In Percentage	Improvement in EBITDA figures at the end of Sept'22 wrt the Last year corresponding month end figures	3								
E Return on Investment (Asset Turnover Ratio)		In Percentage	Improvement in Asset Turnver Ratio at the end of Sept'22 wrt the Last year corresponding month end figures	2								
F Budget/Cost Control on OPEX		In Rs Cr	Reduction in Other Expenses as per Sch. 37(Admin & Operating Expenses)at the end of Sept'22 wrt the Last year corresponding month end figures	2								
G Total Collection from different Channels/Sources.		In Rs Cr	Improvement in Collection figures for Aug22 & Sept'22 wrt the Last year corresponding 2 months figures	4								
H 1st Month Collection Efficiency		in %	% of customers & % Amount where billed amount of Aug &Sept22 is collected in first month.	4								
I Debtor Reduction: Trade Receivable(Net) as number of days		No of days	Trade Receivable(Net) as number of days of Revenue from Operations at the end of Sept'22 wrt the Last year corresponding month end figures	3								
J Implementaion of Internal Financial Control		Compliance of C	100 % Compliance of all Critical Controls	2								
Total Weightage: 100				Total Weighted Score: 0								
Total Weighted Score Normalized to Group Weightage: 0												
Consolidated Score Achieved												

GPMS FOR ALTTTC CIRCLE FOR THE MONTH OF AUGUST AND SEPTEMBER 2022

Parameter	PROJECT/FUNCTION/ OB ROLE	KPIID	Quantifiable Unit	KPI DESCRIPTION	WEIGHTAG E	TARGET	PL_GOOD	VERY_GOOD	PL_EXCEL	ACHVT	Marks Achieved	Weighted Score	Remarks
Group Name: Land Monetisation and EW						Group Weightage :10							
A	Land Monetisation Target	A1	No.	Identification of land for Monetisation	10%	3	1	2	3				
		A2	Month	(a) LDD within 2 months of identification of property. (b) Valuation and CLSC Report.within 2 months of identification of property. (c) TA , CLSC and publicity of monetization within 2 months of identification of property.	25%	3	1	2	3				
		A3	Month	REM Data updation	5%	9	5	6	9				
B	Renting Target	B1	Square metre	Space Audit / Identification of vacant Plinth Area (Bldgs/Qtrs) (26% of Total Plinth area 107.51 lakh = 26.94 lakh sqm)	15%	71000	26274	31528	71000				
		B2	Square metre	Actual space rented out	15%	40000	20000	30000	40000				
		B3	Rupees in Cr	Half Yearly Renting Target Assigned for FY 2022-23 = 161 Cr	30%	9.00	4.5	6.3	9				
C	Implementation of One Bidg.-One Power Plant- One Battery Bank- Onearca.(OBOPOBOA)												
D	Use of New and renewable energy			Vertical axis wind energy (against horizontal axis wind turbine)									
Total Weightage:					Total Weighted Score:								
Total Weighted Score Normalized to Group Weightage:													