



No. 451-8/2009-Pers(DPC)/08
BHARAT SANCHAR NIGAM LIMITED
[A Government of India Enterprise]
CORPORATE OFFICE
PERSONNEL BRANCH(DPC)

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

06 July , 2012

OFFICE MEMORANDUM

Subject: Convening of CPC for Executives (BSNL Management Services) in respect of various streams – Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS.

Reference : Recruitment Rules of BSNL Management Services issued vide No. 400-106/2007-Pers.I dated 14.07.2009.

The Recruitment Rules, 2009 in respect of Executives (BSNL Management Services) have come into force with effect from 11.06.2009. The earlier composition of CPC dated 07-07-2011 in different streams viz.,- Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS for the purpose of convening CPCs was valid only upto 30-06-2012. To have the new composition for forthcoming CPCs for the period from 01-07-2012 to 30-06-2013 will be as under :

[1] Telecom Operations:

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh Neeraj Verma, GM(Trg.) Member : DGM level Sh.Deepak Aggarwal, Dy.GM(P)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh. Ram Shakal, CLO (SCT) Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Sh. N.K. Narang, PGM(SR) Member : GM Level Sh A.K. Jain, Sr. GM(Pers)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh.Anoop Kumar, GM(EB II) Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority - Appointing Authority-CMD

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

(2) Telecom Finance :

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

6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	---do---
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-
8	Executive Director	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.A.N. Rai, Director(HR) Member : Other Director Sh R.K. Aggarwal -Director(CM) Member : Other Director Sh N.K. Gupta -Director(CFA)

(3) Telecom Factory :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh K.R.Tiwari, GM(TP&F) Member : DGM level Sh. Deepak Aggarwal, DGM(P) Member : CLO(SCT) Sh.Ram Shakal - CLO(SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Sh. N.K. Narang, PGM(SR) Member : GM Level Sh A.K. Jain, Sr. GM(Pers)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh Rajesh Kumar, GM(TF) Co-optee: CLO(SCT) Ram Shakal, CLO(SCT) Sh. Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh. A.N. Rai, Director(HR) Member : Other Director Sh R.K. Aggarwal -Director(CM) Member : Other Director Sh N.K. Gupta -Director(CFA) Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(4) Civil :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh A.K. Gupta, PGM (BW) Member : DGM level Sh. S.C.Garg, Addl. GM(BW1) Member : CLO(SCT) Sh.Ram Shakal, CLO (SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Sh. N.K. Narang, PGM(SR) Member : GM Level Sh.P.C. Mehta, Sr.GM (WS &I)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not	Member : GM level Sh.K.R.Tiwari, GM(TP &F)

			more than two Good	Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400- 22300 (now) 18500-450- 23900 (E7)(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600- 28550(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600- 28550 (Post Based Promotion)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh. A.N. Rai, Director(HR) Member : Other Director Sh R.K. Aggarwal -Director(CM) Member : Other Director Sh N.K. Gupta -Director(CFA) Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650- 30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650- 30200 (Equivalent to HAG)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--

(5) Electrical :

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

6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

[6] Architecture :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh. K.R.Tiwari, GM(TP &F) Member : DGM level Sh.Kishore Kumar, Jt. GM(Arch.) Member : CLO(SCT) Sh.Ram Shakal CLO (SCT)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Sh. N.K. Narang, PGM(SR) Member : GM Level Sh.P.C. Mehta, Sr. GM (WS & I)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level K.R.Tiwari, GM(TP &F) Sh. Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

4	Addl General Manager 23750-600-28550(NF)	OC/SC/ ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh. A.N. Rai, Director(HR) Member : Other Director Sh R.K. Aggarwal -Director(CM) Member : Other Director Sh N.K. Gupta -Director(CFA) Co-optee: CLO(SCT) Sh. Ram Shakal, CLO(SCT) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	-do-

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[7] Other streams :

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

6	Sr General Manager 25000-650- 30200 (NF)	OC/SC/ ST	Selection Bench Mark- Very Good, No adverse	--do--
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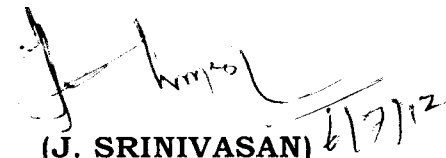
The validity of the above CPC composition will remain upto 30.06.2013.

This is issued with the approval of competent authority.


(DEEPAK AGGARWAL)
Dy. General Manager (Pers.)

Copy to:

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


(J. SRINIVASAN) 6/7/12
Asst. General Manager (DPC)