

Restructuring Cell, Corporate Office,
7th Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi-110001



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

No. BSNLCO-COMN/11(15)/129/2023-RSTG

TIME-BOUND

Date: 19.06.2024

To
All CGMs
(Territorial and Core Network Circles)

Sub: IPMS for the period Q2(July 24 -Sept 24) of financial year 2024-25.

I am directed to convey that IPMS cards of Circle heads of Territorial and Core Network Circles for Q2 (July 24 –Sept 24) are enclosed for necessary action in accordance to Consolidated Instructions for IPMS enclosed at Annex 1. The IPMSs are also being issued from the ESS logins of the respective Zonal Directors and shall be visible in respective ESS logins, shortly.

It is requested that IPMS of all BA heads in your circle and all unit heads in circle office may be issued on **priority** from your ESS login with the instruction that KPIs/targets may be further assigned to every executive in accordance to the time schedule below.

Table 1 – Time Schedule for Q2 (July24 –Sept24) IPMS cycle KPIs/Targets

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 25 th , June 2024
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 02 nd , July 2024
DGMs/AGMs or equivalent	By 08 th , July 2024
SDEs or equivalent	By 15 th , July 2024

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The window to enter Q2 (July –Sept 24) KPIs/targets **will remain live in ESS up to 15.07.2024** and will not be extended any further. Further, the window for entering achievements of Q1 (April 24- Jun 24) cycle shall open on 01.07.2024.

Table 2 – Cutoff Dates for entering Achievements of Q1 (April. 24-June.24) IPMS cycle

Q1 Achievement Window					
	Ach data to be sent by Heads of Circles to CO for vetting (excel sheet)	Achievements to be entered by all the Executives	Reporting to agree / disagree	Reviewing to agree / disagree	Bonus / Negative marking
1	10 th July	20 th July	25 th July	30 th July	10 th Aug

This is issued with the approval of the competent authority.

Encl:-As above


(Santosh Dahiya)
DGM(Restructuring)

Copy for information and necessary action to:

1. PPS to CMD BSNL
2. PS to all Functional Directors, BSNL Board.
3. All Unit Heads, BSNL Corporate Office



CONSOLIDATED INSTRUCTIONS FOR IPMS

- i) MoU targets shall be translated into realistic KPIs down to the last executive. Weightages for Revenue Targets as approved by competent Authority are as below :

Sl.No.	Unit	Weightage
1	All Corporate Office Verticals	45%
2	Circle Office /BA heads	40%
3	IFAs (Circles /BAs)	15%

- ii) **Targets should not be increased by more than 5% while assigning to subordinates.**
- iii) Executives who have been assigned sales or revenue targets should not be assigned any discretionary KPIs in their IPMS. They should be able to achieve the perfect score of 10.00 if they achieve the 'Excellent' performance level set in their KPIs.
- iv) Executives who have **not** been assigned revenue targets **shall be compulsorily** assigned KPI 'Exceptional performance as assessed by reporting officer' with 20% weightage – **their IPMS score will cross 8.0 points only if exceptional work is done.**
- v) Negative marking cases with respect to executives who fail to complete the IPMS activities on time may be forwarded to Corporate Office with the approval of the Circle Head. The negative marks will be applied in the subsequent quarter.
- vi) PGMs/GMs/DGMs/AGMs/SDEs/JTO of HR vertical in Corporate/Circles/BAs/OAs shall be assigned the KPI "Monitoring and implementation of IPMS cycles" with weightage 30%.
- vii) Minimum 38% job roles may be assigned to Sales Functions in all territorial circles as per the benchmarks below:

S.No	Job Roles	% Unique Executives (minimum)
1	CFA sales	15%
2	CM sales	15%
3	EB sales	8%

- viii) Scores may be recalculated in **exceptional cases** whereby an individual executive could not achieve a date or day type KPI due to circumstances outside his/her control and there may be justification for not counting that KPI when calculating the final weighted score.

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- ix) For IPMS cycle, for which, the executive could not enter the achievements due to genuine reasons such as transfer/long leave, etc., the IPMS assigned may be deleted with the approval of the Circle Head, by raising PIS through L2 SPOC **within two weeks** of the closing of the achievement window of the concerned cycle. For GM and above level officers and Corporate Office executives, the competent authority shall be Director HR, BSNL Board.
- x) Executives will be required to submit an undertaking while submitting achievements and they shall be liable for action in accordance to CDA rules if any false information is entered **deliberately** in the system.

Q2 (FY 2024-25) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR/LM	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	1.80	20	15	20	25
HR/LM	LAND MONETISATION II	MUTATION OF DOT LANDS	Numeric with scaling	1.00	5	4	5	6
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	2.00	2.25	2.1	2.25	2.5
HR/LM	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	2.00	1	0.95	1	1.1
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	4.00	0.05	0.04	0.05	0.06
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.50	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.50	12.5	10	12.5	15
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	10.77	10.75	10.77	10.80
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	5.00	4.00	5.00	5.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	8.00	6.40	8.00	8.40
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	2	1.72	2.00	2.11
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	1000	900	1000	1100
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	87	70	87	96
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5

Q2 (FY 2024-25) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearance	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	12	9	12	15
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	2	1.6	2	3
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	1.00	0.95	1	1.05
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	5.0	4.0	5.0	6.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	10	7	10	13
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	15	10	15	20
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.14	0.15	0.14	0.12
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	59.26	62.22	59.26	56.29
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	19.49	18.51	19.49	20.46
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57

Q2 (FY 2024-25) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	24.08	22.88	24.08	25.29
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	1.00	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	251.58	239.00	251.58	264.16
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	1	0.99	1	2
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.80	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.40	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.85	96.87	98.85	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.16	95.22	97.16	98.62
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.93	95.97	97.93	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.53	95.58	97.53	98.99
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	80.29	78.68	80.29	81.49
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.40	74.2	72.72	74.2	75.31
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	167	178	167	156
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	11.39	10.54	11.39	11.67
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	382	344	382	420
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.20	10650	9585	10650	12248
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	61	60	61	62
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	93	83.7	93	102.3
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	75	67.5	75	82.5
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	40	30	40	50
Total Weightage				100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	3	1	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	LAND MONETISATION II	MUTATION OF DOT LANDS	Numeric with scaling	0.40	10	8	10	12
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	0.50	33	31	33	35
HR/LM	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	0.50	5.75	5.5	5.75	6
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	3.25	2.60	3.25	3.60
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	150	120	150	180

Q2 (FY 2024-25) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	62.68	62.57	62.68	62.84
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	70.00	56.00	70.00	73.50
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	35	30.07	35.00	36.93
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	1000	900	1000	1100
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	446	357	446	491
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1010	760	1010	1520
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90

Q2 (FY 2024-25) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	50	40	50	63
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	15.0	14	15	16
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	15.0	14.0	15.0	17.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	21	18	21	24
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.51	0.56	0.51	0.46
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	94.13	98.84	94.13	89.43
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	165.16	156.91	165.16	173.42
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	3.46	3.29	3.46	3.63
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	16.40	15.58	16.40	17.22
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	85	80	85	90
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	21	15	21	28
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4

Q2 (FY 2024-25) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.5	96.53	98.5	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.41	95.46	97.41	98.87
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	87.26	85.51	87.26	88.57
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	91.13	89.31	91.13	92.5
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	81	86	81	76
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	155.20	143.56	155.20	159.08
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	5330	4797	5330	5863
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	330500	297450	330500	380075
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	1368	1231.2	1368	1504.8
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	300	270	300	330
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.2
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1	0.8	1	1.2
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2
				Total Weightage	100.00			

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	3	2	3	4
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4.5	2.7	4.5	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	7	6	7	9
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	40.5	40	40.5	41
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.9	10.80	10.90	11.00
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	2.50	2.00	2.50	2.75
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	75	60	75	90
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	19.10	19.07	19.10	19.15
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	22.00	17.60	22.00	23.10
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	6	5.15	6.00	6.33
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	3000	2700	3000	3300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	250	200	250	275
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	580	440	580	870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	10	8	10	13
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	13.00	12	13	14
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	4.0	3.0	4.0	5.0

Q2 (FY 2024-25) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	14	11	14	17
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	15	10	15	20
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	83	78	83	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	40.09	42.09	40.09	38.09
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	71.51	67.93	71.51	75.09
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-8.96	-9.41	-8.96	-8.51
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	33.21	31.55	33.21	34.87
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	93.7	91.83	93.7	95.11

Q2 (FY 2024-25) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.67	92.78	94.67	96.09
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	95.79	93.87	95.79	97.23
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.14	90.3	92.14	93.52
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	83.17	81.51	83.17	84.42
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	91.5	89.67	91.5	92.87
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	264	281	264	247
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	39.48	36.52	39.48	40.47
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1489	1340	1489	1638
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	117500	105750	117500	135125
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	39	37	39	41
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	636	572.4	636	699.6
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	300	270	300	330
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	5	4	5	6
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.20	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1	0.5	1	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	8	6	8	10
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33	34	35
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.25	7.00	7.25	7.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	2.50	2.00	2.50	2.75
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	125	100	125	150
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	38.23	38.16	38.23	38.33
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	170.00	136.00	170.00	178.50
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	10	8.59	10.00	10.55
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	9000	8100	9000	9900
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	500	400	500	550
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	760	570	760	1140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	30	24	30	38
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	7.00	6.5	7	7.5
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	15.0	14.0	15.0	16.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5

Q2 (FY 2024-25) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	15	12	15	18
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	55.96	58.75	55.96	53.16
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	110.74	105.20	110.74	116.27
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	0.51	0.49	0.51	0.54
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	28.32	26.90	28.32	29.74
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	82	77	82	90
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	10	7	10	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	95.81	93.89	95.81	97.25
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.1	96.14	98.1	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.98	95.04	96.98	98.43
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	91.98	90.14	91.98	93.36

Q2 (FY 2024-25) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	82.61	80.96	82.61	83.85
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	87.65	85.9	87.65	88.96
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	185	197	185	173
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	80.61	74.56	80.61	82.63
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	3694	3325	3694	4063
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	287500	258750	287500	330625
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	33	31	33	35
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	121	108.9	121	133.1
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	75	67.5	75	82.5
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	3.00	3	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	10	8	10	15
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	8	6	8	10
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34.5	33.5	34.5	35.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.25	5.00	5.25	5.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	0.30	0.24	0.30	0.35
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	50	40	50	60
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	21.29	21.25	21.29	21.34

Q2 (FY 2024-25) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	28.00	22.40	28.00	29.40
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	7	6.01	7.00	7.39
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	5000	4500	5000	5500
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	90	72	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	750	560	750	1130
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	50	40	50	63
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	14.00	13	14	15
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	7.0	6.0	7.0	8.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	14	11	14	17
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	80	75	80	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	38.62	40.55	38.62	36.69
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	57.19	54.33	57.19	60.05
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	15.20	14.44	15.20	15.96
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	14.57	13.84	14.57	15.30
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	9	6	9	14
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.11	95.17	97.11	98.57
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.02	96.06	98.02	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.94	95.98	97.94	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.09	93.19	95.09	96.52
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	87.07	85.33	87.07	88.38

Q2 (FY 2024-25) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	93.01	91.15	93.01	94.41
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	158	168	158	148
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	48.52	44.88	48.52	49.73
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2498	2248	2498	2748
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	73750	66375	73750	84813
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	53	51	53	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	661	594.9	661	727.1
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	200	180	200	220
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	1.67	1.33	1.67	2.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.5	1.2	1.5	1.8
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	11	9	11	13
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	5	4	5	6
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33	31	33	35
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5	4.50	5.00	5.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	2.50	2.00	2.50	2.75
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.20	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	87.5	70	87.5	105
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	48.24	48.15	48.24	48.36
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	46.00	36.80	46.00	48.30
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.60	30	25.77	30.00	31.65
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.80	387	310	387	426
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.60	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.60	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.40	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1080	810	1080	1620
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	5	4	5	6
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	25.0	24	25	26
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	30.0	28.0	30.0	32.0
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Sis	Total Sis (Empannelled under CPNE-2023 Guidelines) including migrated Sis in the new policy and consented Sis of other Circles.	Numeric with scaling	0.40	18	15	18	21
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	50.94	53.49	50.94	48.39
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	135.33	128.56	135.33	142.09
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	3.25	3.09	3.25	3.41
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	81.99	77.89	81.99	86.09
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.80	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.31	96.34	98.31	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.42	96.45	98.42	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.41	96.44	98.41	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.41	95.46	97.41	98.87

Q2 (FY 2024-25) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	71.18	69.76	71.18	72.25
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	89.16	87.38	89.16	90.5
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	178	189	178	167
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	44.72	41.37	44.72	45.84
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.60	627	564	627	690
CM	CM SALES	SIM SALES(3 MONTHS)-Prepaid	Numeric with scaling	0.80	18809.625	16929	18809.625	21631
CM	CM SALES	SIM SALES(3 MONTHS)-Postpaid	Numeric with scaling	0.80	212006.25	190806	212006.25	243807
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	65	64	65	66
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	40	30	40	50
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	19	17.1	19	20.9
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
				Total Weightage	100.00			

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Gujrat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	4	3	4	5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1	0.99	1	1.01
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	10	8	10	12
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33.5	32.50	33.50	34.50
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.5	7.25	7.50	7.75
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	5.00	4.00	5.00	5.50
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.40	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	125	100	125	150
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2024-25) IPMS Targets for CGM Gujrat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	64.43	64.31	64.43	64.59
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25	20	25	26
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	72	58	72	76
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	20	17	20	21
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	9000	8100	9000	9900
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	224	179	224	246
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	100
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	100
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	EB FINANCE	EB REVENUE (RS. CRS.)	Amount with scaling	6.00	38.0	36	38	40
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	30.0	28.0	30.0	32.0
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM Gujrat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	26	23	26	29
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	30	25	30	35
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	3300	2480	3300	4950
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	LC	MCSC Score	Numeric with scaling	0.60	70	60	70	80
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	LC	Service Assurance - Fault Rate	% with scaling	0.80	1.00	1.10	1.00	0.90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.00	50	40	50	63
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	80	75	80	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	93.43	98.1	93.43	88.76
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	309.00	293.55	309.00	324.45
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	0.83	0.79	0.83	0.87
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	17.23	16.37	17.23	18.09
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Cumulative Revenue from Leased Out till Q2 (Rs. Crore)	Amount with scaling	0.20	37.38	32	37.38	40

Q2 (FY 2024-25) IPMS Targets for CGM Gujrat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.17	95.23	97.17	98.63
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.24	96.28	98.24	99
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.28	96.31	98.28	99
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.85	93.93	95.85	97.29
CM	CM OPERATIONS II	2G Cells with CDR<2%	Ratio % with scaling	0.40	90.44	88.63	90.44	91.8
CM	CM OPERATIONS II	3G Cells with CDR<2%	Ratio % with scaling	0.60	92.57	90.72	92.57	93.96
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	293	312	293	274
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Numeric with scaling	7.00	106.62	98.62	106.62	109.29
CM	CM SALES	SIM sale in three months	Numeric with scaling	0.80	374750	337275	374750	430963
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.00	4566	4109	4566	5023
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	0.80	35	33	35	37
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	705	634.5	705	775.5
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	250	225	250	275
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.5	0.4	0.5	0.6
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	5	4	5	6
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	2	1.6	2	2.4
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	Revenue(PMC) from External project (in Rs Cr)	Numeric with scaling	0.50	1	0.9	1	1.1
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.40	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.40	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.60	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.10	1	0.99	1	2
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1.2	0.9	1.2	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	7	6	7	9
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	35	34.00	35.00	36.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	9.75	9.50	9.75	10
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	0.45	0.36	0.45	0.50
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	50	40	50	60
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	22.10	22.06	22.10	22.16
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	24.00	19.20	24.00	25.20
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	13	11.17	13.00	13.72
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	1000	900	1000	1100
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	99	79	99	109
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	260	200	260	390
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	10	8	10	13
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	7.0	6.5	7	7.5
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	4.0	3.0	4.0	5.0

Q2 (FY 2024-25) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	17	14	17	20
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	0.35	0.38	0.35	0.31
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	25.71	26.99	25.71	24.42
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	51.02	48.47	51.02	53.57
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-6.22	-6.54	-6.22	-5.91
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	1.00	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	31.93	30.33	31.93	33.53
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.83	94.89	96.83	98.28
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.63	95.68	97.63	99

Q2 (FY 2024-25) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.95	95.01	96.95	98.4
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.32	93.41	95.32	96.75
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	85.34	83.63	85.34	86.62
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	97.37	95.42	97.37	98.83
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	155	165	155	145
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	45.58	42.16	45.58	46.72
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1512	1361	1512	1663
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	1.00	81250	73125	81250	93438
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	46	44	46	48
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	663	596.7	663	729.3
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.33	1.07	1.33	1.60
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1	0.99	1	2
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1	0.75	1	1.25
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	5	4	5	6
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33.5	32.50	33.50	34.50
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.5	6.25	6.50	6.75
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	1.50	1.20	1.50	1.65
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	150	120	150	180
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	76.07	75.93	76.07	76.26
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	158.00	126.40	158.00	165.90
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	15	12.89	15.00	15.83
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	13000	11700	13000	14300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	296	237	296	326
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	610	460	610	920
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	15	12	15	19
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	20.0	19	20	21
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	15.0	14.0	15.0	16.0
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	33	30	33	36
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	35	30	35	40
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	0.43	0.47	0.43	0.38
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	79.07	83.02	79.07	75.11
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	123.37	117.20	123.37	129.54
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	3.14	2.99	3.14	3.30
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	34.48	32.76	34.48	36.21
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	10	8	10	13
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	1.00	98.5	96.53	98.5	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.80	98.5	96.53	98.5	99

Q2 (FY 2024-25) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.57	96.6	98.57	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.34	92.45	94.34	95.76
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	81.35	79.72	81.35	82.57
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	97.01	95.07	97.01	98.47
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	123	131	123	115
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	95.29	88.14	95.29	97.67
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	4266	3839	4266	4693
CM	CM SALES	SIM SALES(3 MONTHS)-Prepaid	Numeric with scaling	1.00	192121.9	172910	192121.9	220940
CM	CM SALES	SIM SALES(3 MONTHS)-Postpaid	Numeric with scaling	1.00	196578.4	176921	196578.4	226065
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.60	30	28	30	32
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	50	40	50	60
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	5	4	5	6
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	5	4	5	6
				Total Weightage	100.00			

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.50	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	19	15	19	25
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1.2	0.9	1.2	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	7	6	7	9
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	23	22	23	24
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.3	5.20	5.30	5.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	0.35	0.28	0.35	0.40
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	37.5	30	37.5	45
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	17.64	17.61	17.64	17.68
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	5.00	4.00	5.00	5.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	14.00	11.20	14.00	14.70
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	6	5.15	6.00	6.33
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	5000	4500	5000	5500
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	125	100	125	138
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	240	180	240	360
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	10	8	10	13
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	4.0	3.75	4	4.25
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	3.0	2.0	3.0	4.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	8	5	8	11
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	10	8	10	12
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.76	0.84	0.76	0.69
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	28.41	29.83	28.41	26.99
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	43.40	41.23	43.40	45.56
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-16.21	-17.02	-16.21	-15.40
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	32.77	31.13	32.77	34.41
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	5	3	5	7
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	92.75	90.9	92.75	94.14
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.37	95.42	97.37	98.83

Q2 (FY 2024-25) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.3	94.37	96.3	97.74
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	89.9	88.1	89.9	91.25
CM	CM OPERATIONS II	2G Cells with CDR<2%	Ratio % with scaling	0.40	78.74	77.17	78.74	79.92
CM	CM OPERATIONS II	3G Cells with CDR<2%	Ratio % with scaling	0.60	92.07	90.23	92.07	93.45
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	134	143	134	125
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Numeric with scaling	7.00	32.94	30.47	32.94	33.76
CM	CM SALES	SIM sale in three months	Numeric with scaling	0.80	42500	38250	42500	48875
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.00	1071	964	1071	1178
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	0.80	57	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	1201	1081	1201	1321
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	350	315	350	385
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	4	3	4	5
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	3	2	3	5
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1.2	0.9	1.2	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	8	6	8	10
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33	31	33	35
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.25	5.15	5.25	5.5
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	3.00	1.00	0.80	1.00	1.10
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.20	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	150	120	150	180
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	MISSION KARMAYOGI	MOTIVATIONAL TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	19.63	19.59	19.63	19.68
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	152.00	121.60	152.00	159.60
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	4	3.44	4.00	4.22
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	5000	4500	5000	5500
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	184	147	184	202
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	540	410	540	810
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	20	16	20	25
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	12.00	11	12	13
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	5.0	4.0	5.0	5.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	23	20	23	26
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	83	78	83	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	45.68	47.97	45.68	43.4
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	53.48	50.81	53.48	56.16
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	4.62	4.39	4.62	4.85
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	27.06	25.70	27.06	28.41
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	6	4	6	8
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.42	95.47	97.42	98.88
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.97	95.03	96.97	98.42

Q2 (FY 2024-25) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.27	95.32	97.27	98.73
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.78	90.92	92.78	94.17
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	84.11	82.43	84.11	85.37
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	93.21	91.35	93.21	94.61
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	179	191	179	167
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	23.66	21.88	23.66	24.25
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1969	1772	1969	2166
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	66750	60075	66750	76763
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	41	39	41	43
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	760	684	760	836
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	4	3	4	5
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	4	3	4	5
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.60	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	85	35	85	100
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	7	6	7	9
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	38.5	37.50	38.50	39.50
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10	9.75	10.00	10.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	5.50	4.40	5.50	6.00
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	125	100	125	150
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	159.18	158.89	159.18	159.58
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	304.00	243.20	304.00	319.20
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	55	47.25	55.00	58.03
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	30000	27000	30000	33000
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	421	337	421	463
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	140	110	140	210
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	15	12	15	19
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	26.00	25	26	27
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	28.0	26.0	28.0	30.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5

Q2 (FY 2024-25) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	16	13	16	19
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	30	25	30	35
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.26	0.28	0.26	0.23
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	171.06	179.61	171.06	162.5
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	386.89	367.54	386.89	406.23
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	30.47	28.95	30.47	31.99
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	52.51	49.88	52.51	55.14
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	32	25	32	40
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.5	96.53	98.5	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99

Q2 (FY 2024-25) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	84.41	82.72	84.41	85.68
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	95.33	93.42	95.33	96.76
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	149	159	149	139
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	350.22	323.95	350.22	358.97
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	6275	5648	6275	6903
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	312000	280800	312000	358800
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	59	58	59	60
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	316	284.4	316	347.6
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	1	0.8	1	1.2
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	5	4	5	6
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	10	8	10	15
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	20	16	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36	35.00	36.00	37.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12	11.50	12.00	12.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	7.00	5.60	7.00	7.70
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.40	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	200	160	200	240
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2024-25) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	130.97	130.73	130.97	131.30
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	183.00	146.40	183.00	192.15
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	42	36.08	42.00	44.31
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	16000	14400	16000	17600
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	543	434	543	597
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	2400	1800	2400	3600
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	20	16	20	25

Q2 (FY 2024-25) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	80.0	76	80	84
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	50.0	47.0	50.0	55.0
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	16	13	16	19
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	40	37	40	43
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	141.97	149.07	141.97	134.88
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	375.97	357.17	375.97	394.77
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	16.59	15.76	16.59	17.42
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	37.34	35.47	37.34	39.20
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	28	25	28	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4

Q2 (FY 2024-25) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	95.4	93.49	95.4	96.83
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.02	96.06	98.02	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.2	96.24	98.2	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.97	93.07	94.97	96.39
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	79.71	78.12	79.71	80.91
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	92.52	90.67	92.52	93.91
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	142	151	142	133
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	208.58	192.94	208.58	213.80
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2861	2575	2861	3147
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	241750	217575	241750	278013
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	43	41	43	45
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	820	738	820	902
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	200	180	200	220
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.5	0.4	0.5	0.6
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	50	40	50	60
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.80	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.20	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	5	3	5	6
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	5	4	5	6
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33	31	33	35
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.25	3.00	3.25	3.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	3.00	3.00	2.40	3.00	3.30
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	125	100	125	150
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	23.88	23.84	23.88	23.94
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	130.00	104.00	130.00	136.50
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	10	8.59	10.00	10.55
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	500	450	500	550
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	162	130	162	178
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	710	530	710	1070
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	15	12	15	19
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	10.0	9	10	11
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	30.0	28.0	30.0	32.0

Q2 (FY 2024-25) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	15	12	15	18
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.67	0.74	0.67	0.61
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	55.4	58.17	55.4	52.63
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	204.82	194.58	204.82	215.06
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-9.29	-9.76	-9.29	-8.83
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	21.50	20.42	21.50	22.57
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	5	3	5	7
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.80	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15

Q2 (FY 2024-25) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.5	96.53	98.5	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	74.76	73.26	74.76	75.88
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	92.02	90.18	92.02	93.4
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	222	236	222	208
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	40.02	37.02	40.02	41.02
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.00	1773	1596	1773	1950
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.20	87500	78750	87500	100625
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	43	41	43	45
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.40	5	4	5	6
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.40	1.67	1.33	1.67	2.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	8	7	8	9
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	10	8	10	12
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.10	22	18	22	28
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	50	49.75	50	50.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	15.5	15.25	15.50	16.00
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	24.00	19.00	24.00	26.50
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	375	300	375	450
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	223.49	223.09	223.49	224.05
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	220.00	176.00	220.00	231.00
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	40	34.36	40.00	42.20
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	16000	14400	16000	17600
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	511	409	511	562
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	3620	2720	3620	5430
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	100	80	100	125
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	265.0	256	265	271
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	189.0	179.0	189.0	201.0

Q2 (FY 2024-25) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	19	16	19	22
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	30	25	30	35
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.95	1.05	0.95	0.86
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	186.08	195.38	186.08	176.77
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	661.06	628.01	661.06	694.12
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	20.68	19.65	20.68	21.71
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	29.98	28.48	29.98	31.48
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	36	30	36	40
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15

Q2 (FY 2024-25) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	94.38	92.49	94.38	95.8
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.97	95.03	96.97	98.42
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.03	95.09	97.03	98.49
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	91.37	89.54	91.37	92.74
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	88.66	86.89	88.66	89.99
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	86.7	84.97	86.7	88
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	216	230	216	202
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	213.83	197.79	213.83	219.18
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7037	6333	7037	7741
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	402750	362475	402750	463163
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	48	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	2550	2295	2550	2805
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	425	383	425	468
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	5	4	5	6
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	2	1.6	2	2.4
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	9	8	9	10
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	24	20	24	30
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	20	15	20	25
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	12	10	12	15
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	47.5	47.00	47.50	48.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.75	7.50	7.75	8.00
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	3.50	2.80	3.50	3.85
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	250	200	250	300
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	64.29	64.17	64.29	64.45
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	127.00	101.60	127.00	133.35
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	1.40	15	12.89	15.00	15.83
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.20	13000	11700	13000	14300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	611	489	611	672
CFA	Project (Bharatnet I /II) Capitalization	CAPITALIZATION of Blocks Ph1+ ph II	Ratio Ratio % with scaling	0.80	90	60	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.40	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1310	980	1310	1970
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	50	40	50	63

Q2 (FY 2024-25) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	30.0	29	30	32
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	10.0	9.0	10.0	11.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	23	20	23	26
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	30	25	30	35
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	83	78	83	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	105.76	111.05	105.76	100.47
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	114.84	109.10	114.84	120.58
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-5.58	-5.86	-5.58	-5.30
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	20.18	19.18	20.18	21.19
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	30	25	30	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2

Q2 (FY 2024-25) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.43	94.5	96.43	97.88
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.65	96.68	98.65	99
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.8	95.84	97.8	99
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	93.96	92.08	93.96	95.37
CM	CM OPERATIONS II	2G Cells with CDR<2%	Ratio % with scaling	0.40	87.63	85.88	87.63	88.94
CM	CM OPERATIONS II	3G Cells with CDR<2%	Ratio % with scaling	0.60	93.94	92.06	93.94	95.35
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	283	301	283	265
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Numeric with scaling	7.00	76.80	71.04	76.80	78.72
CM	CM SALES	SIM sale in three months	Numeric with scaling	0.80	260000	234000	260000	299000
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.00	4105	3695	4105	4516
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	0.80	26	24	26	28
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numeric with scaling	0.60	1442	1297.8	1442	1586.2
CM	NWP-SP	Cumulative USOF Tower on air	Numeric with scaling	0.80	250	225	250	275
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	18	11	18	22
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	10	8	10	12
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	32	31.00	32.00	33.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.25	11.00	11.25	11.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	1.50	1.20	1.50	1.65
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.20	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.30	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	37.5	30	37.5	45
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	14.02	13.99	14.02	14.06
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	5.00	4.00	5.00	5.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	12.00	9.60	12.00	12.60
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	4	3.44	4.00	4.22
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	3000	2700	3000	3300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	156	125	156	172
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	180	140	180	270
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	5	4	5	6
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	1.00	0.95	1	1.05
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	1.5	1.3	1.5	2.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	11	8	11	14
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	15	10	15	20
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	89	84	89	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	18.17	19.08	18.17	17.26
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	27.15	25.80	27.15	28.51
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-18.22	-19.13	-18.22	-17.31
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	25.71	24.43	25.71	27.00
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.08	95.14	97.08	98.54
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.73	95.78	97.73	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.19	95.25	97.19	98.65
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	87.57	85.82	87.57	88.88
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	84.13	82.45	84.13	85.39

Q2 (FY 2024-25) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	91.66	89.83	91.66	93.03
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	266	283	266	249
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	20.41	18.88	20.41	20.92
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	570	513	570	627
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	12500	11250	12500	14375
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	57	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	4G Saturation Tower Erection	Numbers	0.60	442	398	442	487
CM	NWP-SP	4G Saturation Tower Commissioning	Numbers	0.80	250	225	250	275
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
Total Weightage				100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1	0.99	1	1.01
HR/LM	LAND MONETISATION I	GRS PROCEED LAND(SALES&RENT CR)	Amount with scaling	3.00	1.2	0.9	1.2	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	7	6	7	9
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.5	16	16.5	17
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.75	3.40	3.75	4
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	0.08	0.06	0.08	0.09
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	37.5	30	37.5	45
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	4.87	4.86	4.87	4.88
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	5.00	4.00	5.00	5.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	2.00	1.60	2.00	2.10
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.40	4	3.44	4.00	4.22
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.80	156	125	156	172
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.60	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.60	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	100	80	100	150
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	5	4	5	6
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	1.0	0.95	1	1.05
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	1.5	1.3	1.5	2.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	10	7	10	13
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	15	10	15	20
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	22.21	23.32	22.21	21.1
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	16.31	15.49	16.31	17.12
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-13.89	-14.58	-13.89	-13.19
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	14.30	13.58	14.30	15.01
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	89.8	88	89.8	91.15
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	90.43	88.62	90.43	91.79
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	92.33	90.48	92.33	93.71
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	89.27	87.48	89.27	90.61
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	84.63	82.94	84.63	85.9

Q2 (FY 2024-25) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	92.7	90.85	92.7	94.09
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	272	290	272	254
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	13.83	12.80	13.83	14.18
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	258	232	258	284
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	15000	13500	15000	17250
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	48	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	1308	1177	1308	1438
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
Total Weightage				100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.40	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.50	3	2	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	17	13	17	25
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1.20	0.90	1.20	1.50
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	8	6	8	10
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42	41	42	43
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4	3.75	4	4.25
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	2.00	1.60	2.00	2.20
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	125	100	125	150
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	38.90	38.83	38.90	39.00
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	72.00	57.60	72.00	75.60
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	10	8.59	10.00	10.55
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	5000	4500	5000	5500
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	287	230	287	316
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1240	930	1240	1860
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	23	18.4	23	29
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	18.0	17	18	19
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	20.0	19.0	20.0	21.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	24	21	24	27
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	30	25	30	35
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.95	1.05	0.95	0.86
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	80	75	80	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	62.2	65.31	62.2	59.09
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	155.16	147.40	155.16	162.91
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	37.00	35.15	37.00	38.85
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	1.00	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	30.63	29.10	30.63	32.16
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	15	12	15	18
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.09	94.17	96.09	97.53
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.76	94.82	96.76	98.21
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	94.68	92.79	94.68	96.1

Q2 (FY 2024-25) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	91.22	89.4	91.22	92.59
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	72.23	70.79	72.23	73.31
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	91.28	89.45	91.28	92.65
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	234	249	234	219
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	116.54	107.80	116.54	119.45
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7803	7023	7803	8583
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	162250	146025	162250	186588
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	54	53	54	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	1731	1557.9	1731	1904.1
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	500	450	500	550
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.33	0.27	0.33	0.40
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	4	3	4	5
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	4	3	4	5
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	10	6	10	12
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	6	5	6	8
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	47.00	46.75	47.00	47.50
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	16.00	15.75	16.00	16.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	4.00	3.20	4.00	4.40
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	200	160	200	240
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	95.06	94.89	95.06	95.30
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	272.00	217.60	272.00	285.60
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	35	30.07	35.00	36.93
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	23000	20700	23000	25300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	228	182	228	251
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	690	520	690	1040
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	50	40	50	63
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	13.0	12	13	14
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	8.0	7.0	8.0	9.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	11	8	11	14
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	20	15	20	25
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	0.43	0.47	0.43	0.39
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	105.75	111.04	105.75	100.46
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	260.91	247.87	260.91	273.96
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	0.14	0.13	0.14	0.15
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	19.01	18.06	19.01	19.96
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	15	12	15	20
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.15	96.19	98.15	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99

Q2 (FY 2024-25) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.58	96.61	98.58	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.66	95.71	97.66	99
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	78.16	76.6	78.16	79.33
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	94.38	92.49	94.38	95.8
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	112	119	112	105
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	176.36	163.13	176.36	180.77
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	4795	4316	4795	5275
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	1.00	251250	226125	251250	288938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	35	33	35	37
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	44	39.6	44	48.4
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	44	39.6	44	48.4
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	1.33	1.07	1.33	1.60
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	100	80	100	120
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	6.67	5.33	6.67	8.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	6	5	6	7
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	8	6	8	10
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	5	3	5	6
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	6	5	6	8
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.20	20	15	20	25
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	16.75	16.50	16.75	17.00
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	4.50	3.60	4.50	5.00
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	150	120	150	180
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	91.69	91.52	91.69	91.92
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	144.00	115.20	144.00	151.20
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	35	30.07	35.00	36.93
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	16000	14400	16000	17600
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	287	230	287	316
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1020	770	1020	1530
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	20	16	20	25
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	30.0	29	30	32
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	24.0	22.0	24.0	26.0

Q2 (FY 2024-25) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	30	27	30	33
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	35	30	35	40
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	0.50	0.55	0.50	0.45
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	82.5	86.62	82.5	78.37
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	256.28	243.47	256.28	269.09
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	23.26	22.09	23.26	24.42
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	20.03	19.03	20.03	21.03
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	27	25	27	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.24	96.28	98.24	99

Q2 (FY 2024-25) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.01	96.05	98.01	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.87	92.97	94.87	96.29
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	79.08	77.5	79.08	80.27
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	96.31	94.38	96.31	97.75
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	97	103	97	91
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	131.39	121.53	131.39	134.67
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7677	6909	7677	8445
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	1.00	435250	391725	435250	500538
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	33	31	33	35
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	1400	1332	1400	1450
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	500	450	500	550
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	1	0.8	1	1.2
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	3.33	2.67	3.33	4.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.33	1.07	1.33	1.60
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	1.00	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	4.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	4.00	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION I	MCPC OF LAND LEGAL CASES	Days	1.00	8	11	8	5
HR/LM	LAND MONETISATION II	MUTATION OF DOT LANDS	Numeric with scaling	1.30	2	1	2	3
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	10	8	10	12
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	2.05	2.046	2.05	2.055
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	5.00	4.00	5.00	5.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	2.00	1.60	2.00	2.10
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.80	1	0.86	1.00	1.06
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.80	62	50	62	68
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.60	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.60	99	98	99	99.5

Q2 (FY 2024-25) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	0.80	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.40	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	10	8	10	15
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.00	5	4	5	6
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	1.0	0.95	1	1.05
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	1.0	0.5	1.0	2.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	8	5	8	11
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	10	8	10	12
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	86	81	86	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	3.47	3.65	3.47	3.3

Q2 (FY 2024-25) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	2.87	2.72	2.87	3.01
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	6.22	5.91	6.22	6.53
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	56.62	53.78	56.62	59.45
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	1	0.99	1	2
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	1.00	80.03	78.43	80.03	81.23
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.80	86.97	85.23	86.97	88.27
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	91.6	89.77	91.6	92.97
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.14	94.22	96.14	97.58
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	90.26	88.45	90.26	91.61
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	93.45	91.58	93.45	94.85
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.80	343	365	343	321
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	2.19	2.03	2.19	2.25
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	36	32	36	40
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	4100	3690	4100	4715
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	52	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.80	54	48.6	54	59.4
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	35	31.5	35	38.5
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	40	30	40	50
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.60	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.50	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.50	11	9	11	14
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	9.00	8.50	9.00	9.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	0.50	4.50	3.60	4.50	5.00
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	100	80	100	120
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	44.49	44.41	44.49	44.60
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	38.00	30.40	38.00	39.90
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	20	17.18	20.00	21.10
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	1000	900	1000	1100
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	400	320	400	440
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1260	950	1260	1890
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	25	20	25	31
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	24.0	23	24	25
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	25.0	23.0	25.0	27.0
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100

Q2 (FY 2024-25) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	25	22	25	28
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	35	30	35	40
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.73	0.80	0.73	0.66
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	83	78	83	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	59.56	62.54	59.56	56.58
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	432.42	410.80	432.42	454.04
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-6.44	-6.76	-6.44	-6.12
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	16.23	15.42	16.23	17.04
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	15	11	15	20
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.8	95.84	97.8	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99

Q2 (FY 2024-25) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.71	95.76	97.71	99
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	81.98	80.34	81.98	83.21
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	88.93	87.15	88.93	90.26
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	118	126	118	110
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	72.31	66.88	72.31	74.12
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2282	2054	2282	2510
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	152000	136800	152000	174800
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	262	235.8	262	288.2
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.33	0.27	0.33	0.40
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	10	8	10	12
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	1.67	1.33	1.67	2.00
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	4	3	4	5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	4	3	4	5
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	8	6	8	10
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	4	3	4	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	10	8	10	12
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	37	36.00	37.00	38.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.25	11.00	11.25	11.50
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	17.00	13.50	17.00	18.50
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	200	160	200	240
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	123.33	123.11	123.33	123.64
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	25.00	20.00	25.00	26.25
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	142.00	113.60	142.00	149.10
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	70	60.13	70.00	73.85
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	500	450	500	550
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	518	414	518	570
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	2300	1730	2300	3450
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	30	24	30	38
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	30.0	29	30	32
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	30.0	28.0	30.0	32.0

Q2 (FY 2024-25) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	23	20	23	26
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.61	0.67	0.61	0.55
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	164.69	172.92	164.69	156.45
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	458.53	435.60	458.53	481.45
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	15.91	15.12	15.91	16.71
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	42.96	40.81	42.96	45.11
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	26	22	26	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.56	96.59	98.56	99

Q2 (FY 2024-25) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.5	96.53	98.5	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.55	96.58	98.55	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.92	94	95.92	97.36
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	86.16	84.44	86.16	87.45
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	93.01	91.15	93.01	94.41
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	110	117	110	103
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	286.29	264.82	286.29	293.45
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	5495	4946	5495	6045
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	358750	322875	358750	412563
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	230	207	230	253
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.33	0.27	0.33	0.40
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	16.67	13.33	16.67	20.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	2.67	2.13	2.67	3.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	2	1	2	3
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.70	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	10	6	10	12
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	5	4	5	6
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	39.5	39.35	39.5	40
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	18.50	18.35	18.50	18.75
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	3.00	1.50	1.20	1.50	1.65
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	37.5	30	37.5	45
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	21.24	21.20	21.24	21.29

Q2 (FY 2024-25) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	126.00	100.80	126.00	132.30
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	2.00	5	4.30	5.00	5.28
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.60	3000	2700	3000	3300
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.40	184	147	184	202
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	0.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	2.00	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	360	270	360	540
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	10	8	10	13
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	8.0	7.5	8	8.5
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	6.0	5.0	6.0	7.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25

Q2 (FY 2024-25) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	11	8	11	14
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	15	10	15	20
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	89	84	89	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	28.65	30.09	28.65	27.22
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	47.75	45.36	47.75	50.14
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	11.97	11.37	11.97	12.57
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	31.52	29.94	31.52	33.09
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.65	94.72	96.65	98.1
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.69	95.74	97.69	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.87	95.91	97.87	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.97	93.07	94.97	96.39
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	81.05	79.43	81.05	82.27

Q2 (FY 2024-25) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	94.19	92.31	94.19	95.6
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	150	160	150	140
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	34.39	31.81	34.39	35.25
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1368	1231	1368	1505
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	1.00	102500	92250	102500	117875
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	535	481.5	535	588.5
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	150	135	150	165
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.17	0.13	0.17	0.20
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
				Total Weightage	100.00			

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMIN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	8	7	8	9
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	8	6	8	10
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	4
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	83	50	83	100
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	18	14	18	22
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	48.5	48.00	48.50	49.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	8	7.75	8.00	8.25
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	3.25	2.60	3.25	3.60
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	200	160	200	240
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724

Q2 (FY 2024-25) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	80.10	79.96	80.10	80.30
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	249.00	199.20	249.00	261.45
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	1.40	20	17.18	20.00	21.10
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.20	16000	12800	16000	18667
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.60	224	179	224	246
CFA	Project (Bharatnet I /II) Capitalization	CAPITALIZATION of Blocks Ph1+ ph II	Ratio Ratio % with scaling	0.20	90	60	90	99
CFA	Project (Bharatnet I /II) Capitalization	completion of Ph II	Date	0.20	300824	300924	300824	310724
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1750	1310	1750	2630

Q2 (FY 2024-25) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.00	50	40	50	63
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	16.0	15	16	17
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	7.0	6.0	7.0	8.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	17	14	17	20
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	80	75	80	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	144.7	151.93	144.7	137.46
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	196.30	186.49	196.30	206.12
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	13.52	12.84	13.52	14.19
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	30.27	28.75	30.27	31.78
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624

Q2 (FY 2024-25) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.28	94.35	96.28	97.72
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.83	95.87	97.83	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96	94.08	96	97.44
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	80.99	79.37	80.99	82.2
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	79.92	78.32	79.92	81.12
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	97.77	95.81	97.77	99
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	130	138	130	122
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	176.98	163.71	176.98	181.41
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	25	20	25	30
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	6534	5881	6534	7187
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	0.60	533250	479925	533250	613238
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.60	27	25	27	29
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	156	140.4	156	171.6
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	100	90	100	110
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	1.67	1.33	1.67	2.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	5	4	5	6
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	5	3	5	6
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	5	3	5	6
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	5	3	5	6
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR/LM	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	3	2	3	4
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	9	7	9	11
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	37.00	36.50	37.00	38.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.50	7.10	7.50	7.75
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	1.05	0.80	1.05	1.20
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL OF PENDING ADMIN RELATED CASES AGAINST VRS RETIREES	Ratio % with scaling	0.10	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.30	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	200	160	200	240
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	52.30	52.21	52.30	52.43
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	30.00	24.00	30.00	31.50
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	1.40	15	12.89	15.00	15.83
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.20	16000	12800	16000	18667
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.60	218	174	218	240
CFA	Project (Bharatnet I /II) Capitalization	CAPITALIZATION of Blocks Ph1+ ph II	Ratio Ratio % with scaling	0.20	90	60	90	99
CFA	Project (Bharatnet I /II) Capitalization	completion of Ph II	Date	0.20	300824	300924	300824	310724
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724

Q2 (FY 2024-25) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	1100	830	1100	1650
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	5	4	5	6
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	12.0	11	12	13
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	7.0	6.0	7.0	8.0
EB	EB PLATINUM/INMARSAT	EB PLATINUM SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	2.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB Sis	Total Sis (Empannelled under CPNE-2023 Guidelines) including migrated Sis in the new policy and consented Sis of other Circles.	Numeric with scaling	0.40	13	10	13	16
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE-FAULT RATE	Ratio % with scaling	0.80	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	80	75	80	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	58.74	61.68	58.74	55.81
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	212.53	201.90	212.53	223.15
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME) *100	Ratio % with scaling	3.00	-6.12	-6.43	-6.12	-5.82
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	0.50	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	15.39	14.62	15.39	16.16
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	0.50	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624

Q2 (FY 2024-25) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	13	10	13	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	95.24	93.34	95.24	96.67
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.07	95.13	97.07	98.53
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.26	94.33	96.26	97.7
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	86.49	84.76	86.49	87.79
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	78.32	76.75	78.32	79.49
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	97.99	96.03	97.99	99
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	131	139	131	123
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	111.94	103.54	111.94	114.74
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	4156	3740	4156	4572
CM	CM SALES	SIM SALES IN 3 MONTHS	Numeric with scaling	1.00	366500	329850	366500	421475
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	23	21	23	25
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	47	42.3	47	51.7
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	38	34.2	38	41.8
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.17	0.13	0.17	0.20
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	33.33	26.67	33.33	40.00
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	3.33	2.67	3.33	4.00
				Total Weightage	100.00			

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/ADMN	ADMIN	New Empanelment of Hospitals	Numeric with scaling	0.50	3	2	3	4
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR/LM	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	3	2	3	4
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	3	2	3	4
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.60	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	3	1.5	3	5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	6	5	6	8
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42.50	42.00	42.50	43.00
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3	2.75	3.00	3.25
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	2.40	1.90	2.40	2.65
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	250	200	250	300
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.30	90	80	90	100

Q2 (FY 2024-25) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/TRG	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.30	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.30	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
CFA	CFA Revenue as per Cabinet Approval	Total revenue (in Rs. Cr.)	Amount with scaling	6.00	28.40	28.35	28.40	28.47
CFA	CFA Revenue as per Cabinet Approval	OBD (in Lacs)	Amount with scaling	0.40	15.00	12.00	15.00	15.75
CFA	CFA Revenue as per Cabinet Approval	WIFI (in Lacs)	Amount with scaling	0.40	182.00	145.60	182.00	191.10
CFA	CFA-SALES	FTTH Growth (Normal) (In 1000s)	Number with scaling	1.40	10	8.59	10.00	10.55
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	1.20	9000	7200	9000	10500
CFA	CFA-SALES	VAS - SIP Trunk/IN #	Number with scaling	0.60	99	79	99	109
CFA	Project (Bharatnet I /II) Capitalization	CAPITALIZATION of Blocks Ph1+ ph II	Ratio % with scaling	0.40	90	60	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements exchanges	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE	Ratio % with scaling	1.40	99	98	99	99.5
CFA	Copper to FTTH	Accepted Cluster completed in 90days	Ratio % with scaling	1.00	80	70	80	85
CFA	Copper	24Hrs. Fault Clearence	Ratio % with scaling	0.60	80	70	80	85
CFA	Copper	MTTR of best 80% cleared faults	In Hrs with scaling (reverse)	0.40	8	9	8	7
CFA	FTTH-BB	MTTR*	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	Ratio % with scaling	2.00	90	85	90	100
CFA	Project	Closure of WBS created on or before 2021	Date	0.80	300824	300924	300824	310724
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	1.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.00	380	290	380	570
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.00	25	20	25	31

Q2 (FY 2024-25) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	6.00	16.0	15	16	17
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	1.00	14.0	13.0	14.0	15.0
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	4.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.80	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	EB SIs	Total SIs (Empannelled under CPNE-2023 Guidelines) including migrated SIs in the new policy and consented SIs of other Circles.	Numeric with scaling	0.40	21	18	21	24
EB	EB CHANNEL PARTNERS	Total Empannelment of Channel Partner under CPP-2023	Numeric with scaling	0.40	25	20	25	30
EB	LC	MCSC SCORE	Numeric with scaling	0.60	70	60	70	80
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	0.80	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT) in 30 days	Ratio % with scaling	0.80	75	70	75	80
EB	MM	% Procurement from MSE category bidders	Ratio % with scaling	0.40	30	25	30	35
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	2.00	52.62	55.25	52.62	49.99
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	172.11	163.50	172.11	180.72
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3.00	-4.65	-4.88	-4.65	-4.42
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	1.00	95	90	95	100
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	2.00	27.19	25.83	27.19	28.55
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	0.50	25	20	25	30
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	0.50	90	80	90	100
CM	CM Infra	Finalization of tender for relocation of IP sites	Date	0.20	50724	150724	50724	300624
CM	CM Infra	Cumulative Leasing Out of Towers to other TSPs till Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	17
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.40	3	2	3	4
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2024-25)	Ratio % with scaling	0.60	1	0	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numbers	0.60	12	10	12	15

Q2 (FY 2024-25) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.05	96.09	98.05	99
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.40	98.06	96.1	98.06	99
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.49	96.52	98.49	99
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.59	94.66	96.59	98.04
CM	CM OPERATIONS II	2G CELLS WITH CDR<2%	Ratio % with scaling	0.40	79.77	78.17	79.77	80.97
CM	CM OPERATIONS II	3G CELLS WITH CDR<2%	Ratio % with scaling	0.60	92.02	90.18	92.02	93.4
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.40	175	186	175	164
CM	CM REVENUE	POST/PREPAID(SLR)P.SMS ETC(CR)	Amount with scaling	7.00	71.40	66.05	71.40	73.19
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	3917	3525	3917	4309
CM	CM SALES	SIM SALES(3 MONTHS)	Numeric with scaling	1.00	157250	141525	157250	180838
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	52	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.60	25	20	25	30
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.60	25	20	25	30
CM	NWP-SP	Cumulative USOF Proj Tower Erection	Numbers	0.60	69	62.1	69	75.9
CM	NWP-SP	Cumulative USOF Tower on air	Numbers	0.80	35	31.5	35	38.5
CM	NWP-SP	100% 4G sites with OFC laid	date	0.80	310824	300924	310824	150824
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.20	5	2.5	5	7.5
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.20	40	30	40	50
CM	VAS	IOT/ M2M (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	A2P Bulk Push SMS (including Firewall+ Intl.SMS) (Rs in CR)	Amount with scaling	0.40	0.67	0.53	0.67	0.80
CM	VAS	CNPN (Rs in CR)	Amount with scaling	0.20	0.33	0.27	0.33	0.40
CM	VAS	RCS & WhatsApp (Rs in CR)	Amount with scaling	0.20	0.67	0.53	0.67	0.80
CM	VAS	Other VAS services, like Voice based Authentication, (Rs in CR)	Amount with scaling	0.20	0.5	0.4	0.5	0.6
			Total Weightage	100.00				

Unit IN connection will be counted as 25 times of numbers of provisioned connections. SIP connection will be as per provisioning.

* For MTTR, the target be kept as MTTR of best 80% clear faults and not 100% faults.

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-E Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B)	Ratio % with scaling	5.00	80	60	80	100
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	3.00	5	4	5	6
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 3 yrs	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	3.00	18.75	15	18.75	22.5
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.00	320	240	320	480
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.00	99.5	99.0	99.5	99.9
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	4.50	98	97	98	99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.20	97	96	97	98
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	3.00	10	8	10	12
EB	CNO-I	REHAB. OF FAULTY ROUTES (RKM)	Numeric with scaling	3.00	100	80	100	120
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	3.00	70	60	70	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	3.00	100	80	100	115
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of ER	Numeric with scaling	4.00	75	65	75	85
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	4.00	85	80	85	90
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	7.00	58.79	64.66	58.79	52.91
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	7.00	50.76	55.83	50.76	45.68
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	20.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	4.00	13.66	14.35	13.66	12.98
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	3.00	95	90	95	100
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	3.00	25	20	25	30
			Total Weightage	100.00				

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR/LM	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR/LM	LAND MONETISATION I	GRS PROCED LAND(SALES&RENT CR)	Amount with scaling	3.00	1	0.5	1	1.5
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.50	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	0.40	6	5	6	8
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	0.50	80	60	80	100
HR/LM	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	11	10.75	11	11.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.5	4.25	4.5	4.75
HR/LM	RENTING TARGET	GRS PROCEED RENTING (CR)	Amount with scaling	2.00	0.20	0.16	0.20	0.25
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OJAS	% REDUCTION IN ELECT UNITS (Kwh)	Ratio % with scaling	1.00	2.00	1.60	2.00	2.40
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	90.00	85.00	90.00	95.00
HR/EW	OJAS	Electricity Bill arrear reduction	Ratio % with scaling	0.50	70.00	60.00	70.00	80.00
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	25	20	25	30
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.50	580	440	580	870
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	1.50	99.5	99.0	99.5	99.9
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	5.00	98	97	98	99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.00	97	96	97	98
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	1.50	10	8	10	12
EB	CNO-I	REHAB. OF FAULTY ROUTES (RKM)	Numeric with scaling	1.50	250	200	250	300
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.20	70	60	70	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	3.00	200	160	200	230
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	10.00	100	90	100	110
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	8.00	210.0	200.0	210.0	220.0
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	9.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.40	4	3	4	5
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SWR	Ratio % with scaling	1.00	95	90	95	100
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of WR	Ratio % with scaling	1.00	95	90	95	100
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of NR	Ratio % with scaling	1.00	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.00	98	97	98	99
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	44.65	49.11	44.65	40.18
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	138.4	152.24	138.4	124.56
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	4.00	141.02	148.07	141.02	133.97
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	177.63	168.75	177.63	186.51
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	3.00	95	90	95	100
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	3.00	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	2.00	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Compliance of RA Exceptions Raised up to 31.08.2024	Ratio % with scaling	1.00	90	80	90	100
			Total Weightage	100.00				

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-NE Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	4.00	5	4	5	6
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	5.00	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	1.00	80	60	80	100
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	3.00	25	20	25	30
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.00	110	80	110	170
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.00	99.5	99.0	99.5	99.9
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.00	98	97	98	99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.20	97	96	97	98
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	3.00	10	8	10	12
EB	CNO-I	REHAB. OF FAULTY ROUTES (RKM)	Numeric with scaling	3.00	75	60	75	90
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	3.00	70	60	70	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	3.00	20	16	20	25
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of ER	Ratio % with scaling	4.00	75	70	75	80
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	4.00	82	80	82	84
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	6.00	39.08	42.98	39.08	35.17
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	6.00	43.39	47.72	43.39	39.05
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	20.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	4.00	6.19	6.5	6.19	5.88
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	3.00	95	90	95	100
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	3.00	25	20	25	30
			Total Weightage	100.00				

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-S Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	4.00	5	4	5	6
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.50	80	60	80	100
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	4.00	18.75	15	18.75	22.5
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	2.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	1.50	730	550	730	1100
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	1.50	99.5	99.0	99.5	99.9
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	7.00	98	97	98	99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.20	97	96	97	98
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	1.50	10	8	10	12
EB	CNO-I	REHAB. OF FAULTY ROUTES (RKM)	Numeric with scaling	1.50	100	80	100	120
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.50	70	60	70	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	3.00	150	120	150	174
EB	EB FINANCE	EB REVENUE TARGETS(RS. CRS.)	Amount with scaling	13.00	20	18	20	22
EB	EB FINANCE	OUTSTANDING RECOVERY(RS CR)	Amount with scaling	5.00	20.0	19.0	20.0	21.0
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	7.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.50	4	3	4	5
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Ratio % with scaling	1.50	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.50	98	97	98	99
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	3.50	116.36	127.99	116.36	104.72
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	3.50	43.33	47.66	43.33	38.99
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	4.00	33.95	35.65	33.95	32.26
FIN	COLL.FROM DIF.SOURCE	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	49.63	47.15	49.63	52.11
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3.00	60	63	60	57
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	3.00	95	90	95	100
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	3.00	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	3.00	12.5	10	12.5	15
			Total Weightage	100.00				

Q2 (FY 2024-25) IPMS Targets for CGM CNTX-W Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	5.00	80	60	80	100
HR/LM	LAND MONETISATION I	MUTATION OF DOT LANDS	Numeric with scaling	4.00	1	0.99	1	2
HR/Estt	ESTABLISHMENT	DISPOSAL OF SPS PENSION CASES (IN 2 WEEKS)	Ratio % with scaling	0.50	80	60	80	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Date(DDMMYY)	0.50	300924	151024	300924	150924
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	3.00	25	20	25	30
HR/Pers	PST/PRM/TRANS POLC I	Intra Circle transfers of SDEs & above.	Ratio % with scaling	0.50	80	70	80	90
HR/Pers	PST/PRM/TRANS POLICY	Dispose of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	310724	100824	310724	250724
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 HRS TRG FOR ALL EMP THRU IGOT	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	TRAINING	GROUP C & D EDUCATION ENTRY IN ESS	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.80	90	80	90	100
EB	CNO	CPAN NODES UPTIME	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	3.00	99.0	98.5	99.0	99.5
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.00	690	520	690	1040
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.00	99.5	99.0	99.5	99.9
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.00	98	97	98	99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.20	97	96	97	98
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	3.00	10	8	10	12
EB	CNO-I	REHAB. OF FAULTY ROUTES (RKM)	Numeric with scaling	3.00	300	250	300	350
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	3.00	70	60	70	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	3.00	325	260	325	375
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Numeric with scaling	4.00	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Numeric with scaling	4.00	98	97	98	99
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	5.00	39.26	43.18	39.26	35.33
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	5.00	73.38	80.71	73.38	66.04
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	20.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	4.00	26.12	27.43	26.12	24.82
FIN	IMPLEMENT. OF IFC	COMPLIA.ALL IFC CRITICAL CTRLS	Ratio % with scaling	3.00	95	90	95	100
FIN	IA PARAS	SETTLEMENT OF IA PARAS UP TO 31.03.2021	Ratio % with scaling	3.00	25	20	25	30
FIN	IA PARAS	SETTLEMENT OF IA PARAS AFTER 31.03.2021	Ratio % with scaling	2.00	12.5	10	12.5	15
			Total Weightage	100.00				