

Sales & Marketing-CM
219, Eastern court
Corporate Office, New Delhi-1
Tel No 23326544, Fax 23326545
ddg_sales@bsnl.co.in



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

No. 27-3/2013-S&M-CM/43

Dated: 07.04.2014

To

The Chief General Managers
All Telecom Circles / Districts
BSNL

Subject: Modification in para 4.2(vii) of section-4 under "CM-S&D Policy-2012 regarding "Performance Management".

Competent authority has approved the modification in Para 4.2(vii), section-4 of CM-S&D Policy-2012 regarding **"Performance Management"** as given below:-

"Performance based termination: Any franchisee who does not meet the cut-off score on cumulative target achievement during past three months on type 'A' parameters will become eligible for termination. Circle review committee then has the right to terminate any franchisee that is eligible for termination by giving a 30-day notice. Total number of terminations based on quarterly performance review in any month will be done considering that no. of vacant territories in the circle should not exceed 20% of total no of justified territories or in other words at least 80% of total no. of justified franchisees in the circle should always remained filled. Only franchisees who have beenvacant territories"

The modified provision will empower CGMs of circles to remove non-performing franchisees beyond 5% of total Circle franchisees subject to the conditions mentioned in modified para 4.2(vii) of section-4.

(Upendra Bakolia)
Addl. GM (S&M)-CM