



TIME-BOUND

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

Date: 21.04.2025

To

All CGMs

(Territorial and Core Network Circles)

Sub: IPMS for the period Q1 (April 25 -June 25) of financial year 2025-26.

I am directed to convey that IPMS cards of Circle heads of Territorial and Core Network Circles for Q1 (April 25 –June 25) 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 Q1 (April 25 –June 25) IPMS cycle KPIs/Targets

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 25 th , April 2025
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 28 th , April 2025
DGMs/AGMs or equivalent	By 02 nd , May 2025
SDEs or equivalent	By 5 th , May 2025



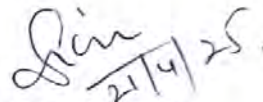
The window to enter Q1 (April 25 – June 25) KPIs/targets **will remain live in ESS up to 05.05.25** and will not be extended any further. Further, the window for entering achievements of Q4 (Jan. 25-Mar. 25) cycle shall remain open up to 25.04.25. Final cut-off dates are reiterated below and shall be followed.

Table 2 – Cutoff Dates for entering Achievements of Q4 (Jan. 25-Mar.25)
IPMS cycle

	Q4 Achievement Window				Bonus
	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	
1	22 nd April	25 th April	27 th April	30 th April	10 th May

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. **Targets should not be increased by more than 5% while assigning to subordinates.**
- ii) 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.
- iii) 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.**
- iv) 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.
- v) 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%.
- vi) 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%

- vii) 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.
- viii) 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.
- ix) Executives will be required to submit an undertaking while submitting Q2 achievements and they shall be liable for action in accordance to CDA rules if any false information is entered **deliberately** in the system.

Q1 (FY 2025-26) IPMS Targets for CGM AN Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	2200	1925	2200	2255
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	0.82	6.83	6.48	6.83	7.17
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.15	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.03	0.23	0.22	0.23	0.24
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.22	0.21	0.22	0.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.07	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	5.9	48.68	46.25	48.68	51.12
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	1	0.99	1	2
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	4	2	4	5
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	98.3	97.88	98.3	98.73
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	96.86	96.08	96.86	97.65
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	95.27	94.09	95.27	96.45
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	92.44	90.55	92.44	94.33
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	81.96	77.45	81.96	86.47
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	72.36	65.45	72.36	79.27
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	386	425	386	357
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	382	344	382	420
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	12,750	11,475	12,750	14,663
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	61	60	61	62
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	86	84	86	88
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	125	120	125	130

Q1 (FY 2025-26) IPMS Targets for CGM AN Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.5	8.44	8.02	8.44	8.86
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.30	0.29	0.30	0.32
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.26	0.34	0.32	0.34	0.36
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	65	50	65	80
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	3	2.4	3	4
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	10	12	10	8
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.14	0.17	0.14	0.13
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52

Q1 (FY 2025-26) IPMS Targets for CGM AN Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7	8.22	7.81	8.22	8.63
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	37	35.15	37	38.85
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	252	239	252	265
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	2.3	2.23	2.12	2.23	2.34
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	3.7	3.57	3.39	3.57	3.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4	21.66	20.58	21.66	22.74
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
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	1.00	20	15	20	25
HR/LM	LAND MONETISATION II	MUTATION OF DOT/BSNL 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/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	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	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM AP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	26000	22750	26000	26650
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	40	32	40	44
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.17	38.78	36.84	38.78	40.72
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	6.80	6.46	6.80	7.14
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.77	7.22	6.86	7.22	7.58
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	0.56	0.53	0.56	0.59
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.46	4.25	4.04	4.25	4.46
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.16	1.46	1.39	1.46	1.54
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	3.98	3.78	3.98	4.18
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.22	2.09	1.99	2.09	2.20
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	97.35	96.69	97.35	98.01
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	99.00	98.75	99.00	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	99.00	98.75	99.00	99.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	90.85	88.56	90.85	93.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	87.18	83.98	87.18	90.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	83.52	79.40	83.52	87.64
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	223	245	223	211
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	5,330	4,797	5,330	5,863
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,75,500	3,37,950	3,75,500	4,31,825
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	1283	1275	1283	1290
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	1125	1100	1125	1150

Q1 (FY 2025-26) IPMS Targets for CGM AP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.65	141.58	134.50	141.58	148.66
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	5.90	5.61	5.90	6.20
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.07	1.74	1.66	1.74	1.83
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	5.11	4.86	5.11	5.37
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.84	21.00	19.95	21.00	22.05
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1170	875	1170	1460
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.8	109	87.2	109	136
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	10	12	10	8
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.14	0.17	0.14	0.13
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.57	50.29	47.78	50.29	52.81
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0296	0.0281	0.0296	0.0310
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.03	0.20	0.19	0.20	0.21
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.39	3.00	2.85	3.00	3.15
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	34	32.30	34	35.70
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	16	15	16	17
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.5	10	12.5	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95

Q1 (FY 2025-26) IPMS Targets for CGM AP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.04	17.68	16.80	17.68	18.57
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.96	8.55	8.12	8.55	8.98
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1.72	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.28	6.19	5.88	6.19	6.50
HR/Estt	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.50	90	80	90	100
HR/Estt	ESTABLISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.10	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	0.70	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.50	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	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR/LM	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	0.50	27	26.5	27	27.5
HR/LM	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	0.50	6	5.5	6	6.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Assam Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	4000	3500	4000	4100
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.98	8.60	8.17	8.60	9.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.7	1.51	1.43	1.51	1.58
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.82	0.78	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.28	0.27	0.28	0.29
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.38	2.98	2.84	2.98	3.13
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	95.2	94	95.2	96.4
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	94.55	93.19	94.55	95.91
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	93.21	91.51	93.21	94.91
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	84.79	80.99	84.79	88.59
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	85.27	81.59	85.27	88.95
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	91.75	89.69	91.75	93.81
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	375	413	375	348
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	1,489	1,340	1,489	1,638
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,41,750	1,27,575	1,41,750	1,63,013
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	39	37	39	41
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	376	360	376	390
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	300	275	300	325

Q1 (FY 2025-26) IPMS Targets for CGM Assam Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.31	37.18	35.32	37.18	39.04
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.34	1.28	1.34	1.41
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	2.70	2.56	2.70	2.83
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	695	520	695	870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	30	24	30	38
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.47	24.62	23.39	24.62	25.85
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.06	0.22	0.21	0.22	0.23
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.47	1.79	1.70	1.79	1.88
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	0.00	0.00	0.00	0.00
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	33	31	33	35
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	2.73	2.04	1.94	2.04	2.14
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	3.27	2.45	2.33	2.45	2.57

Q1 (FY 2025-26) IPMS Targets for CGM Assam Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.43	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.57	1.87	1.78	1.87	1.96
HR/Estt	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Assam Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.20	2	2	3	4
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	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	0.99	0.9	0.99	1
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/BSNL LANDS	Numeric with scaling	0.50	30	24	30	38
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	36	35.5	36	36.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.5	11.35	11.5	11.75
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.60	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Bihar Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	10000	8750	10000	10250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	15	12	15	17
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.13	11.02	10.47	11.02	11.57
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	1.25	1.18	1.25	1.31
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.93	3.26	3.09	3.26	3.42
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	1.69	1.60	1.69	1.77
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.56	5.50	5.23	5.50	5.78
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	93.9	92.38	93.9	95.43
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	95.62	94.53	95.62	96.72
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	92.75	90.94	92.75	94.56
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	86.89	83.61	86.89	90.17
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	80.84	76.05	80.84	85.63
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	82.82	78.53	82.82	87.12
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	296	326	296	276
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	3,694	3,325	3,694	4,063
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,89,250	3,50,325	3,89,250	4,47,638
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	33	31	33	35

Q1 (FY 2025-26) IPMS Targets for CGM Bihar Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile	Numbers	0.8	110	105	110	115
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	175	150	175	200
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.34	55.21	52.45	55.21	57.97
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.99	1.89	1.99	2.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.43	3.75	3.56	3.75	3.94
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	900	680	900	1130
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	84	67.2	84	105
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.04	44.30	42.08	44.30	46.51
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00	0.00	0.00	0.00
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.39	2.89	2.74	2.89	3.03
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.56	4.12	3.91	4.12	4.32
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	22	20.9	22	23.1
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	28	27	28	29

Q1 (FY 2025-26) IPMS Targets for CGM Bihar Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF	In Rs Cr with scaling	3.8	7.50	7.12	7.50	7.87
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges,	In Rs Cr with scaling	2.2	4.35	4.13	4.35	4.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3	2.50	2.38	2.50	2.63

Q1 (FY 2025-26) IPMS Targets for CGM Bihar Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3	2.50	2.37	2.50	2.62
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.70	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	0.50	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	3.00	2.00	3.00	4.00
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33.5	34	34.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.6	7.5	7.6	7.7
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM CG Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	5200	4550	5200	5330
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.11	9.07	8.62	9.07	9.53
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.72	1.59	1.51	1.59	1.67
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.4	0.87	0.83	0.87	0.92
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.25	0.24	0.25	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	0.97	0.93	0.97	1.02
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.21	2.68	2.54	2.68	2.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	96.43	95.54	96.43	97.32
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97.29	96.61	97.29	97.97
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.89	96.11	96.89	97.67
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	86.31	82.89	86.31	89.73
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	88.27	85.34	88.27	91.2
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	89.13	86.41	89.13	91.85
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	256	282	256	240
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	2,498	2,248	2,498	2,748
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,38,750	1,24,875	1,38,750	1,59,563
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	53	51	53	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	575	565	575	585
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	825	800	825	850

Q1 (FY 2025-26) IPMS Targets for CGM CG Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.2	43.62	41.44	43.62	45.81
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	1.58	1.50	1.58	1.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.58	4.07	3.86	4.07	4.27
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	900	670	900	1120
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	75	60	75	94
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	32.64	31.01	32.64	34.27
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0037	0.0035	0.0037	0.0038
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.047	0.045	0.047	0.049
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.73	3.85	3.65	3.85	4.04
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	34	32.3	34	35.7
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	15	14	15	16
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4	5.96	5.66	5.96	6.26

Q1 (FY 2025-26) IPMS Targets for CGM CG Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2	2.99	2.84	2.99	3.14
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.55	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.95	4.86	4.62	4.86	5.10
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
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	0.70	3	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.20	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	6	4	6	8
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/BSNL LANDS	Numeric with scaling	0.50	13	10	13	15
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	35.7	35.4	35.7	36
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.5	4.4	4.5	4.7
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.80	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4	20000	17500	20000	20500
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	40	32	40	44
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	23.98	22.78	23.98	25.18
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	4.21	4.00	4.21	4.42
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	5.44	5.17	5.44	5.71
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.35	0.33	0.35	0.36
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.11	7.16	6.80	7.16	7.52
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	1.14	1.08	1.14	1.19
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.46	3.00	2.85	3.00	3.15
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.4	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.4	23	20	23	25
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.6	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.6	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	97.15	96.44	97.15	97.86
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	96.39	95.49	96.39	97.29
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.56	95.7	96.56	97.42
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	95.86	94.83	95.86	96.9
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.6	77.26	71.58	77.26	82.95
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.6	86.73	83.41	86.73	90.05
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	268	295	268	251
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1	627	564	627	690
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1	1,36,000	1,22,400	1,36,000	1,56,400
CM	CM SALES	NET SIM SALES(3 MONTHS)-M2M	Numeric with scaling	1	2,12,006	1,90,806	2,12,006	2,43,807
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	65	64	65	66
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.38	41.27	39.21	41.27	43.34
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.49	1.42	1.49	1.56
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.39	2.49	2.36	2.49	2.61
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1210	910	1210	1510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	42	33.6	42	53
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.81	36.10	34.30	36.10	37.91
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.18	0.99	0.94	0.99	1.04
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	22	20.9	22	23.1
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	82	78	82	86
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	0.35	0.24	0.23	0.24	0.26
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	5.65	3.91	3.71	3.91	4.11
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.45	35.00	33.25	35.00	36.75

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.65	4.16	3.95	4.16	4.37
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	0.70	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	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	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL 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	8	6	8	10
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	20	19.8	20	20.2
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.6	4.5	4.6	4.7
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	2.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Gujarat Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	15000	13125	15000	15375
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	60	48	60	66
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.87	23.37	22.20	23.37	24.54
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.5	4.10	3.89	4.10	4.30
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.76	6.17	5.86	6.17	6.48
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.34	0.32	0.34	0.35
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.85	6.94	6.59	6.94	7.28
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.21	1.71	1.63	1.71	1.80
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.42	3.40	3.23	3.40	3.57
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.35	11.03	10.47	11.03	11.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILITY	Ratio % with scaling	0.6	94.25	92.81	94.25	95.69
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	96.71	95.89	96.71	97.53
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.45	95.56	96.45	97.34
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	94.85	93.56	94.85	96.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	88.83	86.04	88.83	91.62
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	93.7	92.13	93.7	95.28
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	303	333	303	283
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.8	3,78,250	3,40,425	3,78,250	4,34,988
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.2	4,566	4,109	4,566	5023
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1	35	33	35	37
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	578	565	578	590
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	571	560	571	580

Q1 (FY 2025-26) IPMS Targets for CGM Gujrat Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.63	100.67	95.63	100.67	105.70
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	4.20	3.99	4.20	4.41
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.08	1.49	1.42	1.49	1.56
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	3.64	3.45	3.64	3.82
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.85	15.26	14.50	15.26	16.02
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	3830	2875	3830	4790
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	% with scaling	0.4	75	70	75	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.8	134	107.2	134	168
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.89	76.51	72.68	76.51	80.33
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.027	0.025	0.027	0.028
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	1.06	1.00	1.06	1.11
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	7.10	6.75	7.10	7.46
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	4.41	4.19	4.41	4.63
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.14	1.79	1.70	1.79	1.88
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	39	37.05	39	40.95
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	17	16	17	18
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95

Q1 (FY 2025-26) IPMS Targets for CGM Gujrat Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	2.4	5.10	4.84	5.10	5.35
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	3.6	7.64	7.26	7.64	8.02
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1.91	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.09	5.36	5.09	5.36	5.63

Q1 (FY 2025-26) IPMS Targets for CGM Gujrat Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.80	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.50	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	0.99	0.9	0.99	1
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/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
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	32.9	33	33.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.5	7.3	7.5	7.75
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM HP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	9000	7875	9000	9225
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	10	8	10	11
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.83	13.09	12.44	13.09	13.74
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.85	2.30	2.18	2.30	2.41
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.27	0.74	0.70	0.74	0.77
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.06	0.15	0.14	0.15	0.16
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.55	1.49	1.42	1.49	1.57
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	96.96	96.2	96.96	97.72
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97.49	96.86	97.49	98.12
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.47	95.59	96.47	97.35
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	92.96	91.2	92.96	94.72
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	85.47	81.84	85.47	89.1
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	96	95	96	97
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	193	212	193	184
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	1,512	1,361	1,512	1,663
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	91,750	82,575	91,750	1,05,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	46	44	46	48
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	538	525	538	550
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	490	475	490	500

Q1 (FY 2025-26) IPMS Targets for CGM HP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.94	37.51	35.63	37.51	39.39
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	1.35	1.29	1.35	1.42
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.84	5.31	5.04	5.31	5.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	270	200	270	340
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	44	35.2	44	55
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.35	0.42	0.35	0.32
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.91	15.55	14.77	15.55	16.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.05	0.112	0.106	0.112	0.117
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.04	0.094	0.089	0.094	0.098
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	20	19	20	21
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	32	30	32	34
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	3.5	3.44	3.27	3.44	3.61
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2.5	2.45	2.33	2.45	2.57

Q1 (FY 2025-26) IPMS Targets for CGM HP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1.34	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.66	1.74	1.65	1.74	1.82
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4

Q1 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	Revenue(PMC) from External project (in Rs Cr)	Numeric with scaling	1.00	1	0.9	1	1.1
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.50	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.10	0.99	0.9	0.99	1
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	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	2	1	2	3
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	35.5	35.2	35.5	36
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	9.95	9.90	9.95	10
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Haryana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	21000	18375	21000	21525
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	13000	11700	13000	14300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	80	64	80	88
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.39	32.71	31.07	32.71	34.34
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.42	5.74	5.45	5.74	6.02
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.46	6.33	6.01	6.33	6.65
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.47	0.45	0.47	0.50
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	6.00	5.70	6.00	6.30
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.26	0.25	0.26	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.26	3.49	3.32	3.49	3.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.84	11.48	10.90	11.48	12.05
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	1.49	20.42	19.40	20.42	21.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.64	8.75	8.31	8.75	9.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.4	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.4	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.6	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.6	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.7	98.38	98.7	99.03
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.6	97.97	97.46	97.97	98.48
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	93.45	91.81	93.45	95.09
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.6	82.28	77.85	82.28	86.71
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.6	98.89	98.61	98.89	99.17
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	136	150	136	132
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1	4,266	3,839	4,266	4,693
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	2,61,250	2,35,125	2,61,250	3,00,438
CM	CM SALES	NET SIM SALES(3 MONTHS)-M2M	Numeric with scaling	1.2	1,37,500	1,23,750	1,37,500	1,58,125
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.8	30	28	30	32

Q1 (FY 2025-26) IPMS Targets for CGM Haryana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.8	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.8	40	35	40	45
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.2	73.96	70.26	73.96	77.66
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.13	1.53	1.45	1.53	1.61
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	2.67	2.54	2.67	2.80
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.45	5.40	5.13	5.40	5.67
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	700	530	700	880
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	66	52.8	66	83
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.46	0.55	0.46	0.42
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.96	30.78	29.24	30.78	32.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	2.38	18.56	17.63	18.56	19.48
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.66	5.16	4.90	5.16	5.42
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	44	41.8	44	46.2
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	34	32	34	36
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	3.41	9.16	8.70	9.16	9.62

Q1 (FY 2025-26) IPMS Targets for CGM Haryana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2.59	6.93	6.59	6.93	7.28
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.51	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.59	1.85	1.76	1.85	1.94

Q1 (FY 2025-26) IPMS Targets for CGM Haryana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.50	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	0.50	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	2	1	2	3
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/BSNL LANDS	Numeric with scaling	0.50	4	3	4	5
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33.5	34	35
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.75	6.6	6.75	7
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	6200	5425	6200	6355
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.38	6.89	6.54	6.89	7.23
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.77	1.21	1.15	1.21	1.27
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.59	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.28	0.44	0.42	0.44	0.46
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.5	0.78	0.74	0.78	0.82
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.48	0.76	0.73	0.76	0.80
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	16	10	16	20
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.6	93.7	92.13	93.7	95.28
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	96.91	96.14	96.91	97.68
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	94.13	92.66	94.13	95.6
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	91.56	89.45	91.56	93.67
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	77.92	72.4	77.92	83.44
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	90.52	88.15	90.52	92.89
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	174	191	174	167
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.8	91,250	82,125	91,250	1,04,938
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.2	1,071	964	1,071	1178
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1	57	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	780	750	780	800
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	640	600	640	660

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.43	28.82	27.38	28.82	30.26
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.04	0.99	1.04	1.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.34	1.54	1.46	1.54	1.62
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	310	230	310	390
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	76	60.8	76	95
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	19	23	19	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.9	21.33	20.26	21.33	22.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.09	0.29	0.28	0.29	0.31
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	18	17.1	18	18.9
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	33	31	33	35
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.63	7.11	6.76	7.11	7.47
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.37	2.09	1.99	2.09	2.20

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	5	2.50	2.37	2.50	2.62

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
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	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	0.50	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	12	8	12	15
HR/LM	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.60	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	80	64	80	100
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	22.1	21.9	22.1	22.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.1	6	6.1	6.25
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.20	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	3500	3062.5	3500	3587.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	10	8	10	11
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.15	7.00	6.65	7.00	7.35
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.23	1.17	1.23	1.29
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.17	0.38	0.36	0.38	0.40
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.53	1.17	1.11	1.17	1.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	0.85	0.81	0.85	0.89
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.22	4.92	4.67	4.92	5.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	24	20	24	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	80.06	75.08	80.06	85.05
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	93.51	91.89	93.51	95.13
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	92.18	90.23	92.18	94.14
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	83.09	78.86	83.09	87.32
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	80.69	75.86	80.69	85.52
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	88.48	85.60	88.48	91.36
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	322	354	322	300
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	1,969	1,772	1,969	2,166
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,40,250	1,26,225	1,40,250	1,61,288
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	41	39	41	43
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	715	710	715	720
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	750	700	750	800

Q1 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.46	38.52	36.59	38.52	40.44
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.39	1.32	1.39	1.46
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.31	1.82	1.73	1.82	1.91
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	650	490	650	810
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	58	46.4	58	73
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.7	23.90	22.70	23.90	25.09
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0052	0.0049	0.0052	0.0054
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00104	0.00099	0.00104	0.00110
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.28	1.04	0.99	1.04	1.09
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	21	19.95	21	22.05
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	27	26	27	28
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	5.38	25.77	24.48	25.77	27.06

Q1 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	0.62	2.97	2.83	2.97	3.12
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	4.43	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.67	1.51	1.43	1.51	1.58

Q1 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	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	2	1	2	3
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/BSNL LANDS	Numeric with scaling	0.50	15	12	15	18
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	22	21.75	22	22.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.25	5	5.25	5.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	500	450	500	550
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	20	16	20	22
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3	12.80	12.16	12.80	13.44
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.53	2.25	2.13	2.25	2.36
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.85	3.63	3.45	3.63	3.81
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.92	8.18	7.77	8.18	8.59
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.2	0.88	0.83	0.88	0.92
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.00	1.90	2.00	2.10
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.136	0.130	0.136	0.143
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.4	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.4	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.6	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.6	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.6	76.32	70.4	76.32	82.24
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.6	88.39	85.49	88.39	91.29
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	325	358	325	303
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.2	1,773	1,596	1,773	1,950
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,71,750	1,54,575	1,71,750	1,97,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.2	43	41	43	45
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.86	50.21	47.70	50.21	52.72
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	1.81	1.72	1.81	1.90
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.93	7.95	7.55	7.95	8.35
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	940	700	940	1170
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	46	36.8	46	58
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.55	0.61	0.55	0.50
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.15	38.94	36.99	38.94	40.88
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.52	11.50	10.93	11.50	12.08
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.31	2.32	2.21	2.32	2.44
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.19	0.18	0.19	0.20
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	22	20.9	22	23.1
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	239	225	239	252
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	21	20	21	22
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10.00	12.50	15.00
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10.00	8.00	10.00	12.00
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	6	4.13	3.93	4.13	4.34
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.92	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.18	1.51	1.43	1.51	1.58
HR/Estt	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.30	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	90	80	90	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	0.70	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	2	1	2	3
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	28	27.5	28	28.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.75	3.6	3.75	4
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Kerala Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	47000	41125	47000	48175
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	30000	27000	30000	33000
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	150	120	150	165
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.93	100.30	95.29	100.30	105.32
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	17.60	16.72	17.60	18.48
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.74	18.97	18.02	18.97	19.92
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	1.45	1.38	1.45	1.52
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.34	8.70	8.27	8.70	9.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	13.74	13.05	13.74	14.43
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.41	10.46	9.94	10.46	10.99
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.29	7.57	7.19	7.57	7.95
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	27	20	27	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	97.46	96.83	97.46	98.1
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.93	98.66	98.93	99.2
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	98.73	98.41	98.73	99.05
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	97.52	96.9	97.52	98.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	84.61	80.76	84.61	88.46
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	93.77	92.21	93.77	95.33
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	187	206	187	178
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	6,275	5,648	6,275	6,903
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,44,750	3,10,275	3,44,750	3,96,463
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	59	58	59	60
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	298	295	298	300
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	295	290	295	300

Q1 (FY 2025-26) IPMS Targets for CGM Kerala Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.5	254.62	241.89	254.62	267.35
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.34	15.67	14.89	15.67	16.45
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	10.62	10.08	10.62	11.15
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.1	4.58	4.35	4.58	4.81
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	9.19	8.73	9.19	9.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.63	29.39	27.92	29.39	30.85
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	145	110	145	180
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.8	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.26	0.32	0.26	0.24
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.75	56.99	54.14	56.99	59.83
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.035	0.033	0.035	0.037
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.06	0.64	0.61	0.64	0.67
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.57	5.67	5.39	5.67	5.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.35	3.49	3.32	3.49	3.67
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.26	2.61	2.48	2.61	2.74
FIN	1ST MONTH COLL EFF	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	43	40.85	43	45.15
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124

Q1 (FY 2025-26) IPMS Targets for CGM Kerala Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	53	50	53	56
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10.00	12.50	15.00
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10.00	8.00	10.00	12.00
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	3.66	27.13	25.78	27.13	28.49
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2.34	17.32	16.46	17.32	18.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1.9	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.3	5.67	5.39	5.67	5.95
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	4	3	4	5
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.50	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	25	20	25	31
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	41	40.5	41	42
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.25	10	10.25	10.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	25000	21875	25000	25625
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	120	96	120	132
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.54	57.20	54.34	57.20	60.07
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	10.04	9.53	10.04	10.54
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.8	12.94	12.30	12.94	13.59
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.83	0.79	0.83	0.87
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.88	14.17	13.46	14.17	14.88
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	2.94	2.80	2.94	3.09
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	7.14	6.78	7.14	7.50
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.49	7.82	7.43	7.82	8.21
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	93.18	91.48	93.18	94.89
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	99	98.75	99	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	93.88	92.35	93.88	95.41
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	89.93	87.41	89.93	92.45
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	84.52	80.65	84.52	88.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	88.71	85.89	88.71	91.53
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	205	226	205	195
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	2,861	2,575	2,861	3,147
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,77,250	3,39,525	3,77,250	4,33,838
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	43	41	43	45
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	575	550	575	600

Q1 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	490	475	490	500
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.35	163.32	155.15	163.32	171.48
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	10.05	9.55	10.05	10.55
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.22	6.81	6.47	6.81	7.15
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.1	3.13	2.97	3.13	3.28
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	5.90	5.60	5.90	6.19
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.81	24.63	23.40	24.63	25.86
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	3950	2965	3950	4940
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	117	93.6	117	146
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.75	0.83	0.75	0.68
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.81	75.47	71.70	75.47	79.24
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.029	0.028	0.029	0.030
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.21	24.09	22.88	24.09	25.29
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.43	8.54	8.11	8.54	8.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.27	5.32	5.06	5.32	5.59
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.88	17.44	16.56	17.44	18.31
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.39	7.73	7.35	7.73	8.12
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	88	83	88	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57

Q1 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	34	32.3	34	35.7
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	37	35	37	39
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	2.37	7.78	7.39	7.78	8.17
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	3.63	11.94	11.35	11.94	12.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.38	12.50	11.88	12.50	13.13
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.72	1.67	1.58	1.67	1.75
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.50	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.50	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	10	8	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/BSNL LANDS	Numeric with scaling	0.50	65	53	65	80
HR/LM	LAND MONETISATION I	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	38.2	37.95	38.2	38.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.2	11.9	12.2	12.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100

Q1 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/WS&I	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q1 (FY 2025-26) IPMS Targets for CGM MH Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	26000	22750	26000	26650
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	80	64	80	88
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	1.82	55.55	52.77	55.55	58.33
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.32	9.75	9.26	9.75	10.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.49	15.08	14.33	15.08	15.84
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.03	0.80	0.76	0.80	0.84
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	10.86	10.32	10.86	11.41
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.11	3.33	3.16	3.33	3.49
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.27	8.32	7.90	8.32	8.74
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.46	14.09	13.38	14.09	14.79
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	2.2	67.08	63.73	67.08	70.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.94	28.75	27.31	28.75	30.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	30	20	30	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	89.38	86.73	89.38	92.04
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	94.92	93.65	94.92	96.19
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	93.67	92.09	93.67	95.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	85.71	82.14	85.71	89.28
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	86.25	82.81	86.25	89.69
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	83.26	79.08	83.26	87.45
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	284	312	284	266
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	7,037	6,333	7,037	7,741
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	5,31,250	4,78,125	5,31,250	6,10,938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	48	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45

Q1 (FY 2025-26) IPMS Targets for CGM MH Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.8	2100	2050	2100	2150
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	1850	1750	1850	1900
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.41	186.78	177.44	186.78	196.12
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	11.50	10.92	11.50	12.07
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	7.79	7.40	7.79	8.18
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	3.64	3.46	3.64	3.82
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	6.74	6.41	6.74	7.08
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.73	25.10	23.85	25.10	26.36
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	4410	3310	4410	5510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	150	120	150	188
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.29	105.20	99.94	105.20	110.46
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.12	2.89	2.74	2.89	3.03
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.43	10.46	9.93	10.46	10.98
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.47	11.65	11.07	11.65	12.23
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.3	7.30	6.93	7.30	7.66
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.95	23.39	22.22	23.39	24.56

Q1 (FY 2025-26) IPMS Targets for CGM MH Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.44	10.75	10.22	10.75	11.29
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	42	39.9	42	44.1
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	254	240	254	268
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	30	29	30	32
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.02	38.80	36.86	38.80	40.74
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.98	19.13	18.17	19.13	20.08
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	6.01	125.00	118.75	125.00	131.25
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.09	1.85	1.76	1.85	1.94
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	10	8	10	12
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.10	80	65	80	99
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 RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	15.1	14.8	15.1	15.25
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100

Q1 (FY 2025-26) IPMS Targets for CGM MH Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/WS&I	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q1 (FY 2025-26) IPMS Targets for CGM MP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	12500	10937.5	12500	12812.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	13000	11700	13000	14300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.99	20.98	19.93	20.98	22.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.52	3.68	3.50	3.68	3.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.81	5.69	5.40	5.69	5.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	2.48	2.36	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.07	0.48	0.46	0.48	0.50
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.45	3.14	2.98	3.14	3.29
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.81	12.68	12.04	12.68	13.31
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	35	25	35	40
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.6	95.09	93.86	95.09	96.32
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	96.35	95.44	96.35	97.26
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	95.64	94.55	95.64	96.73
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	86.64	83.3	86.64	89.98
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	86.27	82.84	86.27	89.7
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	91.13	88.91	91.13	93.35
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	312.00	343.00	312.00	291.00
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.8	345750	311175	345750	397613
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.2	4105	3695	4105	4516
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1	26	24	26	28
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	1418	1416	1418	1420
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	1060	1030	1060	1080

Q1 (FY 2025-26) IPMS Targets for CGM MP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.65	75.24	71.48	75.24	79.00
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.1	1.37	1.30	1.37	1.44
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	2.72	2.58	2.72	2.85
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.05	13.98	13.28	13.98	14.68
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1270	955	1270	1590
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	133	106.4	133	166
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.58	49.30	46.83	49.30	51.76
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0079	0.0075	0.0079	0.0083
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0192	0.0183	0.0192	0.0202
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.82	5.53	5.82	6.12
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.59	3.41	3.59	3.77
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.53	16.53	15.70	16.53	17.36
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	88	83	88	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	26	24.7	26	27.3
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	20	19	20	21
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	1	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12

Q1 (FY 2025-26) IPMS Targets for CGM MP Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4	12.54	11.91	12.54	13.17
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2	6.29	5.97	6.29	6.60
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.86	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.14	1.19	1.13	1.19	1.24
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	10	8	10	12
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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	15	12	15	18
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/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
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	1.00	8.1	7.95	8.1	8.25
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATON	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM NE-I Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	2500	2187.5	2500	2562.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.71	5.90	5.61	5.90	6.20
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.83	1.04	0.98	1.04	1.09
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	0.55	0.52	0.55	0.58
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.19	0.24	0.23	0.24	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.34	0.43	0.40	0.43	0.45
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	3	1	3	5
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	18	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	96.26	95.33	96.26	97.2
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97.45	96.81	97.45	98.09
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.39	95.49	96.39	97.29
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	84.87	81.09	84.87	88.65
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	84.36	80.45	84.36	88.27
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	89.45	86.81	89.45	92.09
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	278.00	306.00	278.00	260.00
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	570	513	570	627
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	47,250	42,525	47,250	54,338
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	57	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	350	340	350	360
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	210	200	210	220

Q1 (FY 2025-26) IPMS Targets for CGM NE-I Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.31	17.06	16.21	17.06	17.91
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	0.62	0.59	0.62	0.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	1.24	1.18	1.24	1.30
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	225	170	225	280
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	16	12.8	16	20
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.83	13.53	12.85	13.53	14.20
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.03	0.065	0.061	0.065	0.068
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00014	0.00013	0.00014	0.00015
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.13	0.27	0.25	0.27	0.28
FIN	1ST MONTH COLL EFF	% AMT OF BILLED	Ratio % with scaling	4	89	84	89	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA)	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	0	0	0	0
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	26	25	26	27
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	3.89	2.44	2.31	2.44	2.56

Q1 (FY 2025-26) IPMS Targets for CGM NE-I Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2.11	1.32	1.26	1.32	1.39
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	1.81	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	5.19	1.42	1.35	1.42	1.50
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.80	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	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	0.50	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	4	2	4	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/BSNL LANDS	Numeric with scaling	0.50	10	8	10	13
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.5	16.25	16.5	16.75
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.25	12.1	12.25	12.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	2.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM NE-II Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4	500	437.5	500	512.5
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.25	2.11	2.00	2.11	2.21
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.74	0.37	0.35	0.37	0.39
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.43	0.21	0.20	0.21	0.23
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	0.27	0.26	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.5	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.54	0.27	0.25	0.27	0.28
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	3	1	3	5
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	15	10	15	20
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILITY	Ratio % with scaling	0.6	92.98	91.23	92.98	94.74
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	95.04	93.8	95.04	96.28
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	94.82	93.53	94.82	96.12
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	83.05	78.81	83.05	87.29
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	87.18	83.98	87.18	90.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	93.98	92.48	93.98	95.49
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	351	386	351	326
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	258	232	258	284
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	42,250	38,025	42,250	48,588
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	48	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.8	1000	975	1000	1025
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	475	400	475	550
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7

Q1 (FY 2025-26) IPMS Targets for CGM NE-II Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.51	17.75	16.87	17.75	18.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.64	0.61	0.64	0.67
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.25	0.68	0.65	0.68	0.72
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	110	85	110	140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	16	12.8	16	20
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.95	10.62	10.09	10.62	11.15
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.05	0.075	0.071	0.075	0.079
FIN	1ST MONTH COLL EFF	% AMT OF BILLED	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	12	11.4	12	12.6
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	14	13	14	15
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.78	3.31	3.14	3.31	3.47
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.22	0.85	0.80	0.85	0.89
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.33	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.67	0.55	0.52	0.55	0.58

Q1 (FY 2025-26) IPMS Targets for CGM NE-II Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.80	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	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	0.50	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	0.99	0.9	0.99	1
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/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
HR/LM	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16	15.75	16	16.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.5	3.40	3.5	3.75
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	2.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Odisha Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	7500	6562.5	7500	7687.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	150	120	150	165
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.32	16.07	15.27	16.07	16.87
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.58	2.82	2.68	2.82	2.96
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.72	3.51	3.33	3.51	3.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.6	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.25	6.04	5.74	6.04	6.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	94.06	92.58	94.06	95.55
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	94.02	92.53	94.02	95.52
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	91.5	89.38	91.5	93.63
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	78.45	73.06	78.45	83.84
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	72.55	65.69	72.55	79.41
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	85.77	82.21	85.77	89.33
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	326.00	359.00	326.00	303.00
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	7,803	7,023	7,803	8,583
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,06,500	2,75,850	3,06,500	3,52,475
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	54	53	54	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	1490	1475	1490	1500
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	1200	1150	1200	1250

Q1 (FY 2025-26) IPMS Targets for CGM Odisha Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.15	106.02	100.72	106.02	111.33
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.26	4.42	4.20	4.42	4.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	3.83	3.64	3.83	4.02
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.37	6.39	6.07	6.39	6.71
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1500	1120	1500	1870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.68	55.94	53.14	55.94	58.73
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.019	0.018	0.019	0.020
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.023	0.022	0.023	0.024
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.55	5.42	5.15	5.42	5.69
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.33	3.17	3.33	3.50
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.42	4.17	3.96	4.17	4.38
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	49	46.55	49	51.45
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	31	29	31	33
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95

Q1 (FY 2025-26) IPMS Targets for CGM Odisha Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.36	16.99	16.14	16.99	17.84
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.64	6.37	6.05	6.37	6.69

Q1 (FY 2025-26) IPMS Targets for CGM Odisha Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.97	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.03	0.51	0.49	0.51	0.54
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	3	2	3	4
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	8	4	8	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/BSNL LANDS	Numeric with scaling	0.50	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	42	41.8	42	42.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4	3.85	4	4.25
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/WS&I	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q1 (FY 2025-26) IPMS Targets for CGM Punjab Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	31000	27125	31000	31775
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	23000	20700	23000	25300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	85	68	85	94
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.92	48.12	45.71	48.12	50.52
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	8.44	8.02	8.44	8.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.64	7.82	7.43	7.82	8.21
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.70	0.66	0.70	0.73
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.2	2.48	2.35	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.35	4.31	4.10	4.31	4.53
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.13	13.85	13.16	13.85	14.55
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILITY	Ratio % with scaling	0.6	98.55	98.19	98.55	98.91
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.41	98.01	98.41	98.81
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	98.03	97.54	98.03	98.52
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	96.8	96	96.8	97.6
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	77.34	71.68	77.34	83.01
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	96.09	95.11	96.09	97.07
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	125.00	138.00	125.00	123.00
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	4,795	4,316	4,795	5,275
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	2,64,000	2,37,600	2,64,000	3,03,600
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	35	33	35	37
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	39	37	39	40
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	39	37	39	40

Q1 (FY 2025-26) IPMS Targets for CGM Punjab Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.61	100.99	95.94	100.99	106.04
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.21	4.00	4.21	4.42
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	1.89	1.79	1.89	1.98
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	3.65	3.46	3.65	3.83
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.85	15.26	14.49	15.26	16.02
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	720	540	720	900
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	83	66.4	83	104
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.51	0.61	0.51	0.46
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.65	40.23	38.22	40.23	42.25
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.4	2.85	2.71	2.85	3.00
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.38	2.69	2.55	2.69	2.82
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.57	4.10	3.89	4.10	4.30
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	22	20.9	22	23.1
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	239	225	239	252
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	19	18	19	20
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.3	19.11	18.16	19.11	20.07

Q1 (FY 2025-26) IPMS Targets for CGM Punjab Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.7	7.54	7.16	7.54	7.92
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.3	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.7	4.03	3.83	4.03	4.23
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	4	3	4	5
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	4	3	4	5
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	22	18	22	28
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	16.5	16.25	16.5	16.75
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	20000	17500	20000	20500
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	20	16	20	22
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.66	42.60	40.47	42.60	44.73
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.64	7.47	7.10	7.47	7.85
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.69	8.07	7.67	8.07	8.47
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.62	0.58	0.62	0.65
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	4.11	3.91	4.11	4.32
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.32	0.30	0.32	0.33
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	4.45	4.23	4.45	4.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.19	13.79	13.10	13.79	14.48
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	98	97.5	98	98.5
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.52	98.15	98.52	98.89
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	97.79	97.24	97.79	98.34
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	92.86	91.08	92.86	94.65
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	86.23	82.79	86.23	89.67
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	96.56	95.7	96.56	97.42
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	146.00	161.00	146.00	141.00
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	7,677	6,909	7,677	8,445
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	4,32,250	3,89,025	4,32,250	4,97,088

Q1 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	33	31	33	35
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile	Numbers	0.8	1360	1350	1360	1370
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile	Numbers	1	1150	1125	1150	1175
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.42	109.97	104.47	109.97	115.47
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.58	4.36	4.58	4.81
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.1	1.95	1.85	1.95	2.05
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	3.97	3.77	3.97	4.17
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.06	21.50	20.42	21.50	22.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1140	850	1140	1420
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.8	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.50	0.55	0.50	0.45
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.51	65.09	61.84	65.09	68.35
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service,	In Rs Cr with scaling	0.01	0.0028	0.0027	0.0028	0.0030
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.174	0.166	0.174	0.183
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.51	7.29	6.93	7.29	7.65

Q1 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.31	4.53	4.30	4.53	4.75
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.2	17.34	16.47	17.34	18.21
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.45	6.51	6.19	6.51	6.84
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	41	38.95	41	43.05
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	20	19	20	21
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF	In Rs Cr with scaling	4.82	40.71	38.67	40.71	42.75
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.18	10.00	9.50	10.00	10.50
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.04	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.96	4.86	4.62	4.86	5.10

Q1 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	8	6	8	10
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	0.50	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	1.99	1	1.99	2
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/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
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	16.75	16.7	16.75	17
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Sikkim Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4	300	262.5	300	307.5
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.49	0.81	0.77	0.81	0.85
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.78	0.14	0.13	0.14	0.15
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.14	0.025	0.024	0.025	0.026
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	1.11	0.20	0.19	0.20	0.21
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	0.087	0.082	0.087	0.091
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	1	0.99	1	2
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	1	0.99	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	82.86	78.58	82.86	87.15
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	87.25	84.06	87.25	90.44
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	89.4	86.75	89.4	92.05
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	88.34	85.43	88.34	91.26
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	87.77	84.71	87.77	90.83
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	91.62	89.53	91.62	93.72
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	260	286	260	244
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	36	32	36	40
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,750	3,375	3,750	4,313
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	52	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	15	10	15	20
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	16	12	16	20
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7

Q1 (FY 2025-26) IPMS Targets for CGM Sikkim Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.48	1.17	1.12	1.17	1.23
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.042	0.040	0.042	0.045
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.28	0.050	0.047	0.050	0.052
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	15	10	15	20
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	14	11.2	14	18
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	8	10	8	7
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7	2.39	2.27	2.39	2.51
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	88	83	88	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	10	9.5	10	10.5
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	57	54	57	60
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	1	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	0.03	0.00060	0.00057	0.00060	0.00063
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	5.97	0.126	0.120	0.126	0.133
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	1	0.029	0.027	0.029	0.030
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5

Q1 (FY 2025-26) IPMS Targets for CGM Sikkim Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR/LM	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.90	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	3.00	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	5.00	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	0.10	8	11	8	5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	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	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Telangana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	7500	6562.5	7500	7687.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	90	72	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.51	17.53	16.65	17.53	18.40
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	3.07	2.92	3.07	3.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	4.21	4.00	4.21	4.42
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.79	3.94	3.74	3.94	4.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.66	0.63	0.66	0.70
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.32	2.21	2.32	2.44
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.64	3.18	3.02	3.18	3.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	97.64	97.05	97.64	98.23
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.9	98.63	98.9	99.18
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	98.47	98.09	98.47	98.85
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	95.48	94.35	95.48	96.61
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	83.23	79.04	83.23	87.42
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	84.38	80.48	84.38	88.29
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	254.00	279.00	254.00	239.00
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	2,282	2,054	2,282	2,510
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,85,750	1,67,175	1,85,750	2,13,613
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	210	205	210	215
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	250	240	250	260

Q1 (FY 2025-26) IPMS Targets for CGM Telangana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.74	71.20	67.64	71.20	74.76
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.57	2.44	2.57	2.70
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.05	13.08	12.43	13.08	13.74
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1345	1010	1345	1680
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	66	52.8	66	83
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.65	0.72	0.65	0.59
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.98	65.74	62.45	65.74	69.03
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0087	0.0083	0.0087	0.0091
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.163	0.155	0.163	0.172
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.52	5.71	5.42	5.71	5.99
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.32	3.52	3.34	3.52	3.69
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.16	1.78	1.69	1.78	1.87
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	11	10.45	11	11.55
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	16	15	16	17
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95

Q1 (FY 2025-26) IPMS Targets for CGM Telangana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.26	1.48	1.41	1.48	1.56
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	4.74	5.57	5.29	5.57	5.85
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	6.58	75.00	71.25	75.00	78.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.02	0.23	0.22	0.23	0.24
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	6	4	6	8
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	6	4	6	8
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	42	34	42	53
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	1.00	10.75	10.7	10.75	10.8
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	50000	43750	50000	51250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	500	450	500	550
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.66	96.59	91.76	96.59	101.42
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.82	16.95	16.10	16.95	17.79
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.73	15.24	14.48	15.24	16.01
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.07	1.40	1.33	1.40	1.47
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.2	4.17	3.96	4.17	4.38
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.09	1.88	1.79	1.88	1.98
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	8.41	7.99	8.41	8.83
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.55	0.53	0.55	0.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	96.61	95.76	96.61	97.46
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.39	97.99	98.39	98.79
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	97.62	97.03	97.62	98.22
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	87.49	84.36	87.49	90.62
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	83.47	79.34	83.47	87.6
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	90.3	87.88	90.3	92.73
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	192	211	192	183
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	5,495	4,946	5,495	6,045
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	4,40,750	3,96,675	4,40,750	5,06,863
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	224	220	224	225
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	230	226	230	235

Q1 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.57	207.67	197.29	207.67	218.06
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.34	12.78	12.14	12.78	13.42
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	8.66	8.23	8.66	9.09
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.1	3.68	3.50	3.68	3.87
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	7.50	7.12	7.50	7.87
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.56	20.94	19.89	20.94	21.98
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	2655	1990	2655	3320
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	92	73.6	92	115
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.60	0.66	0.60	0.54
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.83	56.56	53.73	56.56	59.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.27	2.61	2.48	2.61	2.74
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.24	4.97	5.24	5.50
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	3.30	3.13	3.30	3.46
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.15	0.14	0.15	0.16
FIN	1ST MONTH COLL EFF	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	30	28.5	30	31.5
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	239	225	239	252
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	43	41	43	45
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10.00	12.50	15.00
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12

Q1 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	0.88	2.20	2.09	2.20	2.31
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	5.12	12.72	12.08	12.72	13.35
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.62	12.50	11.88	12.50	13.13
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.38	16.11	15.31	16.11	16.92
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	1	0.99	1	2
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	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	4	2	4	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/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
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	36.75	36.7	36.75	37
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.75	10.7	10.75	11
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	5000	4375	5000	5125
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	9.15	8.69	9.15	9.60
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	1.60	1.52	1.60	1.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.93	0.88	0.93	0.97
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.19	0.18	0.19	0.20
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	0.98	0.93	0.98	1.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.78	4.39	4.17	4.39	4.61
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	96.79	95.99	96.79	97.59
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97.1	96.38	97.1	97.83
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.38	95.48	96.38	97.29
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	92.43	90.54	92.43	94.32
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	81.31	76.64	81.31	85.98
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	94.22	92.78	94.22	95.67
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	205	226	205	195
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	1,368	1,231	1,368	1,505
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	86,250	77,625	86,250	99,188
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	460	450	460	470
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	465	450	465	475

Q1 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.68	31.73	30.15	31.73	33.32
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.2	1.15	1.09	1.15	1.20
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.12	6.25	5.94	6.25	6.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	415	310	415	520
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	37	29.6	37	46
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.42	20.36	19.34	20.36	21.38
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0025	0.0024	0.0025	0.0027
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.57	1.83	1.74	1.83	1.92
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	90	85	90	92
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	37	35.15	37	38.85
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	32	30	32	34
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	4.19	5.80	5.51	5.80	6.09
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.81	2.50	2.38	2.50	2.63

Q1 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	4.2	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.8	1.67	1.58	1.67	1.75
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	2	1	2	3
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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 I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL 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	40.3	40.24	40.3	40.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	20.75	20.65	20.75	21
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.70	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM UP (E) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	30	24	30	33
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.43	12.84	12.20	12.84	13.48
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.43	2.25	2.14	2.25	2.37
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.89	4.68	4.45	4.68	4.91
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.56	2.99	2.84	2.99	3.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.05	0.27	0.25	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	2.58	2.45	2.58	2.71
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.15	11.35	10.79	11.35	11.92
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	97.5	96.88	97.5	98.13
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97.37	96.71	97.37	98.03
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	95.01	93.76	95.01	96.26
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	85.16	81.45	85.16	88.87
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	79.8	74.75	79.8	84.85
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	97.56	96.95	97.56	98.17
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	157	173	157	151
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.8	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.2	40	35	40	45
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1	6,534	5,881	6,534	7,187
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1	6,08,250	5,47,425	6,08,250	6,99,488
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	27	25	27	29
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	115	110	115	120
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	130	120	130	140

Q1 (FY 2025-26) IPMS Targets for CGM UP (E) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.2	127.48	121.10	127.48	133.85
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.26	5.31	5.05	5.31	5.58
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	4.60	4.37	4.60	4.83
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.32	6.54	6.22	6.54	6.87
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	2055	1540	2055	2570
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	41.62	39.54	41.62	43.70
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	0.55	0.52	0.55	0.57
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.43	2.83	2.69	2.83	2.97
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.24	1.60	1.52	1.60	1.68
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME) *100	Ratio % with scaling	3	52	49.4	52	54.6
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	30	29	30	32
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.72	3.28	3.12	3.28	3.45

Q1 (FY 2025-26) IPMS Targets for CGM UP (E) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	4.28	8.13	7.73	8.13	8.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.98	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.02	0.17	0.16	0.17	0.18
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.30	90	80	90	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	90	80	90	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	8	6	8	10
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	8	6	8	10
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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	1.99	1	1.99	2
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/BSNL LANDS	Numeric with scaling	0.50	70	57	70	87
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	1.00	8.5	8.3	8.5	8.75
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM UP (W) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	8500	7437.5	8500	8712.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	10	8	10	11
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.5	11.08	10.53	11.08	11.63
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	1.94	1.85	1.94	2.04
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.92	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.26	0.25	0.26	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	1.48	1.41	1.48	1.56
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.41	4.45	4.23	4.45	4.67
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	95.35	94.19	95.35	96.51
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	97	96.25	97	97.75
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	94.95	93.69	94.95	96.21
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	83.93	79.91	83.93	87.95
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	81.21	76.51	81.21	85.91
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	97.39	96.74	97.39	98.04
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	143	157	143	139
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	4,156	3,740	4,156	4,572
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	3,28,000	2,95,200	3,28,000	3,77,200
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	23	21	23	25
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	44	43	44	45
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	46	45	46	47
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7

Q1 (FY 2025-26) IPMS Targets for CGM UP (W) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.99	64.22	61.01	64.22	67.43
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.32	2.20	2.32	2.44
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.8	8.55	8.12	8.55	8.98
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	1180	890	1180	1480
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	66	52.8	66	83
EB	EB PLATINUM/INMARSAT	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.6	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.4	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	1.53	23.18	22.02	23.18	24.34
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	4.47	67.63	64.24	67.63	71.01
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.05	0.72	0.68	0.72	0.75
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.41	6.21	5.90	6.21	6.52
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.26	3.84	3.64	3.84	4.03
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.28	4.27	4.06	4.27	4.48
FIN	1ST MONTH COLL EFF	%AMT BILLED AMT	Ratio % with scaling	4	85	80	85	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	0.00	0.00	0.00	0.00
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	118	111	118	124
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	15	14	15	16
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10	12.50	15
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	2.19	2.85	2.71	2.85	2.99

Q1 (FY 2025-26) IPMS Targets for CGM UP (W) Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	3.81	4.95	4.70	4.95	5.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	5.87	5.00	4.75	5.00	5.25
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.13	0.107	0.102	0.107	0.112
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	100
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	5	3	5	6
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	5	3	5	6
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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	1	1	1	1
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/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
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	45.2	45	45.2	45.5
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.25	7.15	7.25	7.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM West Bengal Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	19000	16625	19000	19475
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	5	4	5	6
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.14	21.54	20.46	21.54	22.61
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	3.78	3.59	3.78	3.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.16	0.82	0.77	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.64	0.61	0.64	0.67
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.36	1.86	1.77	1.86	1.95
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.49	7.78	7.39	7.78	8.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.2	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.2	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.4	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.4	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.8	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.6	95.42	94.28	95.42	96.57
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.6	98.26	97.83	98.26	98.7
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.4	96.36	95.45	96.36	97.27
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.4	94.4	93	94.4	95.8
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.4	77.86	72.33	77.86	83.4
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.4	87.46	84.33	87.46	90.6
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.6	276	304	276	258
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.8	3,917	3,525	3,917	4,309
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.2	1,88,750	1,69,875	1,88,750	2,17,063
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1	52	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.8	30	25	30	35
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1	60	50	60	70

Q1 (FY 2025-26) IPMS Targets for CGM West Bengal Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.8	57.78	54.89	57.78	60.66
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.09	1.98	2.09	2.19
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.99	9.81	9.32	9.81	10.30
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.4	440	330	440	550
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.4	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.8	66	52.8	66	83
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.4	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.4	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1	0.80	0.88	0.80	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.4	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.4	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.8	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.87	25.19	23.93	25.19	26.45
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00	0.00	0.00	0.00
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.12	4.81	4.57	4.81	5.05
FIN	1ST MONTH COLL EFF	% AMT OF BILLED	Ratio % with scaling	4	88	83	88	90
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	GROSS PFT MGN(EBITDA	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	3	8	7.6	8	8.4
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	1	133	126	133	141
FIN	RETURN ON INVESTMENT	BETTER ANNUAL ACH. BY 10%	Ratio % with scaling	1	27	26	27	28
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	0.5	12.50	10.00	12.50	15.00
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	0.5	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	1	10	8	10	12
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	3.05	4.34	4.13	4.34	4.56
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	2.95	4.20	3.99	4.20	4.41

Q1 (FY 2025-26) IPMS Targets for CGM West Bengal Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	6.42	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	0.08	0.029	0.027	0.029	0.030
HR/EW	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR/EW	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR/EW	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % without scaling	0.50	0.75	1	0.75	0.5
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	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	0.70	3	2	3	4
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	3	2	3	4
HR/LM	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	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	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	1.99	1	1.99	2
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/BSNL LANDS	Numeric with scaling	0.50	17	14	17	21
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	42.6	42.45	42.6	42.75
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.25	3.1	3.25	3.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	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	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-E Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.0	350	265	350	440
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.4	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.2	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.0	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.0	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.2	300	240	300	375
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of ER	Ratio % with scaling	1.2	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.2	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.2	116	127.6	116	104.4
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.2	121	133.1	121	108.9
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.0	90	80	90	100
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR/LM	LAND MONETISATION	REM LINKING WITH FICO	Ratio % with scaling	2.00	2	1	2	3
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/BSNL LANDS	Numeric with scaling	6.00	2	1	2	3
HR/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	2.00	18.75	15	18.75	22.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	10	11.02	11.57	11.02	10.47
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	5	118	111	118	124
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	5	12.50	10.00	12.50	15.00

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	4.8	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	4.8	99.9	99	99.9	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.0	640	480	640	800
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.6	99.9	99	99.9	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	3.6	99.9	99	99.9	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.6	99.9	99	99.9	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.4	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.2	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.0	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.0	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.2	500	400	500	625
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	4.8	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.2	4	3	4	5
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of WR	Ratio % with scaling	1.2	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.2	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.2	152	167	152	137
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.2	396	436	396	356
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	12	64.43	61.21	64.43	67.66
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	2	122	116	122	129
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	2	12.50	10.00	12.50	15.00
FIN	REVENUE ASSURANCE	Closure of RA related exceptions	Ratio % with scaling	2	90	85	90	95
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	3	10	8	10	12

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	8	2.32	2.21	2.32	2.44
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.47	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.03	4.09	3.89	4.09	4.29
HR/Estt	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/LM	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR/LM	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	2.00	6	5	6	7
HR/LM	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	6	5	6	7
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	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR/LM	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.60	4	2	4	5
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	10.75	10.6	10.75	11
HR/LM	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.25	4	4.25	4.5
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-NE Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.0	130	100	130	160
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.4	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.2	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.0	60.00	50.00	60.00	70.00
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.0	80.00	70.00	80.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.2	109	87.2	109	136
EB	NFS PROJECT	Handing -Over-Taking -Over of sites of NER	Ratio % with scaling	1.2	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.2	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.2	50	55.00	50	45.00
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.2	47	51.70	47	42.30
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.0	90	80	90	100
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/BSNL LANDS	Ratio % with scaling	7.50	6	5	6	7
HR/LM	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling		25	20	25	30
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.50	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	10	6.74	7.07	6.74	6.40
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	5	118	111	118	124
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	5	12.50	10	12.50	15

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-S Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	4.8	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	4.8	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.0	870	650	870	1080
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.6	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	3.6	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.6	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.4	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.2	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.0	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.0	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.2	534	427.2	534	668
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	4.8	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.2	4	3	4	5
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Ratio % with scaling	1.2	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.2	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.2	437	480.70	437	393.30
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	1.2	40	44.00	40	36.00
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	12	54.25	51.53	54.25	56.96
FIN	DEBTOR REDUCTION	TRADE RECEIVABLE AS NO OF DAYS	Days	3	60	63	60	57
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	3	118	111	118	124
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	2	12.50	10	12.50	15
FIN	LONGEST OUTSTANDING AMOUNT liquidated	More than 3 yrs. (in %)	Ratio % with scaling	2	10	8	10	12
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	10	1.67	1.59	1.67	1.76
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2	2.82	2.68	2.82	2.96
HR/Estt	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	1.00	90	80	90	100
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/BSNL LANDS	Numeric with scaling	6.50	1	0	1	2
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR/Restg	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/WS&I	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q1 (FY 2025-26) IPMS Targets for CGM CNTX-W Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q1 Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.2	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.0	800	600	800	1000
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.0	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.4	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.2	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.0	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.0	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.2	534	427.2	534	668
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Ratio % with scaling	1.2	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.2	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.2	79	86.90	79	71.10
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.2	197	216.70	197	177.30
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.0	90	80	90	100
HR/LM	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	8.50	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/Estt	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR/EW	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.50	25	20	25	30
HR/PERS	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/PERS	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR/TRG	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR/TRG	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR/Restg	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	10	25.81	27.10	25.81	24.52
FIN	IMPLEMENT. OF IFC	100%COMPLIA.ALL CRITICAL CTRLS	Number	5	118	111	118	124
FIN	IA PARAS	SETTLEMENT OF IA PARAS PENDING AS ON 31.03.2025	Ratio % with scaling	5	12.50	10	12.50	15