



No. BSNLCO-COMN/11(15)/129/2023-RSTG/1

TIME-BOUND

Date: 31.07.2026

To

The CGMs

(ALTTC, BBNW, QA&Inspection and ITPC Circles)

Sub: IPMS for the period Q2 (July 26 –Sept 26) of financial year 2026-27.

I am directed to convey that IPMS cards of **ALTTC, BBNW, QA&Inspection and ITPC Circles** for **Q2 (July 26-Sept 26)** are enclosed for necessary action. 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 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.

Table 1 – Time Schedule Q2 (July 26-Sept 26) cycle KPIs/Targets

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 4th August-2026
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 6th August-2026
DGMs/AGMs or equivalent	By 8th August-2026
SDEs or equivalent	By 10th August-2026



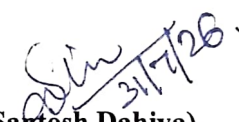
The window to enter **Q2 (July 26-Sept 26) KPIs/targets will remain live in ESS up to 10.08.2026** and will not be extended any further. Further, the window for entering achievements of Q1 (Apr-26 to Jun-26) cycle shall be remain open up to 06.08.2026. Final & cut of dates are reiterated below and shall be followed strictly this time.

Table 2 – Cutoff Dates for entering Achievements of Q1 (Apr-26 to Jun-26) IPMS Cycle

Q1 (Apr-26 to Jun-26) Achievement Window				
	Ach data to be sent by Heads of Circles to CO for vetting (excel sheet)	Achievements to be entered by all the Executives	Reporting to agree / disagree	Reviewing to agree / disagree
1	4th August 2026	6th August 2026	8th August 2026	10 th August 2026

This is issued with the approval of the competent authority.

Encl: - As above


(Santosh Dahiya)
DGM (Restructuring)

Copy to:

1. PPS to CMD BSNL
2. PS to all Functional Directors, BSNL Board.
3. All Unit Heads, BSNL Corporate Office.
4. PGM (Pers), (ERP-HCM) Unit.

Q2 FY26-27 IPMS of CGM ALTTC Circle

Job Role	KPI	KPI Type	Weightage	Target	Good	V Good	Excellent
ALTCC HEAD	OSM/SCRAPING - DISPOSAL	Amount with scaling	15	1.5	1	1.5	2
ALTCC HEAD	SALES TRAINING COVERAGE %	Ratio % with scaling	10	95	80	95	100
ALTCC HEAD	NEW COURSES LAUNCHED (#)	Numeric with scaling	10	6	4	6	8
ALTCC HEAD	DIGITAL COURSE CONVERSION %	Ratio % with scaling	10	95	80	95	100
ALTCC HEAD	EMPLOYEES TRAINED %	Ratio % with scaling	10	95	80	95	100
ALTCC HEAD	TRAINEE FEEDBACK SCORE AVG	Ratio % with scaling	10	95	80	95	100
ALTCC HEAD	MUTATION TARGET % ACHIEVED	Ratio % with scaling	5	50	40	50	63
ALTCC HEAD	REVENUE TARGET % ACHIEVED	Ratio % with scaling	10	26	21	26	31
ALTCC HEAD	TRG REVENUE (LACS)	Amount with scaling	20	360	288	360	432

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Q2 FY26-27 IPMS of CGM BBNW Circle

Job Role	KPI (Full Form)	KPI (Short Form)	KPI parameter	Weightage	Q2 Target	Good	V Good	Excellent
BBNW Head	%Availability of BBNW critical core network (MPLS,Multiplay RPOP,NGN core)	Core network uptime %	ratio % with scaling	20	98	97	98	99
BBNW Head	Proof of concept Testing/Integration of New solutions with in target time	New solutions Integrations	ratio % with scaling	10	98	97	98	99
BBNW Head	Peering and Caching Bandwidth Augmentation in Gbps	Core network outages %	Number	20	500	450	500	550
BBNW Head	% clearance of security incidents with in 7 days	Security Incidents	ratio % with scaling	10	98	97	98	99
BBNW Head	% approved Tenders processed with in time	Tender processing	ratio % with scaling	10	98	97	98	99
BBNW Head	In house development of solutions with in target time	Developement	ratio % with scaling	10	98	97	98	99
BBNW Head	MTTR of crititcal elements (MPLS core/Control Plane/NGN core/RPOP)	network outage MTTR	Hours	10	4	5	4	3
BBNW Head	FORMATION OF NEW CYBER SECURITY TEAM AND IMPROVING THE SECURITY OF BSNL	Improve Security of BSNL	Date(DDMMYY)	10	250926	300926	250926	200926

Q2 (FY 26-27) IPMS of CGM ITPC Circle

Job Role	KPI (Full Form)	KPI (Short Form)	KPI Type	Weightage	Target	Good	V Good	Excellent
ITPC Head	# of new app, portal and dashboard launched	New apps/portals launched	Ratio % with scaling	30	80	70	80	90
ITPC Head	Aggregate uptime % across all managed systems (SAP, CRM, data centers, billing platforms, others)	System uptime aggregate %	Ratio % with scaling	20	99	95	99	100
ITPC Head	% of priority projects delivered on schedule	Projects on-time delivery %	Ratio % with scaling	30	80	70	80	90
ITPC Head	Actual IT operational and project spend vs. approved budget	IT spend vs budget	Ratio % with scaling (Reverse)	20	95	100	95	90
				100				

Q2 FY 26-27 IPMS of CGM QA & Insp Circle

Job Role	KPI DISCRPTION	KPI (KEY PERFORMANCE INDICATOR)	KPI Type	weightage	Target	Good	V Good	Excellent
QA&Insp Head	DEPTH AT, for which Acceptance Testing (AT) was conducted (as a % of those which were offered for AT)	DEPTH AT CONDUCTED	Ratio % with scaling	5	90	80	90	100
QA&Insp Head	FIBRE AT, for which Acceptance Testing (AT) was conducted (as a % of those which were offered for AT)	FIBRE AT CONDUCTED	Ratio % with scaling	5	90	80	90	100
QA&Insp Head	% OF ALLOTTED TEST SCHEDULE COMPLETED.	TEST SCHEDULE PREPRATION	Ratio % with scaling	10	90	80	90	100
QA&Insp Head	EQUIPMENT/INFRA for which Acceptance Testing was conducted (as a % of offered for AT)	EQUIPMENT/INFRA AT CONDUCTED	Ratio % with scaling	5	90	80	90	100
QA&Insp Head	Bulk Testing offered by vendor and cleared within time frame. (as % of offered)	BULK QA TESTING	Ratio % with scaling	20	90	80	90	100
QA&Insp Head	Average time taken for Issuance of TSECs (Technical Specification Evaluation Certificates) after product offering to QA (in days)	AVG TIME TAKEN-ISSUE OF TSEC	Days	15	70	80	70	60
QA&Insp Head	Complaints/Grievance rectified by QA in 60 days as fraction of total Complaints/Grievance received	COMPLAINT/GRIEVANCE SETTLED	Ratio % with scaling	5	40	30	40	50
QA&Insp Head	Testing TAT - for bulk QA(Avg. # of days between unit/equipment is submitted to the QA cell for testing and the date the acceptance certificate or rejection report is issued)	Testing TAT (days)	Days	15	12	14	12	10
QA&Insp Head	Post-Deployment Failure Rate of QA-Cleared Equipment (within 90 days)	QA post-deploy failure %	Ratio % with scaling	10	90	80	90	100
QA&Insp Head	Ratio of items pending testing at the start of a quarter vs items cleared by end of the same quarter	Testing clearance ratio	Ratio % with scaling	10	90	80	90	100

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