



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

TIME-BOUND
Date: 24.09.2025

To

All CGMs
(Territorial and Core Network Circles)

Sub: IPMS for the period Q3 (Oct- 25 -Dec 25) of financial year 2025-26

I am directed to convey that IPMS cards of Circle heads of Territorial and Core Network Circles for **Q3 (Oct-25 -Dec-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 Q3 (Oct-25 –Dec-25) IPMS cycle KPIs/Targets

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 24 th Oct. 2025
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 27 th Oct. 2025
DGMs/AGMs or equivalent	By 2 nd Nov 2025
SDEs or equivalent	By 4 th Nov 2025



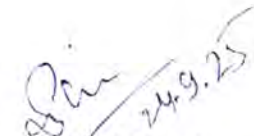
The window to enter Q3 (Oct. **25 – Dec. 25**) KPIs/targets **will remain live in ESS up to 04.11.25** and will not be extended any further. Further, the window for entering achievements of Q2 (July. 25-Sept. 25) cycle shall remain open up to 25.10.25. Final and cut-off dates are reiterated below and shall be followed.

Table 2 – Cutoff Dates for entering Achievements of Q2 (July-25 -Sept25)
IPMS cycle

Q2 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 October	25 th October	27 th October	30 th Oct.	10 th Nov.

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.

Q3 (FY 2025-26) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	2500	2187.5	2500	2562.5
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1.00	0.03	0.024	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	8.5	8.48	8.50	8.52
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	2	1	2	3
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	4	2	4	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.92	93.65	94.92	96.19
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.15	91.44	93.15	94.86
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	78.3	72.9	78.3	83.7
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	56.8	46	56.8	67.6
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	127	140	127	124
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	165	182	165	159
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	382	344	382	420
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	12,750	11,475	12,750	14,663
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	60.885	59.885	60.885	61.885
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	89	87	89	90
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	147	144	147	150
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.50	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	1.00	2.50	2.38	2.50	2.63

Q3 (FY 2025-26) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	45	40	45	70
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	1.03	0.98	1.03	1.08
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	5	4.0	5	6
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	10	12	10	8
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.29	0.34	0.29	0.26
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7.00	8.47	8.05	8.47	8.89
FIN	1ST MONTH COLL EFF.for CFA,CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	60.00	63.00	60.00	57.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	21.63	20.55	21.63	22.71
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	40	38.00	40	42.00
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.23	2.12	2.23	2.34
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	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	4.00	0.050	0.048	0.050	0.053
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	1.00	0.25	0.18	0.25	0.3
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	1.00	20	15	20	25
HR	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	1.00	5	4	5	6
HR	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	2.00	2.25	2.1	2.25	2.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	2.00	1	0.95	1	1.1

Q3 (FY 2025-26) IPMS Targets for CGM AN Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	0.50	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	37.5	30	37.5	45
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	2.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	32000	28000	32000	32800
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	2.25	1.8	2.25	2.475
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	58.75	58.64	58.75	58.90
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	55	50	55	60
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	98.41	98.01	98.41	98.81
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.14	87.68	90.14	92.61
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.9	83.6	86.9	90.2
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82	77.5	82	86.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	114	125	114	113
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	206	227	206	195
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	5,330	4,797	5,330	5,863
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,31,250	2,98,125	3,31,250	3,80,938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46.614	44.614	46.614	48.614
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1314	1300	1314	1320
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1290	1275	1290	1300
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.11	1.74	1.66	1.74	1.83
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	5.11	4.86	5.11	5.37

Q3 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.80	21.00	19.95	21.00	22.05
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.65	33.25	31.59	33.25	34.91
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	950	760	950	1425
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	6.08	5.77	6.075	6.38
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	163	128	163	192
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	12	15	12	10
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.53	0.63	0.53	0.48
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.57	54.54	51.82	54.54	57.27
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	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	67.00	70.00	67.00	64.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	179.09	170.14	179.09	188.04
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	45	43.00	45	47.00
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	17.68	16.80	17.68	18.57
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	8.55	8.12	8.55	8.98
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	3.25	3.09	3.25	3.41
HR	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	1.00	0.75	1.00	1.2
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	1	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	0.50	27	26.5	27	27.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	0.50	6	5.5	6	6.5
HR	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	450.00	360.00	450.00	540.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	5000	4375	5000	5125
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.03	0.024	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	15.25	15.22	15.25	15.29
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	15	10	15	25
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	93.34	91.68	93.34	95.01
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	79.21	74.01	79.21	84.41
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84	80	84	88
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	92.3	90.4	92.3	94.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	202	222	202	192
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	231	254	231	218
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1,489	1,340	1,489	1,638
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,41,750	1,27,575	1,41,750	1,63,013
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	39.385	37.385	39.385	41.385
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	400	386	400	440
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	345	325	345	360
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.31	3.25	3.09	3.25	3.41

Q3 (FY 2025-26) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	580	465	580	870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	46	36	46	54
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.47	28.62	27.19	28.62	30.05
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	35.00	37.00	35.00	33.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	51.93	49.33	51.93	54.53
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	22.00	21.00	22.00	23.00
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.04	1.94	2.04	2.14
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.45	2.33	2.45	2.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	1.75	1.66	1.75	1.84
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	3	2	3	4

Q3 (FY 2025-26) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	30	24	30	38
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36	35.5	36	36.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.5	11.3	11.5	11.7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	225.00	180.00	225.00	270.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	12500	10937.5	12500	12812.5
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.48	0.384	0.48	0.528
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	37	36.93	37.00	37.09
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	10	6	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	15	10	15	25
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	86.87	83.59	86.87	90.15
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	83.24	79.05	83.24	87.43
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.1	76.4	81.1	85.8
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86	82.5	86	89.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	231	254	231	218
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	253	278	253	238
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	3,694	3,325	3,694	4,063
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,89,250	3,50,325	3,89,250	4,47,638
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	32.871	30.871	32.871	34.871
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	109	106	109	113
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	275	250	275	290
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.34	3.00	2.85	3.00	3.15

Q3 (FY 2025-26) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	680	540	680	1020
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	126	99	126	149
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.04	57.55	54.67	57.55	60.42
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00049	0.00047	0.00049	0.00052
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	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	55.00	58.00	55.00	53.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	89.49	85.02	89.49	93.96
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	25	24	25	26
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	7.50	7.12	7.50	7.87
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	4.35	4.13	4.35	4.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	2.75	2.61	2.75	2.89
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	3	2	3	4

Q3 (FY 2025-26) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.70	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	3.00	2.00	3.00	4.00
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	35	34.5	35	35.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	8	7.75	8	8.25
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	6500	5687.5	6500	6662.5
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.09	0.072	0.09	0.099
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	22.5	22.46	22.50	22.56
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	9	5	9	12
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	20	15	20	25
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.91	88.64	90.91	93.18
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	82.71	78.39	82.71	87.03
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.3	82.9	86.3	89.7
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.6	85.8	88.6	91.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	185	204	185	177
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	259	285	259	243
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2,498	2,248	2,498	2,748
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,38,750	1,24,875	1,38,750	1,59,563
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	53.486	51.486	53.486	55.486
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	597	585	597	610
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	953	910	953	975
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.20	8.50	8.08	8.50	8.93

Q3 (FY 2025-26) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	740	590	740	1110
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	113	89	113	133
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	35.89	34.10	35.89	37.68
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.for CFA, CM	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	44.00	46.00	44.00	41.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	60.49	57.47	60.49	63.51
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	44	42	44	46
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	5.96	5.66	5.96	6.26
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.99	2.84	2.99	3.14
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.10	0.50	0.48	0.50	0.53
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	1.25	0.9	1.25	1.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	2.00	3	2	3	4

Q3 (FY 2025-26) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	6	4	6	8
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	13	10	13	15
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.70	36	35.8	36	36.2
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.5	4.35	4.5	4.6
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.80	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	25000	21875	25000	25625
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	1.46	1.168	1.46	1.606
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	42.5	42.42	42.50	42.61
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	5	3	5	10
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.40	6	4	6	8
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	97.25	96.56	97.25	97.94
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	94.37	92.96	94.37	95.78
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	75.4	69.3	75.4	81.6
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.3	85.4	88.3	91.2
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	346	381	346	321
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	259	285	259	243
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.60	50	45	50	55
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	50	45	50	55
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.20	627	564	627	690
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.40	81,000	72,900	81,000	93,150
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.40	64.512	63.512	64.512	65.512
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	41.27	39.21	41.27	43.34
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	1.49	1.42	1.49	1.56
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.49	2.49	2.36	2.49	2.61
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.48	0.75	0.71	0.75	0.79
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1140	910	1140	1710

Q3 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	2.25	2.14	2.25	2.36
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	63	49	63	74
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.81	36.35	34.54	36.35	38.17
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	50.00	53.00	50.00	48.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	105.78	100.49	105.78	111.07
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	24	23	24	25
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	0.24	0.23	0.24	0.26
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	3.91	3.71	3.91	4.11
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	35.00	33.25	35.00	36.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	3.25	3.09	3.25	3.41
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.10	1.25	0.9	1.25	1.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	1.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	5	4	5	6
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	36	35.9	36	36.1
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.6	4.5	4.6	4.7
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	262.50	210.00	262.50	315.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.90	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	24000	21000	24000	24600
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	1.4	1.12	1.4	1.54
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	66.5	66.38	66.50	66.67
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	40	30	40	50
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	96.08	95.1	96.08	97.06
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	91.46	89.33	91.46	93.6
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.3	84.1	87.3	90.5
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93.5	91.9	93.5	95.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	266	293	266	249
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	288	317	288	269
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	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	1.20	4,566	4,109	4,566	5023
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	35.019	33.019	35.019	37.019
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	655	644	655	666
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	646	635	646	657
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Numeric with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Numeric with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.13	1.49	1.42	1.49	1.56
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	3.64	3.45	3.64	3.82

Q3 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.80	15.26	14.50	15.26	16.02
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.63	18.75	17.81	18.75	19.69
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	65	60	65	70
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3300	2640	3300	4950
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	% with scaling	0.40	75	70	75	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	200	157	200	236
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.89	84.51	80.28	84.51	88.73
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	47.00	49.00	47.00	44.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	462.63	439.50	462.63	485.76
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	46	44	46	48
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	5.10	4.84	5.10	5.35
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	7.64	7.26	7.64	8.02
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63

Q3 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	5.50	5.23	5.50	5.78
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	6	4	6	8
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	35	34.5	35	35.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.5	7.3	7.5	7.7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	11000	9625	11000	11275
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.13	0.104	0.13	0.143
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	21.5	21.46	21.50	21.55
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	9	5	9	12
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.16	92.7	94.16	95.62
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	89.1	86.38	89.1	91.83
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.6	77	81.6	86.2
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	96.8	96	96.8	97.6
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	134	147	134	131
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	241	265	241	227
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.20	1,512	1,361	1,512	1,663
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	91,750	82,575	91,750	1,05,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46.305	44.305	46.305	48.305
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	583	570	583	600
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	569	550	569	580
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.94	7.75	7.36	7.75	8.14

Q3 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	210	170	210	315
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	65	51	65	77
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.44	0.53	0.44	0.40
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.91	16.80	15.96	16.80	17.63
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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	26.00	27.00	26.00	25.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	56.55	53.72	56.55	59.38
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	36	34	36	38
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	3.44	3.27	3.44	3.61
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.45	2.33	2.45	2.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	0.50	0.48	0.50	0.53
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	1.10	3.75	2.7	3.75	4.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.10	0.99	0.9	0.99	1
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36.5	36.3	36.5	36.7
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.8	10.60	10.8	11
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	26000	22750	26000	26650
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.41	0.328	0.41	0.451
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	88.25	88.09	88.25	88.47
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.06	96.33	97.06	97.8
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	94.84	93.55	94.84	96.13
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.8	77.3	81.8	86.4
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	99	98.8	99	99.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	123	135	123	121
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	190	209	190	181
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.40	4,266	3,839	4,266	4,693
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.60	1,97,500	1,77,750	1,97,500	2,27,125
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.40	30.366	28.366	30.366	32.366
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.20	0.75	0.71	0.75	0.79
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9

Q3 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	560	450	560	840
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	100	78	100	118
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.59	0.71	0.59	0.54
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.96	35.61	33.83	35.61	37.39
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	71.00	74.00	71.00	67.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	178.76	169.82	178.76	187.70
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	41	39	41	43
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	9.16	8.70	9.16	9.62
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	6.93	6.59	6.93	7.28
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.10	1.75	1.66	1.75	1.84
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.05	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.05	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33.5	34	34.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.75	6.6	6.75	7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	450.00	360.00	450.00	540.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	8000	7000	8000	8200
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.01	0.008	0.01	0.011
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	11.5	11.48	11.50	11.53
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	5	2	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	5	3	5	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	88.55	85.69	88.55	91.41
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	80.24	75.3	80.24	85.18
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.1	76.4	81.1	85.8
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.9	89.9	91.9	93.9
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	153	168	153	148
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	351	386	351	326
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	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	1.20	1,071	964	1,071	1178
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	56.872	55.872	56.872	57.872
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	949	920	949	985
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	846	775	846	880
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.43	9.00	8.55	9.00	9.45

Q3 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	250	200	250	375
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	115	90	115	136
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.90	21.83	20.74	21.83	22.92
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	27.00	28.00	27.00	25.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	52.00	49.40	52.00	54.60
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	46	44	46	48
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	7.11	6.76	7.11	7.47
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.09	1.99	2.09	2.20
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	0.20	0.19	0.20	0.21
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.70	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.80	2.5	1.8	2.5	3
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	12	8	12	15
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.50	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	80	64	80	100
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	23.1	23	23.1	23.2
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.8	6.7	6.8	6.9
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	0.80	112.50	90.00	112.50	135.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	4500	3937.5	4500	4612.5
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.11	0.088	0.11	0.121
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	23.75	23.71	23.75	23.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2(Nos.)	Numbers with scaling	0.20	7	4	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	10	5	10	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.76	89.7	91.76	93.82
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	68.55	60.69	68.55	76.41
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.4	74.3	79.4	84.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	89	86.3	89	91.8
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	172	189	172	165
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	302	332	302	282
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1,969	1,772	1,969	2,166
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,40,250	1,26,225	1,40,250	1,61,288
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	41.187	39.187	41.187	43.187
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	733	730	733	740
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1080	950	1080	1100
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.46	23.50	22.33	23.50	24.68

Q3 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	550	440	550	825
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	88	69	88	104
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.70	27.40	26.03	27.40	28.77
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	43.00	46.00	43.00	41.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	62.85	59.71	62.85	65.99
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	36	34	36	38
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	25.77	24.48	25.77	27.06
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.97	2.83	2.97	3.12
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.10	1.50	1.43	1.50	1.58
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	18
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	22	21.75	22	22.25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.1	5	5.1	5.2
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	450.00	360.00	450.00	540.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	58000	50750	58000	59450
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	3.49	2.792	3.49	3.839
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	146.25	145.99	146.25	146.62
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	28	20	28	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	60	40	60	80
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	99	98.75	99	99.25
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	89.46	86.83	89.46	92.1
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	76.3	70.4	76.3	82.2
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.4	85.5	88.4	91.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	112	123	112	111
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	554	609	554	509
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	6,275	5,648	6,275	6,903
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,44,750	3,10,275	3,44,750	3,96,463
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	59.243	58.243	59.243	60.243
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	306	305	306	307
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	323	321	323	324
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.10	4.58	4.35	4.58	4.81

Q3 (FY 2025-26) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	9.19	8.73	9.19	9.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.43	29.39	27.92	29.39	30.85
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.50	8.25	7.84	8.25	8.66
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	115	90	115	170
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	150	118	150	177
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.26	0.32	0.26	0.24
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.75	61.49	58.42	61.49	64.56
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.for CFA, CM	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	165	173.00	165	157.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	455.38	432.61	455.38	478.15
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	46	44	46	48
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	27.13	25.78	27.13	28.49
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	17.32	16.46	17.32	18.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63

Q3 (FY 2025-26) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.20	5.50	5.23	5.50	5.78
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5	3.5	5	6.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	4	3	4	5
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	25	20	25	31
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	41	40.5	41	42
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.25	10	10.25	10.5
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	31000	27125	31000	31775
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.96	0.768	0.96	1.056
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	131.25	131.01	131.25	131.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	27	20	27	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	70	50	70	80
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.67	93.34	94.67	96
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	87.23	84.04	87.23	90.42
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.1	80.1	84.1	88.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.1	83.9	87.1	90.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	152	167	152	147
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	229	252	229	216
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2,861	2,575	2,861	3,147
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,77,250	3,39,525	3,77,250	4,33,838
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	43.354	41.354	43.354	45.354
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	647	630	647	655
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	605	570	605	625
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.10	3.13	2.97	3.13	3.28
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.60	5.90	5.60	5.90	6.19
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.40	24.63	23.40	24.63	25.86

Q3 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.35	6.50	6.18	6.50	6.83
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3330	2660	3330	4995
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	175	137	175	207
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	65	60	65	70
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.75	0.83	0.75	0.68
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.81	87.97	83.58	87.97	92.37
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	0.300
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	126	132.00	126	119.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	386.68	367.35	386.68	406.01
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	39	37	39	41
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	7.78	7.39	7.78	8.17

Q3 (FY 2025-26) IPMS Targets for CGM Karnataka Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	11.94	11.35	11.94	12.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.50	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	2.10	6.25	5.94	6.25	6.56
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	3.75	2.7	3.75	4.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	6	4	6	8
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	10	8	10	12
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	65	53	65	80
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	38.2	38.1	38.2	38.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.3	12.2	12.3	12.4
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	600.00	480.00	600.00	720.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	14000	12250	14000	14350
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.28	0.224	0.28	0.308
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	25	24.96	25.00	25.06
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.80	98.73	98.41	98.73	99.05
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.80	97.38	96.73	97.38	98.04
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	73.5	66.9	73.5	80.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	88.1	85.1	88.1	91.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.60	223	245	223	211
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	199	219	199	189
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.20	1,773	1,596	1,773	1,950
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,71,750	1,54,575	1,71,750	1,97,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.20	42.671	40.671	42.671	44.671
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.56	50.21	47.70	50.21	52.72
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.41	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.30	0.25	0.24	0.25	0.26
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	840	670	840	1260

Q3 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	70	55	70	83
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.55	0.61	0.55	0.50
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.15	39.44	37.47	39.44	41.41
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	49.00	52.00	49.00	47.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	228.82	217.38	228.82	240.26
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	23	22	23	24
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	4.13	3.93	4.13	4.34
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	3.00	3.25	3.09	3.25	3.41
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.10	1.25	0.9	1.25	1.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	0.80	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	28	27.5	28	28.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.1	5	5.1	5.2
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.70	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	32000	28000	32000	32800
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.68	0.544	0.68	0.748
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	213.5	213.12	213.50	214.03
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	30	25	30	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	60	45	60	70
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	89.93	87.41	89.93	92.45
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	84.33	80.41	84.33	88.25
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.7	79.6	83.7	87.8
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.2	79	83.2	87.4
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	289	318	289	270
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	274	301	274	257
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7,037	6,333	7,037	7,741
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	5,31,250	4,78,125	5,31,250	6,10,938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47.592	45.592	47.592	49.592
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	2257	2230	2257	2282
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	2303	2230	2303	2340
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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

Q3 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	6.74	6.41	6.74	7.08
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.52	25.10	23.85	25.10	26.36
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.41	36.00	34.20	36.00	37.80
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3680	2940	3680	5520
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	220	172	220	260
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	65	60	65	70
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET COMMSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.29	119.70	113.72	119.70	125.69
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	0.30	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
EB	EB Revenue	CNP, 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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	228.00	239.00	228.00	216.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	590.76	561.22	590.76	620.30
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	47	45	47	49
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	38.80	36.86	38.80	40.74

Q3 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	19.13	18.17	19.13	20.08
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.10	21.50	20.43	21.50	22.58
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	7.5	5.5	7.5	9.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	10	8	10	12
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.10	80	65	80	99
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	15.6	15.5	15.6	15.7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	1125.00	900.00	1125.00	1350.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	16000	14000	16000	16400
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.34	0.272	0.34	0.374
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	68.75	68.63	68.75	68.92
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	35	25	35	40
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	50	35	50	60
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	95.17	93.96	95.17	96.38
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	82.58	78.23	82.58	86.94
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.3	84.1	87.3	90.5
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	92.5	90.6	92.5	94.4
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	231	254	231	218
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	315	347	315	294
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	345750	311175	345750	397613
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.20	4105	3695	4105	4516
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	25.665	23.665	25.665	27.665
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1428	1425	1428	1435
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1307	1275	1307	1325
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	75.24	71.48	75.24	79.00
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	1.37	1.30	1.37	1.44
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	2.72	2.58	2.72	2.85
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.90	13.98	13.28	13.98	14.68

Q3 (FY 2025-26) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.80	24.75	23.51	24.75	25.99
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	990	790	990	1485
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	200	157	200	236
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.58	69.30	65.83	69.30	72.76
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	90.00	95.00	90.00	86.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	103.21	98.05	103.21	108.37
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	40	38	40	42
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	12.54	11.91	12.54	13.17
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	6.29	5.97	6.29	6.60
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	4.25	4.04	4.25	4.46
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3.75	2.7	3.75	4.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.20	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	15	12	15	18
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	8.6	8.5	8.6	8.7
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	750.00	600.00	750.00	900.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.10	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	3000	2625	3000	3075
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.03	0.024	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	11.5	11.48	11.50	11.53
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	4	2	4	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	10	5	10	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	87.84	84.8	87.84	90.88
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	81.19	76.49	81.19	85.89
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82.5	78.1	82.5	86.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.4	85.5	88.4	91.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	242	266	242	228
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	265	292	265	249
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	570	513	570	627
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	47,250	42,525	47,250	54,338
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	57.032	56.032	57.032	58.032
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	379	369	379	389
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	309	282	309	332
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.31	1.75	1.66	1.75	1.84

Q3 (FY 2025-26) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	180	145	180	270
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	26	20	26	31
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.83	14.78	14.04	14.78	15.51
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.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	2.00	89	84	89	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	20.00	21.00	20.00	19.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	28.49	27.07	28.49	29.91
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	14	13	14	15
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.44	2.31	2.44	2.56
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	1.32	1.26	1.32	1.39
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	1.75	1.66	1.75	1.84
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.10	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	4	2	4	6
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	10	8	10	13
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.5	16.25	16.5	16.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.6	12.5	12.6	12.7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	112.50	90.00	112.50	135.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	600	525	600	615
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.03	0.024	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	5	4.99	5.00	5.01
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	8	5	8	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	89.15	86.44	89.15	91.86
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	80.17	75.21	80.17	85.13
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.7	82.1	85.7	89.3
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	92.7	90.9	92.7	94.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	231	254	231	218
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	250	275	250	235
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	258	232	258	284
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	42,250	38,025	42,250	48,588
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47.813	45.813	47.813	49.813
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1097	1064	1097	1116
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	731	600	731	780
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.51	10.00	9.50	10.00	10.50

Q3 (FY 2025-26) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	95	80	95	140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	25	20	25	30
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.95	12.37	11.75	12.37	12.99
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.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	14.00	15.00	14.00	13.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	12.37	11.75	12.37	12.99
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	33	31	33	35
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	3.31	3.14	3.31	3.47
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	0.85	0.80	0.85	0.89
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	0.15	0.14	0.15	0.16
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.60	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	2.10	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM NE-II Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	16	15.75	16	16.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	3.5	3.40	3.5	3.75
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	112.50	90.00	112.50	135.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	9500	8312.5	9500	9737.5
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.24	0.192	0.24	0.264
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	34	33.94	34.00	34.09
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	35	30	35	40
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.18	88.98	91.18	93.39
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	75.58	69.48	75.58	81.69
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	69.5	61.9	69.5	77.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.6	80.8	84.6	88.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	180	198	180	172
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	277	305	277	259
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7,803	7,023	7,803	8,583
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,06,500	2,75,850	3,06,500	3,52,475
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	53.825	52.825	53.825	54.825
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1564	1550	1564	1580
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1503	1450	1503	1542
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	106.02	100.72	106.02	111.33
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.41	4.42	4.20	4.42	4.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.42	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

Q3 (FY 2025-26) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.80	29.25	27.79	29.25	30.71
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1260	1010	1260	1890
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	150	118	150	177
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.68	62.19	59.08	62.19	65.29
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	55.00	58.00	55.00	53.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	116.96	111.11	116.96	122.81
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	63	60	63	66
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	16.99	16.14	16.99	17.84
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	6.37	6.05	6.37	6.69
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	2.25	2.14	2.25	2.36
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	3	2	3	4
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	8	4	8	12
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	12	10	12	15
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42	41.8	42	42.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4	3.85	4	4.25
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	39000	34125	39000	39975
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.74	0.592	0.74	0.814
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	75	74.87	75.00	75.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	45	35	45	50
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.69	97.11	97.69	98.27
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	95.74	94.68	95.74	96.81
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	75.5	69.4	75.5	81.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	99.6	99.5	99.6	99.7
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	111	122	111	110
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	194	213	194	185
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	4,795	4,316	4,795	5,275
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	2,64,000	2,37,600	2,64,000	3,03,600
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	34.972	32.972	34.972	36.972
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	42	41	42	43
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	42	41	42	43
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.25	3.65	3.46	3.65	3.83

Q3 (FY 2025-26) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.80	15.26	14.49	15.26	16.02
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.61	2.00	1.90	2.00	2.10
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	600	480	600	900
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	125	98	125	148
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	16	20	16	13
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.68	0.82	0.68	0.62
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.65	57.73	54.85	57.73	60.63
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.40	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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	103.00	108.00	103.00	98.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	326.26	309.95	326.26	342.57
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	25	24	25	26
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	19.11	18.16	19.11	20.07
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	7.54	7.16	7.54	7.92
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	4.00	3.80	4.00	4.20
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5.00	3.50	5.00	6.25

Q3 (FY 2025-26) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	4	3	4	5
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	22	18	22	28
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	16.8	16.7	16.8	17
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	600.00	480.00	600.00	720.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	25000	21875	25000	25625
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.3	0.24	0.3	0.33
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	88	87.84	88.00	88.22
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	55	40	55	65
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	95.34	94.18	95.34	96.51
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.88	88.6	90.88	93.16
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.2	79	83.2	87.4
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	97.5	96.9	97.5	98.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	91	100	91	89
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	184	202	184	176
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7,677	6,909	7,677	8,445
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	4,32,250	3,89,025	4,32,250	4,97,088
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	33.014	31.014	33.014	35.014
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1426	1420	1426	1430
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1370	1350	1370	1380
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.30	1.95	1.85	1.95	2.05
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.25	3.97	3.77	3.97	4.17

Q3 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.80	21.50	20.42	21.50	22.57
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.42	23.75	22.56	23.75	24.94
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	810	650	810	1215
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	150	118	150	177
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.5	0.55	0.5	0.45
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.51	72.34	68.73	72.34	75.96
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	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
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	1.20	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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	90.00	95.00	90.00	86.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	169.42	160.95	169.42	177.89
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	46	44	46	48
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	40.71	38.67	40.71	42.75
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	10.00	9.50	10.00	10.50
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63

Q3 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	5.00	4.75	5.00	5.25
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5.00	3.50	5.00	6.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	8	6	8	10
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	8	6	8	10
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	17.4	17.35	17.4	17.45
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.80	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	450.00	360.00	450.00	540.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	400	350	400	410
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.01	0.008	0.01	0.011
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	1.25	1.25	1.25	1.25
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	2	1	2	3
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	1	0.99	1	2
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	81.1	76.38	81.1	85.83
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	77.82	72.28	77.82	83.37
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	90.7	88.4	90.7	93
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.7	89.6	91.7	93.8
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	485	534	485	447
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	558	614	558	512
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	36	32	36	40
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,750	3,375	3,750	4,313
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	51.982	49.982	51.982	53.982
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	20	15	20	22
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	21	14	21	25
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	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
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400

Q3 (FY 2025-26) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	15	10	15	25
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	0.10	0.09	0.10	0.11
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	22	17	22	26
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	8	10	8	7
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7.00	2.89	2.75	2.89	3.04
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	2.00	2.10	2.00	1.90
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	2.52	2.39	2.52	2.65
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	23	22	23	24
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	0.00060	0.00057	0.00060	0.00063
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	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	2.00	0.025	0.024	0.025	0.026
HR	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	1.90	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	3.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LAND LEGAL CASES	Days	0.10	8	11	8	5
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5

Q3 (FY 2025-26) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	30.00	24.00	30.00	36.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	2.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	1.00	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	10000	8750	10000	10250
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	4.46	3.568	4.46	4.906
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	44.76	44.68	44.76	44.87
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	40	30	40	50
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.84	96.05	96.84	97.63
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	92.14	90.18	92.14	94.11
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.5	76.9	81.5	86.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82.7	78.4	82.7	87
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	177	195	177	169
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	243	267	243	229
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2,282	2,054	2,282	2,510
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,98,000	1,78,200	1,98,000	2,27,700
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46.614	44.614	46.614	48.614
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	215	210	215	220
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	304	275	304	325
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.74	5.00	4.75	5.00	5.25

Q3 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1130	900	1130	1695
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	100	78	100	118
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	65	60	65	70
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.65	0.72	0.65	0.59
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.98	69.24	65.78	69.24	72.71
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	68.00	71.00	68.00	64.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	638.76	606.82	638.76	670.70
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	20	19	20	21
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	1.48	1.41	1.48	1.56
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	5.57	5.29	5.57	5.85
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.10	4.25	4.04	4.25	4.46
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5.00	3.50	5.00	6.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	42	34	42	53
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	2.00	11.5	11.4	11.5	11.6
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.80	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	300.00	240.00	300.00	360.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	62000	54250	62000	63550
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	1.38	1.104	1.38	1.518
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	122.5	122.28	122.50	122.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	30	20	30	40
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	55	40	55	70
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	98	97.5	98	98.5
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	92.97	91.21	92.97	94.73
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	90.7	88.4	90.7	93
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.4	84.3	87.4	90.6
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	120	132	120	118
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	193	212	193	184
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	5,495	4,946	5,495	6,045
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	4,40,750	3,96,675	4,40,750	5,06,863
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46.865	44.865	46.865	48.865
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	225	224	225	226
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	242	241	242	243
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	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	0.10	3.68	3.50	3.68	3.87

Q3 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	7.50	7.12	7.50	7.87
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	20.94	19.89	20.94	21.98
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.47	5.75	5.46	5.75	6.04
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	2200	1760	2200	3300
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	135	106	135	159
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.6	0.66	0.6	0.54
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.83	57.81	54.92	57.81	60.70
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.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	149	156	149	141
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	557.86	529.97	557.86	585.75
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	35	33	35	37
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.20	2.09	2.20	2.31
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	12.72	12.08	12.72	13.35
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	16.25	15.44	16.25	17.06

Q3 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	7.5	5.5	7.5	9.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	8	6	8	10
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	1	0.99	1	2
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	4	2	4	6
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	41.75	41.5	41.75	42
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.75	10.7	10.75	11
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	600.00	480.00	600.00	720.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	6000	5250	6000	6150
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.13	0.104	0.13	0.143
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	17.5	17.47	17.50	17.54
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	15	25	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	93.78	92.23	93.78	95.34
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.34	85.43	88.34	91.26
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80	75	80	85
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	95.1	93.9	95.1	96.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	138	152	138	134
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	255	281	255	240
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1,368	1,231	1,368	1,505
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	86,250	77,625	86,250	99,188
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46.703	44.703	46.703	48.703
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	510	500	510	515
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	509	490	509	525
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	31.73	30.15	31.73	33.32
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.68	6.25	5.94	6.25	6.56

Q3 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	340	270	340	510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	55	43	55	65
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.42	22.86	21.72	22.86	24.01
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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	31.00	33.00	31.00	30.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	55.95	53.15	55.95	58.75
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	46	44	46	48
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	5.80	5.51	5.80	6.09
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	3.00	1.50	1.43	1.50	1.58
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3

Q3 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	7	6	7	9
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	41.5	41.4	41.5	41.6
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	20.75	20.65	20.75	21
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	112.50	90.00	112.50	135.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.70	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	14000	12250	14000	14350
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.51	0.408	0.51	0.561
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	67.25	67.13	67.25	67.42
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	25	15	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	92.42	90.53	92.42	94.32
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.28	85.35	88.28	91.21
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.8	74.8	79.8	84.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	99	98.8	99	99.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	108	119	108	107
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	176	194	176	168
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.20	50	45	50	55
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.00	6,534	5,881	6,534	7,187
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.00	6,08,250	5,47,425	6,08,250	6,99,488
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	27.114	25.114	27.114	29.114
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	123	115	123	130
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	159	140	159	170
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.00	127.48	121.10	127.48	133.85
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.46	5.31	5.05	5.31	5.58
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.42	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

Q3 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub)	In Rs Cr with scaling	0.80	1.75	1.66	1.75	1.84
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1710	1370	1710	2565
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	150	118	150	177
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	63.12	59.97	63.12	66.28
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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	74.00	77.00	74.00	70.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	182.64	173.51	182.64	191.77
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	48	46	48	50
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	3.28	3.12	3.28	3.45
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	8.13	7.73	8.13	8.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	3.00	2.85	3.00	3.15
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3.75	2.7	3.75	4.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	8	6	8	10

Q3 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.30	8	6	8	10
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	70	57	70	87
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	8.9	8.8	8.9	9
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	600.00	480.00	600.00	720.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	11000	9625	11000	11275
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.09	0.072	0.09	0.099
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	30	29.95	30.00	30.08
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.89	88.61	90.89	93.17
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	83.03	78.79	83.03	87.27
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.2	74	79.2	84.4
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	98	97.5	98	98.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	110	121	110	109
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	149	164	149	144
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	4,156	3,740	4,156	4,572
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,28,000	2,95,200	3,28,000	3,77,200
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	22.749	20.749	22.749	24.749
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	45	44	45	46
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	48	47	48	49
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.59	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	0.80	8.55	8.12	8.55	8.98
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.40	0.75	0.71	0.75	0.79

Q3 (FY 2025-26) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	900	720	900	1350
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	100	78	100	118
EB	EB PLATINUM/INMARSAT	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	65	60	65	70
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	1.53	31.18	29.62	31.18	32.74
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.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	70.00	73.00	70.00	66.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	357.29	339.43	357.29	375.15
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	22.00	21.00	22.00	23.00
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.85	2.71	2.85	2.99
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	4.95	4.70	4.95	5.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	1.25	1.19	1.25	1.31
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	2.50	1.80	2.50	3
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	5	3	5	6
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.30	5	3	5	6
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	5	3	5	6
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	45.5	45.4	45.5	45.6
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.9	12.8	12.9	13
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	600.00	480.00	600.00	720.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	24000	21000	24000	24600
CFA	CFA-SALES	Contract Creation for Partner OLTs Installed in BSNL Premises	in % with scaling	2.00	99	95	99	100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	2.00	0.03	0.024	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.00	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	Total revenue	In Rs Cr with scaling	7.00	36.25	36.18	36.25	36.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	35	25	35	45
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	95.91	94.89	95.91	96.93
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.63	92.04	93.63	95.22
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.8	74.8	79.8	84.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.6	82	85.6	89.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	163	179	163	157
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	244	268	244	230
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	3,917	3,525	3,917	4,309
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,88,750	1,69,875	1,88,750	2,17,063
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	51.982	49.982	51.982	53.982
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	50	45	50	55
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	37	30	37	40
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	73	60	73	80
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.50	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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO sub	In Rs Cr with scaling	0.30	2.00	1.90	2.00	2.10

Q3 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	VAS	A2P TRAFFIC (IN CR.)	Numeric with scaling	0.80	1350	1250	1350	1400
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	370	300	370	555
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	100	78	100	118
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.87	33.44	31.77	33.44	35.11
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00071	0.00068	0.00071	0.00075
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.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	2.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	52.00	54.00	52.00	49.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	193.96	184.26	193.96	203.66
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA	EBITDA	In Rs Cr. with scaling	5.00	20	19	20	21
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	4.34	4.13	4.34	4.56
FIN	Other Income	Other Income	In Rs Cr with scaling	1.00	4.20	3.99	4.20	4.41
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	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	2.00	2.75	2.61	2.75	2.89
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Amount with scaling	0.60	0.75	0.6	0.75	1.00
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	3	2	3	4
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	3	2	3	4

Q3 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	17	14	17	21
HR	LAND MONETISATION II	MCPC REMOVAL ENCROACH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42.6	42.45	42.6	42.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.3	3.2	3.3	3.5
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	750.00	600.00	750.00	900.00
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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	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

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-E Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	7.00	300	240	300	450
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	4.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.00	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.40	9.58	9.1	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.60	450	353	450	531
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	229.2	252	229.2	206
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	28	31	28	25
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	13.00	13.65	13.00	12.35
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	REM LINKING WITH FICO	Ratio % with scaling	2.00	2	1	2	3
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B)	Ratio % with scaling	5.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	6.00	2	1	2	3
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.175	0.166	0.175	0.184
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	0.50	56.25	45	56.25	67.5
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	5.80	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	5.80	99.9	99	99.9	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.20	540	430	540	810
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.60	99.9	99	99.9	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	3.60	99.9	99	99.9	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.50	99.9	99	99.9	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.40	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.20	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.10	9.58	10.06
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	750	588	750	885
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	5.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.20	4	3	4	5
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	197	217	197	177
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	307	338	307	276
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	12.00	64.43	61.21	64.43	67.66
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	5.00	137.00	144.00	137.00	130.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7.00	67.25	63.89	67.25	70.61
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6.00	58.00	61.00	58.00	55.00
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	2.32	2.21	2.32	2.44
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	0.10	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	2.50	0.25	0.24	0.25	0.26
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Numeric with scaling	0.10	7.50	5.50	7.50	9.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	2.00	6	5	6	7
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	6	5	6	7
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	3.00	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.60	3	2	3	4
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	0.50	80	60	80	100

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	12.5	12.25	12.5	12.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.75	4.5	4.75	5
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	75	60	75	90
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.90	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-NE Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	7.00	110	90	110	165
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	4.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.00	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.40	2.10	2.00	2.10	2.20
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.60	163	128	163	192
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	50.9	56	50.9	46
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	44.3	49	44.3	40
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	8.00	8.40	8.00	7.60
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Ratio % with scaling	6.50	6	5	6	7
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	2.00	75	60	75	90
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	2.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-S Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	5.80	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	5.80	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.20	760	610	760	1140
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	3.60	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	3.60	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	3.50	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	2.40	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.20	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.1	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	800	627	800	944
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	5.00	65	60	65	70
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	1.20	4	3	4	5
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	192	211	192	173
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	2.00	33.2	37	33.2	30
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	12.00	54.50	51.77	54.50	57.22
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	5.00	42.00	44.00	42.00	40.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7.00	43.43	41.26	43.43	45.60
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6.00	58	61	58	55
FIN	Other Operating Income	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies etc.)	In Rs Cr with scaling	2.00	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	2.00	0.100	0.095	0.100	0.105
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	5.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	6.50	1	0	1	2
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	56.25	45.00	56.25	67.50
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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

Q3 (FY 2025-26) IPMS Targets for CGM CNTX-W Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	8.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	7.00	720	580	720	1080
EB	CNO-I	MPLS ROUTER UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTRA REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	OTN INTER REGION LINK UPTIME	Ratio % with scaling	6.00	99.90	99.00	99.90	99.99
EB	CNO-I	REDUCTION IN SPAN LOSS OF OTN NETWORK	Ratio % with scaling	4.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.00	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.10	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.50	800	627	800	944
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	68.1	75	68.1	61
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	26.2	29	26.2	24
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	29.00	31.00	29.00	28.00
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	8.50	80	60	80	100
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	1.50	0.23	0.21	0.23	0.24
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	75	60	75	90
HR	PST/PRM/TRANS POLICY	Achievement of official language targets	Ratio % with scaling	1.00	85	75	85	95
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl. (Vigilance Training)	Ratio % with scaling	0.50	90	80	90	100
HR	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