



TIME-BOUND

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

Date: 30.12.2025

To

**All CGMs**  
**(Territorial and Core Network Circles)**

**Sub: IPMS for the period Q4 (Jan 26 -March 26) of financial year 2025-26.**

I am directed to convey that IPMS cards of Circle heads of Territorial and Core Network Circles for Q4 (Jan 26 -March 26) 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 Q4 (Jan 26 -March 26) IPMS cycle KPIs/Targets**

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 5 <sup>th</sup> Jan
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 8 <sup>th</sup> Jan
DGMs/AGMs or equivalent	By 10 <sup>th</sup> Jan
SDEs or equivalent	By 14 <sup>th</sup> Jan



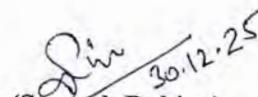
The window to enter Q4 (Jan 26 –Mar 26) KPIs/targets will remain live strictly in ESS up to 15.01.26 this time and will not be extended any further as backend modifications are to be done in system for next quarter. Further, the window for entering achievements of Q3 (Oct 25-Dec. 25) cycle shall be open wef 01.01.26 Final and cut-off dates are reiterated below and shall be followed strictly this time.

**Table 2 – Cutoff Dates for entering Achievements of Q3 (Oct-Dec.25) IPMS cycle**

	Q3 Achievement Window			
	Ach data to be sent by Heads of Circles to CO for vetting (excel sheet )	Achievements to be entered by all the Executives	Reporting to agree / disagree	Reviewing to agree / disagree
1	10 <sup>th</sup> Jan	15 th Jan	17 <sup>th</sup> Jan	20 <sup>th</sup> Jan

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



Annex 1

### 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 Q3 achievements and they shall be liable for action in accordance to CDA rules if any false information is entered deliberately in the system.

**Q4 (FY 2025-26) IPMS Targets for CGM AN Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	4500	3938	4500	4613
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	571	500	571	585
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	30	24	30	33
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	8.5	8.48	8.50	8.52
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	2	1	2	3
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	2	1	2	3
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	94.34	92.93	94.34	95.76
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	92.43	90.54	92.43	94.32
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	78.4	73	78.4	83.8
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	77.5	71.9	77.5	83.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	145	160	145	141
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	189	208	189	180
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	61.00	60.00	61.00	62.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	93	92	93	94
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	147	145	147	148
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

**Q4 (FY 2025-26) IPMS Targets for CGM AN Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	1.00	2.50	2.38	2.50	2.63
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	40	30	40	60
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)	Amount with scaling	0.10	1.03	0.98	1.03	1.08
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	8	7	8	9
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	0.25	0.28	0.25	0.23
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	6.80	8.22	7.81	8.22	8.63
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	63	60	57
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	216.77	205.93	216.77	227.61
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	60	63	60	57
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	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

**Q4 (FY 2025-26) IPMS Targets for CGM AN Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.00	0.150	0.110	0.150	0.190
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 contracts (in crores)	Amount with scaling	1.00	1	0.75	1	1.25
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	1.50	2.25	2.1	2.25	2.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	1.50	1	0.95	1	1.1
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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 KARMA YOGI	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

### Q4 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	52000	45500	52000	53300
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	3646	3190	3646	3737
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	2250	1800	2250	2475
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	58.75	58.64	58.75	58.90
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	10	9	10	12
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	98.47	98.09	98.47	98.85
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	90.79	88.49	90.79	93.09
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.8	83.5	86.8	90.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.1	75.1	80.1	85.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	107	118	107	106
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	209	230	209	198
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	47.00	45.00	47.00	49.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	1320	1315	1320	1330
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1310	1305	1310	1313
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

### Q4 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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 subsidy)	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	980	780	980	1470
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)	Amount with scaling	0.10	6.08	5.77	6.075	6.38
EB	CORE N/W PLANNING	OFC N/W EXP/REHABILITATION (in Km)	Numeric with scaling	0.80	243	207	243	279
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	0.45	0.50	0.45	0.41
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	6.37	50.29	47.78	50.29	52.81
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0296	0.0281	0.0296	0.0310
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.03	0.20	0.19	0.20	0.21
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.39	3.00	2.85	3.00	3.15
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	85	80	85	90

**Q4 (FY 2025-26) IPMS Targets for CGM AP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	67	70	67	64
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	275.19	261.43	275.19	288.95
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	45	43	45	47
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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	8.00	6.00	8.00	10.00
HR	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3.94	2.96	3.94	4.93
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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	0.50	80	60	80	100
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 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

**Q4 (FY 2025-26) IPMS Targets for CGM AP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	450.00	360.00	450.00	540.00
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM Assam Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	8000	7000	8000	8200
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	4321	3781	4321	4429
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 Numbers	Number with scaling	2.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	15.25	15.22	15.25	15.29
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	10	9	10	12
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	93.65	92.06	93.65	95.24
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	79.81	74.76	79.81	84.86
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.9	79.9	83.9	87.9
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	219	241	219	207
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	267	294	267	250
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	39.00	37.00	39.00	41.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	450	445	450	460
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	345	342	345	350
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7

**Q4 (FY 2025-26) IPMS Targets for CGM Assam Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.31	3.25	3.09	3.25	3.41
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 /REHABILITATION (in Km)	Numeric with scaling	0.80	67	57	67	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	16	20	16	13
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	6.27	24.62	23.39	24.62	25.85
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.06	0.22	0.21	0.22	0.23
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.47	1.79	1.70	1.79	1.88
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	133.80	127.11	133.80	140.49
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55

**Q4 (FY 2025-26) IPMS Targets for CGM Assam Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	3.20	2.40	3.20	4.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	2.99	2.24	2.99	3.74
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	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36.15	35.9	36.15	36.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.6	11.4	11.6	11.8
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	225.00	180.00	225.00	270.00
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226

Q4 (FY 2025-26) IPMS Targets for CGM Assam Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM Bihar Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	20000	17500	20000	20500
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	47978	41981	47978	49177
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 Numbers	Number with scaling	2.00	475	380	475	522.5
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	37	36.93	37.00	37.09
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	10	5	10	15
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	10	9	10	12
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	87.4	84.25	87.4	90.55
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	83.48	79.35	83.48	87.61
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.2	76.5	81.2	85.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.5	83.1	86.5	89.9
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	250	275	250	235
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	257	283	257	241
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	33.00	31.00	33.00	35.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	110	106	110	113
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	340	338	340	345
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

**Q4 (FY 2025-26) IPMS Targets for CGM Bihar Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.34	3.00	2.85	3.00	3.15
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	780	620	780	1170
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	186	158	186	214
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	1.00	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	5.84	44.30	42.08	44.30	46.51
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00049	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
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Mode etc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
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	149.10	141.65	149.10	156.56

**Q4 (FY 2025-26) IPMS Targets for CGM Bihar Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	6.40	4.80	6.40	8.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	90	60	90	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
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	1.00	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	2	1	2	3
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	0.10	3.00	2.00	3.00	4.00
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	8	7.9	8	8.25
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226

Q4 (FY 2025-26) IPMS Targets for CGM Bihar Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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

### Q4 (FY 2025-26) IPMS Targets for CGM CG Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	10500	9188	10500	10763
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	4641	4061	4641	4757
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	90	72	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	22.5	22.46	22.50	22.56
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	10	5	10	15
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	25	24	25	28
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	91.56	89.45	91.56	93.67
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	82.69	78.36	82.69	87.02
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.5	83.1	86.5	89.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.8	86	88.8	91.6
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	188	207	188	179
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	271	298	271	254
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	53.00	51.00	53.00	55.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	627	626	627	630
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	980	978	980	985
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

**Q4 (FY 2025-26) IPMS Targets for CGM CG Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.20	8.50	8.08	8.50	8.93
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	760	610	760	1140
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	168	143	168	193
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	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.80	0.88	0.80	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	6.05	32.64	31.01	32.64	34.27
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0037	0.0035	0.0037	0.0038
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.047	0.045	0.047	0.049
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.73	3.85	3.65	3.85	4.04
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeetc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	107.61	102.23	107.61	112.99

**Q4 (FY 2025-26) IPMS Targets for CGM CG Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	1.60	1.20	1.60	2.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5	3.75	5	6.25
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	1.00	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	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	13	10	13	15
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.60	36.2	36.1	36.2	36.3
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.9	3.75	3.9	4
HR	ESTABALISHMENT	DISPOSAL OF 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	150.00	120.00	150.00	180.00
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100

Q4 (FY 2025-26) IPMS Targets for CGM CG Circle									
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent	
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	

**Q4 (FY 2025-26) IPMS Targets for CGM Chennai Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	5.00	40000	35000	40000	41000
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	1463	1170	1463	1609
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	42.5	42.42	42.50	42.61
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	40	38	40	42
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.40	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.40	50	45	50	55
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.60	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.72	97.15	97.72	98.29
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.61	92.01	93.61	95.21
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	75.8	69.8	75.8	81.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	87.8	84.8	87.8	90.9
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.60	288	317	288	269
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	265	292	265	249
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	65.00	64.00	65.00	66.00
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	6.40	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 subsidy)	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

**Q4 (FY 2025-26) IPMS Targets for CGM Chennai Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	970	780	970	1455
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)	Amount 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	2.25	2.14	2.25	2.36
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	6.61	36.10	34.30	36.10	37.91
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.18	0.99	0.94	0.99	1.04
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	5	4.5	5	5.5
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Modeletc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
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	267.79	254.40	267.79	281.18
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	112.00	84.00	112.00	140.00

**Q4 (FY 2025-26) IPMS Targets for CGM Chennai Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 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	8.00	6.00	8.00	10.00
HR	CIVIL	MON.CIVIL WK WITHIN 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	5	3.75	5	6.25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % 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
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	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	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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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 KARMA YOGI	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

### Q4 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	30000	26250	30000	30750
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	18998	16623.25	18998	19473
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	1400	1120	1400	1540
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	66.5	66.3803	66.5	66.66625
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	27	25	27	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	30	28	30	32
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	96.46	95.58	96.46	97.35
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	91.37	89.21	91.37	93.53
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.9	83.6	86.9	90.2
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93.6	92	93.6	95.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	275	303	275	258
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	298	328	298	278
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	35.00	33.00	35.00	37.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	665	659	665	667
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	651	647	651	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

### Q4 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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 subsidy)	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	3310	2650	3310	4965
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	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.95	1.05	0.95	0.86
EB	LC	SD (NET COMMSSG+UPGRADT)	% with scaling	0.40	75	70	75	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	300	255	300	345
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	5.69	76.51	72.68	76.51	80.33
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.027	0.025	0.027	0.028
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	1.06	1.00	1.06	1.11
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	7.10	6.75	7.10	7.46
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	4.41	4.19	4.41	4.63
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.14	1.79	1.70	1.79	1.88
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Mode etc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1

**Q4 (FY 2025-26) IPMS Targets for CGM Gujarat Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	499.91	474.91	499.91	524.91
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	12.00	9.00	12.00	15.00
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	2.25	3	3.75
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	7.9	7.7	7.9	8.1
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

**Q4 (FY 2025-26) IPMS Targets for CGM Gujarat Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM HP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	18000	15750	18000	18450
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	748	655	748	767
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 Numbers	Number with scaling	2.00	125	100	125	138
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	21.5	21.46	21.50	21.55
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	9	5	9	15
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.31	92.89	94.31	95.73
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.41	88.01	90.41	92.81
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	96.7	95.9	96.7	97.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	141	155	141	137
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	256	282	256	240
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	46.00	44.00	46.00	48.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	585	580	585	590
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	569	565	569	572
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

**Q4 (FY 2025-26) IPMS Targets for CGM HP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.94	7.75	7.36	7.75	8.14
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 /REHABILITATION (in Km)	Numeric with scaling	0.80	97	82	97	112
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	0.55	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	6.71	15.55	14.77	15.55	16.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.05	0.112	0.106	0.112	0.117
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.04	0.094	0.089	0.094	0.098
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	91.91	87.31	91.91	96.51
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55

**Q4 (FY 2025-26) IPMS Targets for CGM HP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	1.60	1.20	1.60	2.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.80	0.60	0.80	1.00
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	1.00	10.32	7.74	10.32	12.9
HR	CIVIL	MON.CIVIL WK WITHIN ALOT BUDGET	Ratio % with scaling	0.60	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
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36.5	36.4	36.5	36.7
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.9	10.80	10.9	11
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90

**Q4 (FY 2025-26) IPMS Targets for CGM HP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	42000	36750	42000	43050
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	9423	8245	9423	9659
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 Numbers	Number with scaling	2.00	413	330	413	454
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	88.25	88.09	88.25	88.47
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	25	23	25	28
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.04	96.3	97.04	97.78
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	94.91	93.64	94.91	96.18
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	99	98.8	99	99.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	119	131	119	117
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	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	30.00	28.00	30.00	32.00
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	6.40	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

### Q4 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	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
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 /REHABILITATION (in Km)	Numeric with scaling	0.80	150	128	150	173
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	0.50	0.55	0.50	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	3.76	30.78	29.24	30.78	32.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	2.38	18.56	17.63	18.56	19.48
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.66	5.16	4.90	5.16	5.42
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	5	4.5	5	5.5
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Mode etc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92
FIN	BDG/COST CTRL 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	254.90	242.16	254.90	267.65
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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

**Q4 (FY 2025-26) IPMS Targets for CGM Haryana Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	4.00	3.00	4.00	5.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	2.99	2.24	2.99	3.74
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
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	0.05	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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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

Q4 (FY 2025-26) IPMS Targets for CGM Haryana Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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

**Q4 (FY 2025-26) IPMS Targets for CGM J&K Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	12400	10850	12400	12710
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	2491	2180	2491	2553
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 Numbers	Number with scaling	2.00	13	10	13	14
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	11.5	11.48	11.50	11.53
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	5	3	5	8
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	89.86	87.33	89.86	92.4
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	84.62	80.78	84.62	88.47
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.5	75.6	80.5	85.4
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.5	89.4	91.5	93.6
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	279	307	279	261
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	1071	1178
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	57.00	56.00	57.00	58.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	955	945	955	975
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	846	835	846	855
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7

### Q4 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.43	9.00	8.55	9.00	9.45
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	240	190	240	360
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	173	147	173	199
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	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	6.70	21.33	20.26	21.33	22.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.09	0.29	0.28	0.29	0.31
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Mode etc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	80.23	76.22	80.23	84.24

**Q4 (FY 2025-26) IPMS Targets for CGM J&K Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	1.60	1.20	1.60	2.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.32	0.24	0.32	0.40
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	10	7.5	10	12.5
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	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	8	6	8	10
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	80	64	80	100
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	23.5	23.1	23.5	24
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.9	6.8	6.9	7
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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	112.50	90.00	112.50	135.00
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226

Q4 (FY 2025-26) IPMS Targets for CGM J&K Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	7000	6125	7000	7175
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	7941	6948	7941	8140
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 Numbers	Number with scaling	2.00	113	90	113	124
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	23.75	23.71	23.75	23.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	92.06	90.08	92.06	94.05
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	69.7	62.13	69.7	77.28
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.5	74.4	79.5	84.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	89.2	86.5	89.2	91.9
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	193	212	193	184
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	310	341	310	289
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	41.00	39.00	41.00	43.00
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 ERECTION for Mobile Projects	Numbers	0.80	750	745	750	752
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1370	1365	1370	1375
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

### Q4 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.46	23.50	22.33	23.50	24.68
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	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	131	111	131	151
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	15	18	15	12
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	6.50	23.90	22.70	23.90	25.09
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0052	0.0049	0.0052	0.0054
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00104	0.00099	0.00104	0.00110
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.28	1.04	0.99	1.04	1.09
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
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

**Q4 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	98.54	93.61	98.54	103.47
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	3.6	2.7	3.6	4.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
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	1.60	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100

Q4 (FY 2025-26) IPMS Targets for CGM Jharkhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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

### Q4 (FY 2025-26) IPMS Targets for CGM Kerala Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	94000	82250	94000	96350
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	8715	7626	8715	8933
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	3488	2790	3488	3837
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	146.25	145.99	146.25	146.62
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	28	25	28	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	99	98.75	99	99.25
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	89.98	87.48	89.98	92.49
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	76.7	70.9	76.7	82.5
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	105	116	105	104
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	479	527	479	441
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	59.00	58.00	59.00	60.00
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 ERECTION 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	322	321	322	323
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

**Q4 (FY 2025-26) IPMS Targets for CGM Kerala Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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 subsidy)	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	110	90	110	165
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	225	191	225	259
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	0.25	0.28	0.25	0.23
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	5.55	56.99	54.14	56.99	59.83
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.035	0.033	0.035	0.037
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.06	0.64	0.61	0.64	0.67
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.57	5.67	5.39	5.67	5.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.35	3.49	3.32	3.49	3.67
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.26	2.61	2.48	2.61	2.74
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Mode etc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2

**Q4 (FY 2025-26) IPMS Targets for CGM Kerala Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	640.90	608.86	640.90	672.95
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	12.00	9.00	12.00	15.00
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	20	15	20	25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.50	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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	1.00	42	41.75	42	42.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.25	10.1	10.25	10.5
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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

**Q4 (FY 2025-26) IPMS Targets for CGM Kerala Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	Ratio % with scaling	0.50	90	80	90	100
HR	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTTC/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 ALTTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

### Q4 (FY 2025-26) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	50000	43750	50000	51250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	14439	12634	14439	14800
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	955	764	955	1051
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	131.25	131.01	131.25	131.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	28	25	28	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	100	95	100	110
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	94.36	92.95	94.36	95.77
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	87.87	84.84	87.87	90.9
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	88.2	85.3	88.2	91.2
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	234	257	234	221
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	43.00	41.00	43.00	45.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	677	675	677	680
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	610	605	610	615
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

**Q4 (FY 2025-26) IPMS Targets for CGM Karnataka Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO subsidy)	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	262	223	262	301
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	16	20	16	13
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.70	0.77	0.70	0.63
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	3.61	75.47	71.70	75.47	79.24
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.029	0.028	0.029	0.300
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	CNPB, ILL on 5G & Private 5G	In Rs Cr with scaling	0.39	7.73	7.35	7.73	8.12
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3

**Q4 (FY 2025-26) IPMS Targets for CGM Karnataka Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	2.5	2.25	2.5	2.75
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	672.52	638.89	672.52	706.15
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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
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	2.00	16.00	12.00	16.00	20.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	14.40	10.80	14.40	18.00
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	15	11.25	15	18.75
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.60	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	7	5	7	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	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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	38.2	38.1	38.2	38.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.5	12.4	12.5	12.6

**Q4 (FY 2025-26) IPMS Targets for CGM Karnataka Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	22000	19250	22000	22550
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1680	1470	1680	1722
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	280	224	280	308
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	25	24.96	25.00	25.06
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	6	3	6	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	15	13	15	18
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.80	98.75	98.44	98.75	99.06
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.80	97.19	96.49	97.19	97.89
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	263	289	263	247
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	204	224	204	194
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	43.00	41.00	43.00	45.00
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	5.96	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 subsidy)	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	800	640	800	1200

**Q4 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 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 /REHABILITATION (in Km)	Numeric with scaling	0.80	105	89	105	121
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	12	15	12	10
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.50	0.55	0.50	0.45
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	4.95	38.94	36.99	38.94	40.88
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.52	11.50	10.93	11.50	12.08
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.31	2.32	2.21	2.32	2.44
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.19	0.18	0.19	0.20
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Model etc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
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	298.20	283.29	298.20	313.11
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	160.00	120.00	160.00	200.00

**Q4 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 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	6.00	4.50	6.00	7.50
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	5	3.75	5	6.25
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	1.70	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
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	28	27.75	28	28.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.2	5.1	5.2	5.3
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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 KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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 KARMA YOGI	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

### Q4 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	52000	45500	52000	53300
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	13668	11960	13668	14010
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	675	540	675	743
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	213.5	213.12	213.50	214.03
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	31	25	31	35
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	70	65	70	75
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.49	88.11	90.49	92.87
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	84.72	80.9	84.72	88.54
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.5	79.4	83.5	87.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83	78.8	83	87.3
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	258	284	258	242
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	279	307	279	261
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	48.00	46.00	48.00	50.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	2347	2341	2347	2354
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	2325	2315	2325	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

**Q4 (FY 2025-26) IPMS Targets for CGM MH Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	7.79	7.40	7.79	8.18
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	3.64	3.46	3.64	3.82
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	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 subsidy)	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	3800	3040	3800	5700
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	343	292	343	394
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	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	4.09	105.20	99.94	105.20	110.46
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.12	2.89	2.74	2.89	3.03
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.43	10.46	9.93	10.46	10.98
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.47	11.65	11.07	11.65	12.23
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.30	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	CNPB, ILL on 5G & Private 5G	In Rs Cr with scaling	0.44	10.75	10.22	10.75	11.29
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	12.5	11.25	12.5	13.75

**Q4 (FY 2025-26) IPMS Targets for CGM MH Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	10	9	10	11
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	1520.72	1444.68	1520.72	1596.76
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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
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	2.00	400.00	300.00	400.00	500.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	47.20	35.40	47.20	59.00
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	0.50	29.98	22.49	29.98	37.48
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	REM LINKING WITH FICO	Numeric with scaling	0.10	702	526	702	877
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	64	80	100
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	16.1	16	16.1	16.2
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100

**Q4 (FY 2025-26) IPMS Targets for CGM MH Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	25000	21875	25000	25625
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	10318	9028	10318	10576
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	338	270	338	372
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	68.75	68.63	68.75	68.92
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	36	30	36	40
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	35	33	35	38
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS II	Network Availibility (Legacy)	Ratio % with scaling	0.70	95.09	93.86	95.09	96.32
CM	CM OPERATIONS II	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	81.86	77.33	81.86	86.4
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	252	277	252	237
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	340	374	340	316
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	26.00	24.00	26.00	28.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	1442	1440	1442	1445
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1298	1295	1298	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	75.24	71.48	75.24	79.00

**Q4 (FY 2025-26) IPMS Targets for CGM MP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO subsidy)	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	980	780	980	1470
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	300	255	300	345
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	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	4.38	49.30	46.83	49.30	51.76
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0079	0.0075	0.0079	0.0083
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0192	0.0183	0.0192	0.0202
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.82	5.53	5.82	6.12
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.59	3.41	3.59	3.77
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.53	16.53	15.70	16.53	17.36
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Modeletc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1

**Q4 (FY 2025-26) IPMS Targets for CGM MP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	281.71	267.62	281.71	295.80
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	136.00	112.00	136.00	170.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	8.80	6.60	8.80	11.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BÜDGET	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	14.99	11.24	14.99	18.74
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	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	74	56	74	93
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	8.7	8.6	8.7	8.8
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100

**Q4 (FY 2025-26) IPMS Targets for CGM MP Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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 KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMI'S AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMA YOGI	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

### Q4 (FY 2025-26) IPMS Targets for CGM NE-I Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	5000	4375	5000	5125
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1589	1390	1589	1629
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	11.5	11.48	11.50	11.53
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	8	7	8	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	88.44	85.55	88.44	91.33
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	81.26	76.58	81.26	85.95
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	88.2	85.3	88.2	91.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	248	273	248	233
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	267	294	267	250
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	57.00	56.00	57.00	58.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	392	383	392	403
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	314	303	314	322
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

**Q4 (FY 2025-26) IPMS Targets for CGM NE-I Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.31	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	180	140	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 /REHABILITATION (in Km)	Numeric with scaling	0.80	38	32	38	44
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	1.00	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	6.63	13.53	12.85	13.53	14.20
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.03	0.065	0.061	0.065	0.068
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00014	0.00013	0.00014	0.00015
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.13	0.27	0.25	0.27	0.28
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	52.77	50.13	52.77	55.41

**Q4 (FY 2025-26) IPMS Targets for CGM NE-I Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	1.60	1.20	1.60	2.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	4.00	3.00	4.00	5.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
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
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	10	8	10	13
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.6	16.45	16.6	16.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	13.2	13.1	13.2	13.3
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100

**Q4 (FY 2025-26) IPMS Targets for CGM NE-I Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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

**Q4 (FY 2025-26) IPMS Targets for CGM NE-II Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	1000	875	1000	1025
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	308	270	308	316
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 Numbers	Number with scaling	2.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	5	4.99	5.00	5.01
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	2	1	2	3
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	89.54	86.93	89.54	92.16
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	81.29	76.61	81.29	85.97
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.8	82.3	85.8	89.4
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	92.6	90.8	92.6	94.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	248	273	248	233
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	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	48.00	46.00	48.00	50.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	1126	1115	1126	1132
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	620	609	620	626
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

**Q4 (FY 2025-26) IPMS Targets for CGM NE-II Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.51	10.00	9.50	10.00	10.50
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	100	80	100	150
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	39	33	39	45
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	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	6.75	10.62	10.09	10.62	11.15
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.05	0.075	0.071	0.075	0.079
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Model etc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	33.85	32.16	33.85	35.54
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	33	31	33	35

**Q4 (FY 2025-26) IPMS Targets for CGM NE-II Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	2.00	1.60	1.20	1.60	2.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.24	0.18	0.24	0.30
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	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	312	234	312	390
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	0.50	90	80	90	100
HR	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 KARMA YOGI	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

**Q4 (FY 2025-26) IPMS Targets for CGM Odisha Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	15000	13125	15000	15375
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	9086	7950	9086	9313
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 Numbers	Number with scaling	2.00	240	192	240	264
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	34	33.94	34.00	34.09
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	20	18	20	22
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.67	89.59	91.67	93.75
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	76.79	70.99	76.79	82.59
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	69.3	61.6	69.3	77
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.5	80.6	84.5	88.4
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	184	202	184	176
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	294	323	294	275
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	54.00	53.00	54.00	55.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	1630	1628	1630	1632
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1450	1448	1450	1455
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

**Q4 (FY 2025-26) IPMS Targets for CGM Odisha Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO subsidy)	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	1300	1040	1300	1950
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	224	190	224	258
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	0.80	0.88	0.80	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	5.48	55.94	53.14	55.94	58.73
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.019	0.018	0.019	0.020
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.023	0.022	0.023	0.024
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.55	5.42	5.15	5.42	5.69
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.33	3.17	3.33	3.50
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.42	4.17	3.96	4.17	4.38
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Mode etc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55

**Q4 (FY 2025-26) IPMS Targets for CGM Odisha Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	233.03	221.38	233.03	244.68
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	1.60	1.20	1.60	2.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	6.00	4.50	6.00	7.50
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
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	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	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

**Q4 (FY 2025-26) IPMS Targets for CGM Odisha Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	Ratio % with scaling	0.50	90	80	90	100
HR	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTTC/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 ALTTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

**Q4 (FY 2025-26) IPMS Targets for CGM Punjab Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	62000	54250	62000	63550
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	15667	13709	15667	16059
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	740	592	740	814
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	75	74.87	75.00	75.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	50	48	50	55
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	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	96.28	95.35	96.28	97.21
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	75.8	69.8	75.8	81.9
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	105	116	105	104
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	175	193	175	168
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	35.00	33.00	35.00	37.00
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.40	50	45	50	55
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.40	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	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
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 subsidy)	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

**Q4 (FY 2025-26) IPMS Targets for CGM Punjab Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	187	159	187	215
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	0.50	0.55	0.50	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	5.45	40.23	38.22	40.23	42.25
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
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Mode etc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
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	421.72	400.63	421.72	442.81
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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

**Q4 (FY 2025-26) IPMS Targets for CGM Punjab Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	8.25	6.20	8.25	10.30
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	20.00	15.00	20.00	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	1.40	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 ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	17.2	17.1	17.2	17.3
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	40000	35000	40000	41000
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	28086	24575	28086	28788
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 Numbers	Number with scaling	2.00	300	240	300	330
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	88	87.84	88.00	88.22
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	25	23	25	28
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	95.17	93.96	95.17	96.38
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.82	88.53	90.82	93.12
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.4	79.3	83.4	87.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	97.4	96.8	97.4	98.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	98	108	98	97
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	33.00	31.00	33.00	35.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	1440	1435	1440	1442
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1349	1345	1349	1352
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

**Q4 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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 subsidy)	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 /REHABILITATION (in Km)	Numeric with scaling	0.80	224	199	224	258
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	0.55	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	4.31	65.09	61.84	65.09	68.35
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	CNPB, ILL on 5G & Private 5G	In Rs Cr with scaling	0.45	6.51	6.19	6.51	6.84
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	3	2.7	3	3.3

**Q4 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	321.33	305.26	321.33	337.40
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	11.20	8.40	11.20	14.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	20.00	15.00	20.00	25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
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	0.50	80	60	80	100

**Q4 (FY 2025-26) IPMS Targets for CGM Rajasthan Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM Sikkim Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	600	525	600	615
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	6	5	6	6.01
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 Numbers	Number with scaling	2.00	13	10	13	14
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	1.25	1.25	1.25	1.25
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	1	1	1	2
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	2	1	2	3
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	85.11	81.39	85.11	88.83
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	80.47	75.59	80.47	85.35
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	89.4	86.8	89.4	92.1
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.8	89.8	91.8	93.9
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	365	402	365	339
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	385	424	385	357
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	52.00	50.00	52.00	54.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	20	15	20	21
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	17	14	17	18
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

**Q4 (FY 2025-26) IPMS Targets for CGM Sikkim Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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	10	8	10	15
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)	Amount with scaling	0.10	0.10	0.09	0.10	0.11
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	30	26	30	35
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	15	18	15	12
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	6.80	2.39	2.27	2.39	2.51
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	2.00	88	83	88	90
FIN	BDG/COST CTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	2.00	2.00	2.00	2.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	3.56	3.38	3.56	3.74
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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

**Q4 (FY 2025-26) IPMS Targets for CGM Sikkim Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	2.50	0.080	0.060	0.080	0.100
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	2.50	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 I	MCPC OF LAND LEGAL CASES	Days	0.10	8	11	8	5
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	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	30.00	24.00	30.00	36.00
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR	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 KARMA YOGI	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

### Q4 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	15000	13125	15000	15375
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	2054	1797	2054	2105
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 Numbers	Number with scaling	2.00	4463	3570	4463	4909
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	44.76	44.68	44.76	44.87
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.28	96.6	97.28	97.96
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	92.89	91.11	92.89	94.67
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.7	77.1	81.7	86.3
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82.9	78.6	82.9	87.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	161	177	161	155
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	223	245	223	211
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	47.00	45.00	47.00	49.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	215	212	215	216
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	370	368	370	372
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

**Q4 (FY 2025-26) IPMS Targets for CGM Telangana Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.74	5.00	4.75	5.00	5.25
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	1020	820	1020	1530
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	150	128	150	173
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	0.90	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	5.78	65.74	62.45	65.74	69.03
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0087	0.0083	0.0087	0.0091
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.163	0.155	0.163	0.172
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.52	5.71	5.42	5.71	5.99
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.32	3.52	3.34	3.52	3.69
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.16	1.78	1.69	1.78	1.87
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	4	3.6	4	4.4
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeetc)	In Rs Cr with scaling	0.10	2	1.8	2	2.2

**Q4 (FY 2025-26) IPMS Targets for CGM Telangana Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	736.96	700.11	736.96	773.81
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	240.00	180.00	240.00	300.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	10.40	7.80	10.40	13.00
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	0.50	20.00	15.00	20.00	25
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.10	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	REM LINKING WITH FICO	Numeric with scaling	0.10	8	6	8	10
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	2.00	12.3	12.25	12.3	12.5
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100

**Q4 (FY 2025-26) IPMS Targets for CGM Telangana Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	100000	87500	100000	102500
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	800	700	800	820
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	1375	1100	1375	1513
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	122.5	122.28	122.50	122.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	29	25	29	35
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availibility (Legacy)	Ratio % with scaling	0.70	98.13	97.66	98.13	98.6
CM	CM OPERATIONS I	Network Availibility (IX.2 & Saturation)	Ratio % with scaling	0.70	93.74	92.18	93.74	95.31
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	90.6	88.3	90.6	93
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.5	84.4	87.5	90.6
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	119	131	119	117
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	182	200	182	174
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	47.00	45.00	47.00	49.00
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 ERECTION 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	243	242	243	244
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

**Q4 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
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 subsidy)	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	2220	1780	2220	3330
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	208	177	208	239
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	0.60	0.66	0.60	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	5.63	56.56	53.73	56.56	59.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.27	2.61	2.48	2.61	2.74
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.24	4.97	5.24	5.50
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	3.30	3.13	3.30	3.46
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.15	0.14	0.15	0.16
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Modeletc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	2.00	90	85	90	92

**Q4 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	607.78	577.39	607.78	638.17
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	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	48.00
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	30	22.5	30	37.5
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	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.80	42	41.75	42	42.5
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	ESTABLISHMENT	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

**Q4 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	Ratio % with scaling	0.50	90	80	90	100
HR	<u><u>BHARATNET UDYAMI SWIFT TRG</u></u>	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTTC/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 ALTTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100

**Q4 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	10000	8750	10000	10250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1928	1687	1928	1976
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	125	100	125	138
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	17.5	17.47	17.50	17.54
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.36	92.95	94.36	95.77
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	89.53	86.91	89.53	92.15
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.4	75.5	80.4	85.3
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	94.7	93.4	94.7	96
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	232	255	232	219
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	47.00	45.00	47.00	49.00
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 ERECTION for Mobile Projects	Numeric with scaling	0.80	510	507	510	512
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	500	495	500	502
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

**Q4 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO subsidy)	In Rs Cr with scaling	0.68	6.25	5.94	6.25	6.56
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	360	290	360	540
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	82	70	82	94
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	1.00	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	6.22	20.36	19.34	20.36	21.38
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0025	0.0024	0.0025	0.0027
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.57	1.83	1.74	1.83	1.92
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs, Hybrid Model etc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	88.45	84.03	88.45	92.87
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	46	44	46	48

**Q4 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	3.20	2.40	3.20	4.00
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	2.25	3	3.75
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	1.50	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
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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	1.00	41.7	41.6	41.7	41.8
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/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	3.00	22000	19250	22000	22550
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	40880	35770	40880	41902
CFA	CFA-SALES	SIP Concurrent Channels in Numbers	Number with scaling	2.00	513	410	513	564
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.40	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	2.40	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.20	90	85	90	100
CFA	CFA Revenue	Total CFA revenue	In Rs Cr with scaling	6.00	67.25	67.13	67.25	67.42
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	65	60	65	70
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.89	89.86	91.89	93.92
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	87.7	84.63	87.7	90.78
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	79.3	74.1	79.3	84.5
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	98.9	98.6	98.9	99.2
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	177	195	177	169
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	27.00	25.00	27.00	29.00
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	130	128	130	132
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	190	188	190	192
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

**Q4 (FY 2025-26) IPMS Targets for CGM UP (E) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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
CM	CM Revenue	Other operating income (4Gs centage & 4G saturation USO subsidy)	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	1770	1420	1770	2655
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	224	190	224	258
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	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	6.05	41.62	39.54	41.62	43.70
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	0.55	0.52	0.55	0.57
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.43	2.83	2.69	2.83	2.97
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.24	1.60	1.52	1.60	1.68
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeetc)	In Rs Cr with scaling	0.10	0.5	0.45	0.5	0.55
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	266.88	253.54	266.88	280.22
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55

**Q4 (FY 2025-26) IPMS Targets for CGM UP (E) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	114.40	85.80	114.40	143.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	6.60	4.90	6.60	8.20
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	14.99	11.24	14.99	18.74
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.50	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	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 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	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	10.1	10	10.1	10.2
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226

**Q4 (FY 2025-26) IPMS Targets for CGM UP (E) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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.	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

**Q4 (FY 2025-26) IPMS Targets for CGM UP (W) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	17000	14875	17000	17425
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	19740	17273	19740	20234
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 Numbers	Number with scaling	2.00	88	70	88	97
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	30	29.95	30.00	30.08
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.6	88.25	90.6	92.95
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	83.39	79.24	83.39	87.54
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	113	124	113	112
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	159	175	159	153
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	23.00	21.00	23.00	25.00
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 ERECTION 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

**Q4 (FY 2025-26) IPMS Targets for CGM UP (W) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.40	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	99.90	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
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	150	128	150	173
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	1.00	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	1.53	23.18	22.02	23.18	24.34
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	4.27	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
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeetc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1

**Q4 (FY 2025-26) IPMS Targets for CGM UP (W) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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	396.75	376.91	396.75	416.59
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	16.00	12.00	16.00	20.00
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	3.20
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	10.00	7.50	10.00	12.5
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.50	5	3	5	6
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	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 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 ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	1.00	46.6	46.5	46.6	46.7
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	13.1	13	13.1	13.2
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100

**Q4 (FY 2025-26) IPMS Targets for CGM UP (W) Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226
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.	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

### Q4 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	38000	33250	38000	38950
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	14257	12475	14257	14613
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 Numbers	Number with scaling	2.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE ( % of OLT above 98%)	in % with scaling	2.00	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 CFA revenue	In Rs Cr with scaling	6.00	36.25	36.18	36.25	36.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q4 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Action on low traffic IP sites for relocation/exit/closure (Q4 2025-26).	Numbers with scaling	0.20	5	4	5	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	4	2	4	6
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q3-2025-26)	Ratio % with scaling	0.40	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.28	95.35	96.28	97.21
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.7	92.13	93.7	95.28
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	85.4	81.8	85.4	89.1
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	168	185	168	161
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	214	235	214	203
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	52.00	50.00	52.00	54.00
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 ERECTION for Mobile Projects	Numbers	0.80	40	35	40	41
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	86	85	86	90
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

### Q4 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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 subsidy)	In Rs Cr with scaling	0.30	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	99.90	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	380	300	380	570
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	150	128	150	173
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	20	17	16
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	5.67	25.19	23.93	25.19	26.45
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00071	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
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.10	2	1.8	2	2.2
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.10	1	0.9	1	1.1
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	251.78	239.19	251.78	264.37
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	58	61	58	55

### Q4 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % 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	2.00	8.00	6.00	8.00	10.00
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	10.60
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction contracts (in crores)	Amount with scaling	0.60	3	2.25	3	3.75
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	3	2	3	4
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 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 ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	RENTING TARGET	AREA IDEN RENTG( IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42.6	42.5	42.6	42.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.35	3.3	3.35	3.5
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	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/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	0.50	100326	150326	100326	250226

**Q4 (FY 2025-26) IPMS Targets for CGM West Bengal Circle**

Vertical	Job Role	KPI Description	KPI Type	Weightage	Q4 Target	Good	V Good	Excellent
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.	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

**Q4 (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	290	230	290	435
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)	Amount 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 /REHABILITATION (in Km)	Numeric with scaling	1.60	675	574	675	776
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	212	233	212	191
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	13.01	13.00	12.00
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	1.50	1	0	1	2
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	2.00	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	0.400	0.300	0.400	0.500
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF 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	1.50	56.25	45	56.25	67.5
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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.	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

**Q4 (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	550	440	550	825
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)	Amount 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 /REHABILITATION (in Km)	Numeric with scaling	1.20	1125	956	1125	1294
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	143	157	143	129
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	71	78	71	64
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	11.00	64.43	61.21	64.43	67.66
EB	EB Revenue	Data Centre-Govt. Cloud & Hosting(NIC/State Projects at BSNL DCs)	In Rs Cr with scaling	0.50	20	18	20	22
EB	EB Revenue	Data Centre-Pvt. Cloud & Hosting(Co-location CDNs,Hybrid Modeletc)	In Rs Cr with scaling	0.50	3	2.7	3	3.3
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	833.50	791.83	833.50	875.18
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	2.00	8.00	6.00	8.00	10.00
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.60	0.45	0.60	0.75
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.60	80	60	80	100
HR	CIVIL	Operating revenue relating to income from construction conctracts (in crores)	Numeric with scaling	0.60	29.79	22.34	29.79	37.24
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	1.00	6	5	6	7

Q4 (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	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	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	0.10	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
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	0.90	12.5	12.4	12.5	12.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.75	4.7	4.75	5
HR	ESTABLISHMENT	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	1.50	75	60	75	90
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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 KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	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

Q4 (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)	Amount 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 /REHABILITATION (in Km)	Numeric with scaling	1.60	243	207	243	279
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	52	57	52	47
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	2.00	44	48	44	40
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	8.00	9.00	8.00	7.99
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	5.50	6	5	6	7
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	5.00	80	60	80	100
HR	RENTING TARGET	Review of available Lease-In contracts for reducing expences	Ratio % with scaling	1.00	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	2.50	75	60	75	90
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	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

**Q4 (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	730	580	730	1095
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)	Amount 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 /REHABILITATION (in Km)	Numeric with scaling	1.20	1200	1020	1200	1380
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	119	131	119	107
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	2.00	40	44	40	36
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	81.58	77.50	81.58	85.66
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	0.200	0.150	0.200	0.250
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	8.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	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	2.00	56.25	45.00	56.25	67.50
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
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 KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	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

**Q4 (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	700	560	700	1050
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)	Amount 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 /REHABILITATION (in Km)	Numeric with scaling	1.50	1200	1020	1200	1380
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	2.00	67	74	67	60
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	29.00	31.00	29.00	28.00
HR	CIVIL	MONITRNG CIVIL WORK IN BUDGET	Ratio % with scaling	4.50	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	2.00	0.56	0.42	0.56	0.70
HR	ESTABLISHMENT	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	1.50	75	60	75	90
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	completion of APAR process for FY 2024-25	Date	1.00	100326	150326	100326	250226
HR	RESTG	IPMS CYCLE IMPLEMENTATION	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMA YOGI	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