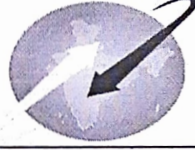


Restructuring Cell/WS&I,
708, Bharat Sanchar Bhawan, BSNL CO,
Janpath, New Delhi-110001
Tel. No:- 011-23734343



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

Dated: 06.05.2025

CORRIGENDUM

To,

All CGMs
Territorial and CNTX Circles, BSNL

Sub.: IPMS for period Q1(April 25 to June 25) FY 2025-26-regarding

In partial modification to this office letter of even no. dated 21.04.2025 wherein Q1 IPMS targets for the Circles was conveyed, the following KPIs/Job Role of CFA, Finance &HR Vertical for all Territorial Circles are modified as below:

2. HR-BW : Targets for the KPI” Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters etc.)” under Job Role HR Revenue for HR-BW Vertical was revised along with the the weightages for some of the KPIs as per Annexure-I.

3. In CFA Vertical the KPI “SIP Concurrent Channels in thousands” has been modified and is tabulated below:

Vertical	OLD KPI Description	New KPI Description	Remarks
CFA	SIP Concurrent Channels in thousands	SIP Concurrent Channels in Numbers	Targets revised as Annexure-I

4. Further in Finance Vertical, some modifications have been incorporated in Job role /KPIs as tabulated below. However there are specific changes in the weightages also which are revised as per Annexure-I.

Vertical	Job Role	Revised Job Role	KPI Description	Revised KPI Description
FIN	Collection from Different Source	Collection from Services		
	Debtor reduction	Outstanding reduction	Trade receivable as no. of days	Trade receivable as no. of days of RFO (Revenue from Operation)
	Gross Profit Margin(EBITDA	EBITDA Margin		
	1 st Month Collection Efficiency	1 st Month Collection Efficiency for CFA, CM		

5. In this regard the revised IPMS targets for Q1 (FY 2025-26) is enclosed as Annexure-I. The same may kindly be taken into consideration while assigning the targets to the field units. **The supplementary window with ‘Edit option’ shall remain open from 06.05.25 to 20.05.25.**

This is issued with the approval of competent Authority.


(Santosh Dahiya)
DGM(Restg)

Encl.: As above.

Copy for information to:

1. IPMS Nodal for CFA/Finance /HR-BW Vertical

Annexure-I

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	2200	1925	2200	2255
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	30	24	30	33
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	0.82	6.83	6.48	6.83	7.17
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.15	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.03	0.23	0.22	0.23	0.24
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.22	0.21	0.22	0.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.07	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	5.90	48.68	46.25	48.68	51.12
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	1	0.99	1	2
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	4	2	4	5
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.3	97.88	98.3	98.73
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	96.86	96.08	96.86	97.65
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	95.27	94.09	95.27	96.45
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.44	90.55	92.44	94.33
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	81.96	77.45	81.96	86.47
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	72.36	65.45	72.36	79.27
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	386	425	386	357
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	60	61	62
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G RAN SITES	Ratio % with scaling	1.00	40	35	40	45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	86	84	86	88
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	125	120	125	130
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	6.50	8.44	8.02	8.44	8.86
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.30	0.29	0.30	0.32
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.26	0.34	0.32	0.34	0.36
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	65	50	65	80
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	3	2.4	3	4
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	0.14	0.17	0.14	0.13
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7.00	8.22	7.81	8.22	8.63
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	59.20	62.16	59.20	56.24
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	23.72	22.534	23.72	24.91
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	37	35.15	37	38.85
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	2.23	2.12	2.23	2.34

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	3.57	3.39	3.57	3.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	4.00	0.050	0.048	0.050	0.053
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	1.00	20	15	20	25
HR	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	1.00	5	4	5	6
HR	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	2.00	2.25	2.1	2.25	2.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	2.00	1	0.95	1	1.1
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	26000	22750	26000	26650
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	2250	1800	2250	2475
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.17	38.78	36.84	38.78	40.72
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	6.80	6.46	6.80	7.14
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.77	7.22	6.86	7.22	7.58
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	0.56	0.53	0.56	0.59
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.46	4.25	4.04	4.25	4.46
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.16	1.46	1.39	1.46	1.54
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	3.98	3.78	3.98	4.18
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.22	2.09	1.99	2.09	2.20
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.35	96.69	97.35	98.01
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	99.00	98.75	99.00	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	99.00	98.75	99.00	99.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	90.85	88.56	90.85	93.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	87.18	83.98	87.18	90.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	83.52	79.40	83.52	87.64
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	223	245	223	211
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	3,75,500	3,37,950	3,75,500	4,31,825
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47	45	47	49

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	1283	1275	1283	1290
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1125	1100	1125	1150
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	5.65	141.58	134.50	141.58	148.66
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	5.90	5.61	5.90	6.20
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.07	1.74	1.66	1.74	1.83
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	5.11	4.86	5.11	5.37
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.84	21.00	19.95	21.00	22.05
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1170	875	1170	1460
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	109	87.2	109	136
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	0.14	0.17	0.14	0.13
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.57	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	56.50	59.33	56.50	53.68
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	183.16	174.00	183.16	192.32
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	34	32.30	34	35.70
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	17.68	16.80	17.68	18.57
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	8.55	8.12	8.55	8.98
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	3.25	3.09	3.25	3.41
HR	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.50	90	80	90	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
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	1.40	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	1	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	0.50	27	26.5	27	27.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	0.50	6	5.5	6	6.5

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	4000	3500	4000	4100
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.98	8.60	8.17	8.60	9.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.70	1.51	1.43	1.51	1.58
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.82	0.78	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.28	0.27	0.28	0.29
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.38	2.98	2.84	2.98	3.13
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILITY	Ratio % with scaling	0.60	95.2	94	95.2	96.4
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	94.55	93.19	94.55	95.91
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	93.21	91.51	93.21	94.91
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	84.79	80.99	84.79	88.59
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	85.27	81.59	85.27	88.95
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	91.75	89.69	91.75	93.81
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	375	413	375	348
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	37	39	41
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	376	360	376	390
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	300	275	300	325
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.31	37.18	35.32	37.18	39.04

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.34	1.28	1.34	1.41
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	2.70	2.56	2.70	2.83
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	695	520	695	870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	30	24	30	38
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	6.47	24.62	23.39	24.62	25.85
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.06	0.22	0.21	0.22	0.23
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.47	1.79	1.70	1.79	1.88
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	29.62	31.10	29.62	28.14
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	63.15	59.99	63.15	66.31
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	60	63	60	57

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	0.00	0.00	0.00	0.00
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidiies)	In Rs Cr with scaling	1.00	2.04	1.94	2.04	2.14
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.45	2.33	2.45	2.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	1.75	1.66	1.75	1.84
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.40	2	2	3	4
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	0.99	0.9	0.99	1
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	30	24	30	38
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	36	35.5	36	36.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	11.5	11.35	11.5	11.75
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	10000	8750	10000	10250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	475	380	475	523
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.13	11.02	10.47	11.02	11.57
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	1.25	1.18	1.25	1.31
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.93	3.26	3.09	3.26	3.42
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	1.69	1.60	1.69	1.77
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.56	5.50	5.23	5.50	5.78
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	93.9	92.38	93.9	95.43
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	95.62	94.53	95.62	96.72
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	92.75	90.94	92.75	94.56
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	86.89	83.61	86.89	90.17
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	80.84	76.05	80.84	85.63
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	82.82	78.53	82.82	87.12
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	296	326	296	276
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	31	33	35
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	110	105	110	115
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	175	150	175	200

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	6.34	55.21	52.45	55.21	57.97
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.99	1.89	1.99	2.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.43	3.75	3.56	3.75	3.94
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	900	680	900	1130
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	84	67.2	84	105
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	6.04	44.30	42.08	44.30	46.51
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00	0.00	0.00	0.00
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.39	2.89	2.74	2.89	3.03
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.56	4.12	3.91	4.12	4.32
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	46.95	49.30	46.95	44.61
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	67.94	64.54	67.94	71.34

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	22	20.9	22	23.1
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	7.50	7.12	7.50	7.87
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	4.35	4.13	4.35	4.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	2.75	2.61	2.75	2.89
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	2	3	4
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.70	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	3.00	2.00	3.00	4.00
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	34	33.5	34	34.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.6	7.5	7.6	7.7
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATON	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	5200	4550	5200	5330
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	90	72	90	99
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.11	9.07	8.62	9.07	9.53
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.72	1.59	1.51	1.59	1.67
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.40	0.87	0.83	0.87	0.92
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.25	0.24	0.25	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	0.97	0.93	0.97	1.02
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.21	2.68	2.54	2.68	2.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.43	95.54	96.43	97.32
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.29	96.61	97.29	97.97
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.89	96.11	96.89	97.67
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	86.31	82.89	86.31	89.73
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	88.27	85.34	88.27	91.2
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	89.13	86.41	89.13	91.85
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	256	282	256	240
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	51	53	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	575	565	575	585

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	825	800	825	850
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	6.20	43.62	41.44	43.62	45.81
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	1.58	1.50	1.58	1.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.58	4.07	3.86	4.07	4.27
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	900	670	900	1120
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	75	60	75	94
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.80	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	6.25	32.64	31.01	32.64	34.27
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0037	0.0035	0.0037	0.0038
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.047	0.045	0.047	0.049
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.73	3.85	3.65	3.85	4.04
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	36.42	38.24	36.42	34.60

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	58.07	55.17	58.07	60.97
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	34	32.3	34	35.7
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	5.96	5.66	5.96	6.26
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.99	2.84	2.99	3.14
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	0.50	0.48	0.50	0.53
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	3.00	3	2	3	4
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	6	4	6	8
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	13	10	13	15
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.70	35.7	35.4	35.7	36
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.5	4.4	4.5	4.7
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.80	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4.00	20000	17500	20000	20500
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	1463	1170	1463	1609
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	23.98	22.78	23.98	25.18
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	4.21	4.00	4.21	4.42
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	5.44	5.17	5.44	5.71
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.35	0.33	0.35	0.36
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.11	7.16	6.80	7.16	7.52
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	1.14	1.08	1.14	1.19
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.46	3.00	2.85	3.00	3.15
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.40	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.40	23	20	23	25
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.60	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.60	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.15	96.44	97.15	97.86
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	96.39	95.49	96.39	97.29
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.56	95.7	96.56	97.42
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.86	94.83	95.86	96.9
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	77.26	71.58	77.26	82.95
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	86.73	83.41	86.73	90.05
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	268	295	268	251
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.00	627	564	627	690
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.00	1,36,000	1,22,400	1,36,000	1,56,400
CM	CM SALES	NET SIM SALES(3 MONTHS)-M2M	Numeric with scaling	1.00	2,12,006	1,90,806	2,12,006	2,43,807
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	65	64	65	66
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	6.38	41.27	39.21	41.27	43.34

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.49	1.42	1.49	1.56
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.39	2.49	2.36	2.49	2.61
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1210	910	1210	1510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	42	33.6	42	53
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.81	36.10	34.30	36.10	37.91
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.18	0.99	0.94	0.99	1.04
FIN	1ST MONTH COLL EFF.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	44.44	46.66	44.44	42.22
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	110.93	105.38	110.93	116.48
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	22	20.9	22	23.1

Q1 (FY 2025-26) IPMS Targets for CGM Chennai Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	0.24	0.23	0.24	0.26
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	3.91	3.71	3.91	4.11
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	35.00	33.25	35.00	36.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	3.25	3.09	3.25	3.41
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	1.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
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	8	6	8	10
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	20	19.8	20	20.2
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.6	4.5	4.6	4.7
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	2.00	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	15000	13125	15000	15375
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	1400	1120	1400	1540
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.87	23.37	22.20	23.37	24.54
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.50	4.10	3.89	4.10	4.30
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.76	6.17	5.86	6.17	6.48
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.34	0.32	0.34	0.35
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.85	6.94	6.59	6.94	7.28
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.21	1.71	1.63	1.71	1.80
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.42	3.40	3.23	3.40	3.57
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.35	11.03	10.47	11.03	11.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	94.25	92.81	94.25	95.69
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	96.71	95.89	96.71	97.53
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.45	95.56	96.45	97.34
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.85	93.56	94.85	96.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	88.83	86.04	88.83	91.62
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	93.7	92.13	93.7	95.28
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	303	333	303	283
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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	35	33	35	37
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	578	565	578	590
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	571	560	571	580
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.63	100.67	95.63	100.67	105.70
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	4.20	3.99	4.20	4.41
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.08	1.49	1.42	1.49	1.56
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	3.64	3.45	3.64	3.82
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.85	15.26	14.50	15.26	16.02
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
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	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3830	2875	3830	4790
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
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)	% 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	134	107.2	134	168
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.89	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	7.10	6.75	7.10	7.46
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	4.41	4.19	4.41	4.63
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.14	1.79	1.70	1.79	1.88
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	43.07	45.22	43.07	40.91
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	388.98	369.53	388.98	408.43
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	39	37.05	39	40.95
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	5.10	4.84	5.10	5.35
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	7.64	7.26	7.64	8.02
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	5.50	5.23	5.50	5.78
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
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	1.50	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	0.99	0.9	0.99	1
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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33	32.9	33	33.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.5	7.3	7.5	7.75
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	9000	7875	9000	9225
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	125	100	125	138
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.83	13.09	12.44	13.09	13.74
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.85	2.30	2.18	2.30	2.41
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.27	0.74	0.70	0.74	0.77
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.06	0.15	0.14	0.15	0.16
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.55	1.49	1.42	1.49	1.57
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	10	5	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.96	96.2	96.96	97.72
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.49	96.86	97.49	98.12
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.47	95.59	96.47	97.35
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.96	91.2	92.96	94.72
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	85.47	81.84	85.47	89.1
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	96	95	96	97
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	193	212	193	184
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	1,512	1,361	1,512	1,663
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	91,750	82,575	91,750	1,05,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46	44	46	48
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	538	525	538	550
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	490	475	490	500
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	5.94	37.51	35.63	37.51	39.39

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	1.35	1.29	1.35	1.42
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.84	5.31	5.04	5.31	5.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	270	200	270	340
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	44	35.2	44	55
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	0.35	0.42	0.35	0.32
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.91	15.55	14.77	15.55	16.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.05	0.112	0.106	0.112	0.117
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.04	0.094	0.089	0.094	0.098
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	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	24.29	25.51	24.29	23.08
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	52.92	50.27	52.92	55.57
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	60	63	60	57

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	20	19	20	21
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	3.44	3.27	3.44	3.61
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.45	2.33	2.45	2.57
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.50	0.48	0.50	0.53
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	Revenue(PMC) from External project (in Rs Cr)	Numeric with scaling	1.00	1	0.9	1	1.1
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.10	0.99	0.9	0.99	1
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	35.5	35.2	35.5	36
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	9.95	9.90	9.95	10
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	21000	18375	21000	21525
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	13000	11700	13000	14300
CFA	CFA-SALES	SIP Concurrent Channel	Number with scaling	1.00	413	330	413	454
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.39	32.71	31.07	32.71	34.34
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.42	5.74	5.45	5.74	6.02
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.46	6.33	6.01	6.33	6.65
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.47	0.45	0.47	0.50
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	6.00	5.70	6.00	6.30
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.26	0.25	0.26	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.26	3.49	3.32	3.49	3.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.84	11.48	10.90	11.48	12.05
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	1.49	20.42	19.40	20.42	21.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.64	8.75	8.31	8.75	9.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.40	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.60	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.60	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.7	98.38	98.7	99.03
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.60	97.97	97.46	97.97	98.48
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	93.45	91.81	93.45	95.09
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	82.28	77.85	82.28	86.71
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	98.89	98.61	98.89	99.17
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	136	150	136	132
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.00	4,266	3,839	4,266	4,693
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	2,61,250	2,35,125	2,61,250	3,00,438
CM	CM SALES	NET SIM SALES(3 MONTHS)-M2M	Numeric with scaling	1.20	1,37,500	1,23,750	1,37,500	1,58,125
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	0.80	30	28	30	32
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	0.80	40	35	40	45
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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.20	73.96	70.26	73.96	77.66
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.13	1.53	1.45	1.53	1.61
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	2.67	2.54	2.67	2.80
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.45	5.40	5.13	5.40	5.67
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	700	530	700	880
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	66	52.8	66	83
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	0.46	0.55	0.46	0.42
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.96	30.78	29.24	30.78	32.32
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	2.38	18.56	17.63	18.56	19.48
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.66	5.16	4.90	5.16	5.42
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	90	85	90	92

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	62.30	65.42	62.30	59.19
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	147.53	140.15	147.53	154.91
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	44	41.8	44	46.2
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	9.16	8.70	9.16	9.62
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	6.93	6.59	6.93	7.28
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	1.75	1.66	1.75	1.84
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	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	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	4	3	4	5
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33.5	34	35
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.75	6.6	6.75	7
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	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

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	6200	5425	6200	6355
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	13	10	13	14
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.38	6.89	6.54	6.89	7.23
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.77	1.21	1.15	1.21	1.27
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.59	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.28	0.44	0.42	0.44	0.46
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.50	0.78	0.74	0.78	0.82
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.48	0.76	0.73	0.76	0.80
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	16	10	16	20
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	93.7	92.13	93.7	95.28
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	96.91	96.14	96.91	97.68
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	94.13	92.66	94.13	95.6
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	91.56	89.45	91.56	93.67
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	77.92	72.4	77.92	83.44
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	90.52	88.15	90.52	92.89
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	174	191	174	167
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	91,250	82,125	91,250	1,04,938
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.20	1,071	964	1,071	1178
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	57	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	780	750	780	800
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	640	600	640	660
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	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	6.43	28.82	27.38	28.82	30.26
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.04	0.99	1.04	1.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.34	1.54	1.46	1.54	1.62
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	310	230	310	390
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	76	60.8	76	95
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	19	23	19	16
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	6.90	21.33	20.26	21.33	22.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0100	0.0095	0.0100	0.0104
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.09	0.29	0.28	0.29	0.31
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	24.77	26.00	24.77	23.53
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	53.58	50.90	53.58	56.26

Q1 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	18	17.1	18	18.9
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	7.11	6.76	7.11	7.47
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.09	1.99	2.09	2.20
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.20	0.19	0.20	0.21
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.50	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	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	12	8	12	15
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.60	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	80	64	80	100
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	22.1	21.9	22.1	22.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.1	6	6.1	6.25
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.20	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	3500	3062.5	3500	3587.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	113	90	113	124
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.15	7.00	6.65	7.00	7.35
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.23	1.17	1.23	1.29
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.17	0.38	0.36	0.38	0.40
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.53	1.17	1.11	1.17	1.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	0.85	0.81	0.85	0.89
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.22	4.92	4.67	4.92	5.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	24	20	24	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILITY	Ratio % with scaling	0.60	80.06	75.08	80.06	85.05
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	93.51	91.89	93.51	95.13
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	92.18	90.23	92.18	94.14
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	83.09	78.86	83.09	87.32
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	80.69	75.86	80.69	85.52
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	88.48	85.60	88.48	91.36
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	322	354	322	300
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	39	41	43
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	715	710	715	720
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	750	700	750	800
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	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	6.46	38.52	36.59	38.52	40.44
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.39	1.32	1.39	1.46
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.31	1.82	1.73	1.82	1.91
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	650	490	650	810
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	58	46.4	58	73
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.90	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	6.70	23.90	22.70	23.90	25.09
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0052	0.0049	0.0052	0.0054
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00104	0.00099	0.00104	0.00110
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.28	1.04	0.99	1.04	1.09
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	41.07	43.13	41.07	39.02

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	50.31	47.79	50.31	52.83
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	21	19.95	21	22.05
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	25.77	24.48	25.77	27.06
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.97	2.83	2.97	3.12
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.10	1.50	1.43	1.50	1.58
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.00	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	18
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	22	21.75	22	22.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	5.25	5	5.25	5.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	47000	41125	47000	48175
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	30000	27000	30000	33000
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	3488	2790	3488	3837
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.93	100.30	95.29	100.30	105.32
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	17.60	16.72	17.60	18.48
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.74	18.97	18.02	18.97	19.92
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	1.45	1.38	1.45	1.52
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.34	8.70	8.27	8.70	9.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	13.74	13.05	13.74	14.43
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.41	10.46	9.94	10.46	10.99
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.29	7.57	7.19	7.57	7.95
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	27	20	27	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.46	96.83	97.46	98.1
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.93	98.66	98.93	99.2
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.73	98.41	98.73	99.05
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	97.52	96.9	97.52	98.14
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	84.61	80.76	84.61	88.46
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	93.77	92.21	93.77	95.33
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	187	206	187	178
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	58	59	60

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	298	295	298	300
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	295	290	295	300
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	254.62	241.89	254.62	267.35
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.34	15.67	14.89	15.67	16.45
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	10.62	10.08	10.62	11.15
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	4.58	4.35	4.58	4.81
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	9.19	8.73	9.19	9.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.63	29.39	27.92	29.39	30.85
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	145	110	145	180
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.26	0.32	0.26	0.24
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.75	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.35	3.49	3.32	3.49	3.67
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.26	2.61	2.48	2.61	2.74
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	3.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	169.383	177.85	169.383	160.91
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	403.21	383.05	403.21	423.37
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	43	40.85	43	45.15
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	27.13	25.78	27.13	28.49
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	17.32	16.46	17.32	18.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.20	5.50	5.23	5.50	5.78
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	4	3	4	5
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	25	20	25	31
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	41	40.5	41	42
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.25	10	10.25	10.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	25000	21875	25000	25625
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	955	764	955	1051
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.54	57.20	54.34	57.20	60.07
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	10.04	9.53	10.04	10.54
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.80	12.94	12.30	12.94	13.59
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.83	0.79	0.83	0.87
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.88	14.17	13.46	14.17	14.88
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	2.94	2.80	2.94	3.09
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	7.14	6.78	7.14	7.50
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.49	7.82	7.43	7.82	8.21
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	93.18	91.48	93.18	94.89
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	93.88	92.35	93.88	95.41
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	89.93	87.41	89.93	92.45
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	84.52	80.65	84.52	88.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	88.71	85.89	88.71	91.53
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	205	226	205	195
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	41	43	45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	575	550	575	600
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	490	475	490	500
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	5.35	163.32	155.15	163.32	171.48
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	10.05	9.55	10.05	10.55
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.22	6.81	6.47	6.81	7.15
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	3.13	2.97	3.13	3.28
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	5.90	5.60	5.90	6.19
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.81	24.63	23.40	24.63	25.86
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3950	2965	3950	4940
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	117	93.6	117	146
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.75	0.83	0.75	0.68
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.81	75.47	71.70	75.47	79.24
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.029	0.028	0.029	0.030
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.21	24.09	22.88	24.09	25.29

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.43	8.54	8.11	8.54	8.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.27	5.32	5.06	5.32	5.59
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.88	17.44	16.56	17.44	18.31
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.39	7.73	7.35	7.73	8.12
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	123.39	129.56	123.39	117.22
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	381.96	362.86	381.96	401.06
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	34	32.3	34	35.7
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	7.78	7.39	7.78	8.17
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	11.94	11.35	11.94	12.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	2.50	12.50	11.88	12.50	13.13
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	6.25	5.94	6.25	6.56
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.00	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	6	4	6	8
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	10	8	10	12
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	65	53	65	80
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	38.2	37.95	38.2	38.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.2	11.9	12.2	12.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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
HR	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	500	450	500	550
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	280	224	280	308
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.00	12.80	12.16	12.80	13.44
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.53	2.25	2.13	2.25	2.36
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.85	3.63	3.45	3.63	3.81
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.92	8.18	7.77	8.18	8.59
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.20	0.88	0.83	0.88	0.92
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.00	1.90	2.00	2.10
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.136	0.130	0.136	0.143
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.40	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.60	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.60	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.60	99	98.75	99	99.25
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	76.32	70.4	76.32	82.24
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	88.39	85.49	88.39	91.29
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	325	358	325	303
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
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	41	43	45
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	5.86	50.21	47.70	50.21	52.72

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	1.81	1.72	1.81	1.90
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.93	7.95	7.55	7.95	8.35
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	940	700	940	1170
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	46	36.8	46	58
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.55	0.61	0.55	0.50
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.15	38.94	36.99	38.94	40.88
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.52	11.50	10.93	11.50	12.08
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.31	2.32	2.21	2.32	2.44
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.19	0.18	0.19	0.20
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	4.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	46.29	48.61	46.29	43.98
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	189.43	179.96	189.43	198.90
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	22	20.9	22	23.1

Q1 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	4.13	3.93	4.13	4.34
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.00	3.25	3.09	3.25	3.41
HR	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.30	90	80	90	100
HR	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	90	80	90	100
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
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	1.80	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	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	28	27.5	28	28.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.75	3.6	3.75	4
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	26000	22750	26000	26650
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	675	540	675	743
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	1.82	55.55	52.77	55.55	58.33
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.32	9.75	9.26	9.75	10.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.49	15.08	14.33	15.08	15.84
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.03	0.80	0.76	0.80	0.84
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	10.86	10.32	10.86	11.41
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.11	3.33	3.16	3.33	3.49
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.27	8.32	7.90	8.32	8.74
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.46	14.09	13.38	14.09	14.79
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	2.20	67.08	63.73	67.08	70.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.94	28.75	27.31	28.75	30.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	30	20	30	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	89.38	86.73	89.38	92.04
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	94.92	93.65	94.92	96.19
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	93.67	92.09	93.67	95.25
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	85.71	82.14	85.71	89.28
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	86.25	82.81	86.25	89.69
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	83.26	79.08	83.26	87.45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	284	312	284	266
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7037	6333	7037	7741
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	531250	478125	531250	610938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	48	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	2100	2050	2100	2150
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1850	1750	1850	1900
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	5.41	186.78	177.44	186.78	196.12
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	11.50	10.92	11.50	12.07
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	7.79	7.40	7.79	8.18
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	3.64	3.46	3.64	3.82
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	6.74	6.41	6.74	7.08
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.73	25.10	23.85	25.10	26.36
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	4410	3310	4410	5510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	150	120	150	188
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.90	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.29	105.20	99.94	105.20	110.46
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.12	2.89	2.74	2.89	3.03
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.43	10.46	9.93	10.46	10.98
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.47	11.65	11.07	11.65	12.23
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.30	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	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.44	10.75	10.22	10.75	11.29
FIN	1ST MONTH COLL EFF.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	206.42	216.74	206.42	196.10
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	442.09	419.99	442.09	464.19
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	42	39.9	42	44.1
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	38.80	36.86	38.80	40.74
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	19.13	18.17	19.13	20.08
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	125.00	118.75	125.00	131.25
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	21.50	20.43	21.50	22.58
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
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	2.00	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.10	80	65	80	99
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	15.1	14.8	15.1	15.25
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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
HR	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	12500	10937.5	12500	12812.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	13000	11700	13000	14300
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	338	270	338	372
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.99	20.98	19.93	20.98	22.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.52	3.68	3.50	3.68	3.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.81	5.69	5.40	5.69	5.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	2.48	2.36	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.07	0.48	0.46	0.48	0.50
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.45	3.14	2.98	3.14	3.29
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.81	12.68	12.04	12.68	13.31
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	35	25	35	40
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS II	SC SITES AVAILABILTY	Ratio % with scaling	0.60	95.09	93.86	95.09	96.32
CM	CM OPERATIONS II	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	96.35	95.44	96.35	97.26
CM	CM OPERATIONS II	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	95.64	94.55	95.64	96.73
CM	CM OPERATIONS II	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	86.64	83.3	86.64	89.98
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	86.27	82.84	86.27	89.7
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	91.13	88.91	91.13	93.35
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	312.00	343.00	312.00	291.00
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	24	26	28

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	1418	1416	1418	1420
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1060	1030	1060	1080
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	5.65	75.24	71.48	75.24	79.00
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	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	1.05	13.98	13.28	13.98	14.68
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1270	955	1270	1590
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	133	106.4	133	166
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	4.58	49.30	46.83	49.30	51.76
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.0079	0.0075	0.0079	0.0083
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0192	0.0183	0.0192	0.0202
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.82	5.53	5.82	6.12
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.59	3.41	3.59	3.77
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.53	16.53	15.70	16.53	17.36

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	86.18	90.49	86.18	81.87
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	110	104.50	110	115.50
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	26	24.7	26	27.3
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	12.54	11.91	12.54	13.17
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	6.29	5.97	6.29	6.60
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	4.25	4.04	4.25	4.46
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.20	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	15	12	15	18
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	8.1	7.95	8.1	8.25
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	2500	2187.5	2500	2562.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.71	5.90	5.61	5.90	6.20
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.83	1.04	0.98	1.04	1.09
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	0.55	0.52	0.55	0.58
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.19	0.24	0.23	0.24	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.34	0.43	0.40	0.43	0.45
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	3	1	3	5
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	18	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.26	95.33	96.26	97.2
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.45	96.81	97.45	98.09
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.39	95.49	96.39	97.29
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	84.87	81.09	84.87	88.65
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	84.36	80.45	84.36	88.27
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	89.45	86.81	89.45	92.09
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	278.00	306.00	278.00	260.00
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	56	57	58
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	350	340	350	360
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	210	200	210	220

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	6.31	17.06	16.21	17.06	17.91
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	0.62	0.59	0.62	0.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	1.24	1.18	1.24	1.30
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	225	170	225	280
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	16	12.8	16	20
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	6.83	13.53	12.85	13.53	14.20
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.03	0.065	0.061	0.065	0.068
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00014	0.00013	0.00014	0.00015
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.13	0.27	0.25	0.27	0.28
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	3.00	89	84	89	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	19.16	20.12	19.16	18.20

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	31.09	29.54	31.09	32.64
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	0	0	0	0
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	2.44	2.31	2.44	2.56
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	1.32	1.26	1.32	1.39
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	1.75	1.66	1.75	1.84
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.10	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	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	4	2	4	6
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	10	8	10	13
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.5	16.25	16.5	16.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.25	12.1	12.25	12.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATON	Ratio % with scaling	2.00	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4.00	500	437.5	500	512.5
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTRR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.25	2.11	2.00	2.11	2.21
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.74	0.37	0.35	0.37	0.39
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.43	0.21	0.20	0.21	0.23
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	0.27	0.26	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.50	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.54	0.27	0.25	0.27	0.28
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	3	1	3	5
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	15	10	15	20
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	92.98	91.23	92.98	94.74
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	95.04	93.8	95.04	96.28
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	94.82	93.53	94.82	96.12
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	83.05	78.81	83.05	87.29
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	87.18	83.98	87.18	90.39
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	93.98	92.48	93.98	95.49
CM	CM OPERATIONS II	MTRR (IN MINUTES)	Numeric with scaling	0.60	351	386	351	326
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	46	48	50
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	1000	975	1000	1025

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	475	400	475	550
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	6.51	17.75	16.87	17.75	18.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.64	0.61	0.64	0.67
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.25	0.68	0.65	0.68	0.72
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	110	85	110	140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	16	12.8	16	20
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	6.95	10.62	10.09	10.62	11.15
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.05	0.075	0.071	0.075	0.079
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	13.51	14.18	13.51	12.83
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	14.14	13.43	14.14	14.85
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	12	11.4	12	12.6

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	3.31	3.14	3.31	3.47
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	0.85	0.80	0.85	0.89
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.15	0.14	0.15	0.16
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.10	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	0.99	0.9	0.99	1
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	16	15.75	16	16.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	3.5	3.40	3.5	3.75
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	2.00	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 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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	7500	6562.5	7500	7687.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	5000	4500	5000	5500
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	240	192	240	264
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.32	16.07	15.27	16.07	16.87
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.58	2.82	2.68	2.82	2.96
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.72	3.51	3.33	3.51	3.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.60	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.25	6.04	5.74	6.04	6.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	94.06	92.58	94.06	95.55
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	94.02	92.53	94.02	95.52
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	91.5	89.38	91.5	93.63
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	78.45	73.06	78.45	83.84
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	72.55	65.69	72.55	79.41
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	85.77	82.21	85.77	89.33
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	326.00	359.00	326.00	303.00
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	53	54	55
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	1490	1475	1490	1500
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1200	1150	1200	1250
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	6.15	106.02	100.72	106.02	111.33
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.26	4.42	4.20	4.42	4.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	3.83	3.64	3.83	4.02
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.37	6.39	6.07	6.39	6.71
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1500	1120	1500	1870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.80	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	5.68	55.94	53.14	55.94	58.73
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	0.01	0.019	0.018	0.019	0.020
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.023	0.022	0.023	0.024
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.55	5.42	5.15	5.42	5.69
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.33	3.33	3.17	3.33	3.50
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.42	4.17	3.96	4.17	4.38

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	62.39	65.51	62.39	59.27
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	126.19	119.88	126.19	132.50
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	49	46.55	49	51.45
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	16.99	16.14	16.99	17.84
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	6.37	6.05	6.37	6.69
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	0.50	0.48	0.50	0.53
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	2.25	2.14	2.25	2.36
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	3	2	3	4
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	8	4	8	12
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	12	10	12	15
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42	41.8	42	42.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4	3.85	4	4.25
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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
HR	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	31000	27125	31000	31775
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	23000	20700	23000	25300
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	740	592	740	814
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.92	48.12	45.71	48.12	50.52
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	8.44	8.02	8.44	8.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.64	7.82	7.43	7.82	8.21
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.70	0.66	0.70	0.73
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.20	2.48	2.35	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.35	4.31	4.10	4.31	4.53
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.13	13.85	13.16	13.85	14.55
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98.55	98.19	98.55	98.91
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.41	98.01	98.41	98.81
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.03	97.54	98.03	98.52
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	96.8	96	96.8	97.6
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	77.34	71.68	77.34	83.01
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	96.09	95.11	96.09	97.07
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	125.00	138.00	125.00	123.00
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	33	35	37

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	39	37	39	40
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	39	37	39	40
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	5.61	100.99	95.94	100.99	106.04
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.21	4.00	4.21	4.42
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	1.89	1.79	1.89	1.98
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	3.65	3.46	3.65	3.83
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.85	15.26	14.49	15.26	16.02
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	720	540	720	900
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	83	66.4	83	104
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.51	0.61	0.51	0.46
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.65	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
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3.00	90	85	90	92

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	95.39	100.16	95.39	90.62
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	324.45	308.23	324.45	340.67
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	22	20.9	22	23.1
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	19.11	18.16	19.11	20.07
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	7.54	7.16	7.54	7.92
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	4.00	3.80	4.00	4.20
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	4	3	4	5
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	22	18	22	28
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	16.5	16.25	16.5	16.75
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	20000	17500	20000	20500
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	300	240	300	330
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.66	42.60	40.47	42.60	44.73
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.64	7.47	7.10	7.47	7.85
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.69	8.07	7.67	8.07	8.47
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.62	0.58	0.62	0.65
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	4.11	3.91	4.11	4.32
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.32	0.30	0.32	0.33
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	4.45	4.23	4.45	4.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.19	13.79	13.10	13.79	14.48
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	98	97.5	98	98.5
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.52	98.15	98.52	98.89
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.79	97.24	97.79	98.34
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.86	91.08	92.86	94.65
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	86.23	82.79	86.23	89.67
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	96.56	95.7	96.56	97.42
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	146.00	161.00	146.00	141.00
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	31	33	35

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	1360	1350	1360	1370
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1150	1125	1150	1175
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	5.42	109.97	104.47	109.97	115.47
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.58	4.36	4.58	4.81
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	1.95	1.85	1.95	2.05
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	3.97	3.77	3.97	4.17
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.06	21.50	20.42	21.50	22.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1140	850	1140	1420
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.50	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	4.51	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.20	17.34	16.47	17.34	18.21
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.45	6.51	6.19	6.51	6.84
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3.00	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	92.35	96.97	92.35	87.73
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	197.59	187.71	197.59	207.47
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	41	38.95	41	43.05
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	40.71	38.67	40.71	42.75
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	10.00	9.50	10.00	10.50
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	5.00	4.75	5.00	5.25
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
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	1.80	8	6	8	10
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1.99	1	1.99	2
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	16.75	16.7	16.75	17

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.50	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	4.00	300	262.5	300	307.5
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	13	10	13	14
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.49	0.81	0.77	0.81	0.85
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.78	0.14	0.13	0.14	0.15
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.14	0.025	0.024	0.025	0.026
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	1.11	0.20	0.19	0.20	0.21
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	0.087	0.082	0.087	0.091
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	1	0.99	1	2
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	1	0.99	1	2
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	82.86	78.58	82.86	87.15
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	87.25	84.06	87.25	90.44
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	89.4	86.75	89.4	92.05
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	88.34	85.43	88.34	91.26
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	87.77	84.71	87.77	90.83
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	91.62	89.53	91.62	93.72
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	260	286	260	244
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	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	15	10	15	20

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	16	12	16	20
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.40	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.48	1.17	1.12	1.17	1.23
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.24	0.042	0.040	0.042	0.045
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.28	0.050	0.047	0.050	0.052
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	15	10	15	20
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % 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	14	11.2	14	18
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	8	10	8	7
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.80	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	7.00	2.39	2.27	2.39	2.51
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	2.02	2.12	2.02	1.92
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	3.63	3.45	3.63	3.81
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	10	9.5	10	10.5
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	0.00060	0.00057	0.00060	0.00063
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	0.126	0.120	0.126	0.133

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	1.00	0.025	0.024	0.025	0.026
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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MONT CIVIL WK IN ALLOTTED BUDGT	Ratio % with scaling	0.90	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	3.00	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	5.00	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LAND LEGAL CASES	Days	0.10	8	11	8	5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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	BHARATNET UDYAMI SWIFT TRG	SWIFT TRG TO ALL TIP/UDYAMIS AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100
HR	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	1.00	90	80	90	100

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	7500	6562.5	7500	7687.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	4463	3570	4463	4909
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.51	17.53	16.65	17.53	18.40
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	3.07	2.92	3.07	3.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	4.21	4.00	4.21	4.42
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.79	3.94	3.74	3.94	4.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.66	0.63	0.66	0.70
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.32	2.21	2.32	2.44
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.64	3.18	3.02	3.18	3.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.64	97.05	97.64	98.23
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.9	98.63	98.9	99.18
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	98.47	98.09	98.47	98.85
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	95.48	94.35	95.48	96.61
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	83.23	79.04	83.23	87.42
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	84.38	80.48	84.38	88.29
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	254.00	279.00	254.00	239.00
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	1,85,750	1,67,175	1,85,750	2,13,613
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	210	205	210	215
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	250	240	250	260
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	5.74	71.20	67.64	71.20	74.76
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.57	2.44	2.57	2.70
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.05	13.08	12.43	13.08	13.74
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1345	1010	1345	1680
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	66	52.8	66	83
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
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	0.65	0.72	0.65	0.59
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.98	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	66.61	69.94	66.61	63.28
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	528.25	501.84	528.25	554.66
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	11	10.45	11	11.55
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	1.48	1.41	1.48	1.56
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	5.57	5.29	5.57	5.85
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	75.00	71.25	75.00	78.75
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	4.25	4.04	4.25	4.46
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	6	4	6	8
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	42	34	42	53
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	2.00	10.75	10.7	10.75	10.8
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	50000	43750	50000	51250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	500	450	500	550
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	1375	1100	1375	1513
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.66	96.59	91.76	96.59	101.42
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.82	16.95	16.10	16.95	17.79
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.73	15.24	14.48	15.24	16.01
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.07	1.40	1.33	1.40	1.47
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.20	4.17	3.96	4.17	4.38
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.09	1.88	1.79	1.88	1.98
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	8.41	7.99	8.41	8.83
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.55	0.53	0.55	0.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.61	95.76	96.61	97.46
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.39	97.99	98.39	98.79
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	97.62	97.03	97.62	98.22
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	87.49	84.36	87.49	90.62
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	83.47	79.34	83.47	87.6
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	90.3	87.88	90.3	92.73
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	192	211	192	183
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	45	47	49

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	224	220	224	225
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	230	226	230	235
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	5.57	207.67	197.29	207.67	218.06
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.34	12.78	12.14	12.78	13.42
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	8.66	8.23	8.66	9.09
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	3.68	3.50	3.68	3.87
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	7.50	7.12	7.50	7.87
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.56	20.94	19.89	20.94	21.98
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	2655	1990	2655	3320
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	92	73.6	92	115
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.60	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	5.83	56.56	53.73	56.56	59.39
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.27	2.61	2.48	2.61	2.74
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	5.24	4.97	5.24	5.50
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	3.30	3.13	3.30	3.46
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.02	0.15	0.14	0.15	0.16

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	153	160.65	153	145.35
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	530.92	504.37	530.92	557.47
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	30	28.5	30	31.5
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	2.20	2.09	2.20	2.31
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	12.72	12.08	12.72	13.35
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	12.50	11.88	12.50	13.13
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	16.25	15.44	16.25	17.06
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	8	6	8	10
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.20	4	3	4	5
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	1	0.99	1	2
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	4	2	4	6
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	15	12	15	19
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	36.75	36.7	36.75	37
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.75	10.7	10.75	11

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.60	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	5000	4375	5000	5125
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	3000	2700	3000	3300
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	125	100	125	138
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	9.15	8.69	9.15	9.60
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	1.60	1.52	1.60	1.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.93	0.88	0.93	0.97
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.19	0.18	0.19	0.20
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.40	0.98	0.93	0.98	1.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.78	4.39	4.17	4.39	4.61
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	96.79	95.99	96.79	97.59
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.1	96.38	97.1	97.83
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.38	95.48	96.38	97.29
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	92.43	90.54	92.43	94.32
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	81.31	76.64	81.31	85.98
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	94.22	92.78	94.22	95.67
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	205	226	205	195
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	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	460	450	460	470

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	465	450	465	475
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	5.68	31.73	30.15	31.73	33.32
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	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
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	415	310	415	520
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	37	29.6	37	46
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.42	20.36	19.34	20.36	21.38
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.0025	0.0024	0.0025	0.0027
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.57	1.83	1.74	1.83	1.92
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	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	28.67	30.10	28.67	27.23
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	60.26	57.25	60.26	63.27
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	60	63	60	57

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	37	35.15	37	38.85
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	5.80	5.51	5.80	6.09
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	3.00	1.50	1.43	1.50	1.58
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	2	1	2	3
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	7	6	7	9
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	40.3	40.24	40.3	40.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	20.75	20.65	20.75	21
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.70	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	513	410	513	564
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.43	12.84	12.20	12.84	13.48
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.43	2.25	2.14	2.25	2.37
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.89	4.68	4.45	4.68	4.91
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.56	2.99	2.84	2.99	3.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.05	0.27	0.25	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	2.58	2.45	2.58	2.71
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.15	11.35	10.79	11.35	11.92
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	97.5	96.88	97.5	98.13
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97.37	96.71	97.37	98.03
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	95.01	93.76	95.01	96.26
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	85.16	81.45	85.16	88.87
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	79.8	74.75	79.8	84.85
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	97.56	96.95	97.56	98.17
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	157	173	157	151
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	0.80	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.20	40	35	40	45
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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	27	25	27	29
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	115	110	115	120
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	130	120	130	140
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	6.20	127.48	121.10	127.48	133.85
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.26	5.31	5.05	5.31	5.58
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	4.60	4.37	4.60	4.83
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.32	6.54	6.22	6.54	6.87
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	2055	1540	2055	2570
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	100	80	100	125
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
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	6.25	41.62	39.54	41.62	43.70
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	0.55	0.52	0.55	0.57
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.43	2.83	2.69	2.83	2.97
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.24	1.60	1.52	1.60	1.68
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3.00	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	56.35	59.16	56.35	53.53
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	209.75	199.26	209.75	220.24

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	52	49.4	52	54.6
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	3.28	3.12	3.28	3.45
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	8.13	7.73	8.13	8.54
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	50.00	47.50	50.00	52.50
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	3.00	2.85	3.00	3.15
HR	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	0.30	90	80	90	100
HR	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.20	90	80	90	100
HR	ESTABLISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
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	1.80	8	6	8	10
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1.99	1	1.99	2
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	70	57	70	87
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	8.5	8.3	8.5	8.75
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	8500	7437.5	8500	8712.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	16000	14400	16000	17600
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	88	70	88	97
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.50	11.08	10.53	11.08	11.63
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	1.94	1.85	1.94	2.04
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.92	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.26	0.25	0.26	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	1.48	1.41	1.48	1.56
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.41	4.45	4.23	4.45	4.67
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILTY	Ratio % with scaling	0.60	95.35	94.19	95.35	96.51
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	97	96.25	97	97.75
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	94.95	93.69	94.95	96.21
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	83.93	79.91	83.93	87.95
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	81.21	76.51	81.21	85.91
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	97.39	96.74	97.39	98.04
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	143	157	143	139
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	21	23	25
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	44	43	44	45
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	46	45	46	47
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	5.99	64.22	61.01	64.22	67.43
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.32	2.20	2.32	2.44
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.80	8.55	8.12	8.55	8.98
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1180	890	1180	1480
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	66	52.8	66	83
EB	EB PLATINUM/INMARSAT	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	95	90	95	100
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	95	90	95	100
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	1.53	23.18	22.02	23.18	24.34
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	4.47	67.63	64.24	67.63	71.01
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.05	0.72	0.68	0.72	0.75
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.41	6.21	5.90	6.21	6.52
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.26	3.84	3.64	3.84	4.03
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.28	4.27	4.06	4.27	4.48
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3.00	85	80	85	90

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	54.81	57.55	54.81	52.07
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4.00	299.70	284.72	299.70	314.69
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	0.00	0.00	0.00	0.00
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	2.85	2.71	2.85	2.99
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	4.95	4.70	4.95	5.19
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	5.00	4.75	5.00	5.25
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	1.25	1.19	1.25	1.31
HR	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > (3-5) yrs	Ratio % with scaling	0.50	90	80	90	100
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	90	80	90	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	0.70	5	3	5	6
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.80	5	3	5	6
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	5	3	5	6
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	1	1	1	1
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	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	45.2	45	45.2	45.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.25	7.15	7.25	7.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2.00	19000	16625	19000	19475
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2.00	9000	8100	9000	9900
CFA	CFA-SALES	SIP Concurrnt Channel	Number with scaling	1.00	25	20	25	28
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3.00	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3.00	8	9	8	7.5
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2.00	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.14	21.54	20.46	21.54	22.61
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	3.78	3.59	3.78	3.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.16	0.82	0.77	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.64	0.61	0.64	0.67
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.36	1.86	1.77	1.86	1.95
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.49	7.78	7.39	7.78	8.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q1 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q1 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	Inspection of BTS sites	Numeric with scaling	0.40	12	10	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.40	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q4-2024-25)	Ratio % with scaling	0.80	3	2	3	4
CM	CM OPERATIONS	SC SITES AVAILABILITY	Ratio % with scaling	0.60	95.42	94.28	95.42	96.57
CM	CM OPERATIONS I	CRITICAL SITES AVAILABILITY	Ratio % with scaling	0.60	98.26	97.83	98.26	98.7
CM	CM OPERATIONS I	IMPORTANT SITES AVAILABILITY	Ratio % with scaling	0.40	96.36	95.45	96.36	97.27
CM	CM OPERATIONS I	NORMAL SITES AVAILABILITY	Ratio % with scaling	0.40	94.4	93	94.4	95.8
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.40	77.86	72.33	77.86	83.4
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.40	87.46	84.33	87.46	90.6
CM	CM OPERATIONS II	MTTR (IN MINUTES)	Numeric with scaling	0.60	276	304	276	258
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	50	52	54
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	40	35	40	45
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	30	25	30	35
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	60	50	60	70
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.40	5	3	5	7

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	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	5.80	57.78	54.89	57.78	60.66
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.09	1.98	2.09	2.19
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.99	9.81	9.32	9.81	10.30
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	440	330	440	550
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	0.40	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	66	52.8	66	83
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	95	90	95	100
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.80	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	5.87	25.19	23.93	25.19	26.45
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.01	0.00	0.00	0.00	0.00
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.12	4.81	4.57	4.81	5.05
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT OF BILLED	Ratio % with scaling	3.00	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3.00	62.09	65.20	62.09	58.99
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4.00	180.19	171.18	180.19	189.20
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3.00	60	63	60	57

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5.00	8	7.6	8	8.4
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1.00	4.34	4.13	4.34	4.56
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	4.20	3.99	4.20	4.41
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	2.75	2.61	2.75	2.89
HR	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 % without scaling	0.50	0.75	1	0.75	0.5
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	CIVIL	MON. & AT OF 4G SATURATION TOWER	Ratio % with scaling	1.00	80	60	80	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Numeric with scaling	1.00	3	2	3	4
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	2.50	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	REM LINKING WITH FICO	Numeric with scaling	0.10	1.99	1	1.99	2
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	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	42.6	42.45	42.6	42.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	3.25	3.1	3.25	3.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	2.00	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

Q1 (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	7.20	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.20	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	350	265	350	440
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	2.40	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.20	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.20	300	240	300	375
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of ER	Ratio % with scaling	1.20	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	116	127.6	116	104.4
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.20	121	133.1	121	108.9
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	11.02	11.57	11.02	10.47
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR	LAND MONETISATION	REM LINKING WITH FICO	Ratio % with scaling	2.00	2	1	2	3
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B)	Ratio % with scaling	5.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	6.00	2	1	2	3
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.175	0.166	0.175	0.184
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
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	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100

Q1 (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	4.80	99.9	99	99.9	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	4.80	99.9	99	99.9	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.00	640	480	640	800
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	3.60	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	Ratio % with scaling	1.20	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.20	500	400	500	625
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	4.80	95	90	95	100
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	NFS PROJECT	Handing-Over-Taking-Over of sites of WR	Ratio % with scaling	1.20	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	152	167	152	137
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.20	396	436	396	356
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	12.00	64.43	61.21	64.43	67.66
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	6.00	139.34	146.31	139.34	132.37
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7.00	286.20	271.89	286.20	300.51
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6.00	60	63	60	57
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	2.32	2.21	2.32	2.44
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	0.10	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.50	0.25	0.24	0.25	0.26
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR	CIVIL	MON.CIVIL WK WITHN ALOT BUDGET	Ratio % with scaling	0.10	90	80	90	100
HR	LAND MONETISATION	LAND IDENTIFICATION & SUBMISSION OF ANNEX-4	Ratio % with scaling	2.00	6	5	6	7
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	6	5	6	7
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3

Q1 (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	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	3.00	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.60	4	2	4	5
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	1.00	10.75	10.6	10.75	11
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.25	4	4.25	4.5
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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	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

Q1 (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	7.20	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.20	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	130	100	130	160
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	2.40	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.20	85.00	80.00	85.00	90.00
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	60.00	50.00	60.00	70.00
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	80.00	70.00	80.00	90.00
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.20	109	87.2	109	136
EB	NFS PROJECT	Handing -Over-Taking -Over of sites of NER	Ratio % with scaling	1.20	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	50	55.00	50	45.00
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.20	47	51.70	47	42.30
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	6.74	7.07	6.74	6.40
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Ratio % with scaling	6.50	6	5	6	7
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	25	20	25	30
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	1.00	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	1.00	250625	300625	250625	200625
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
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATON	Ratio % with scaling	1.50	90	80	90	100

Q1 (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	4.80	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	4.80	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	3.00	870	650	870	1080
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	3.60	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	Ratio % with scaling	1.20	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.20	534	427.2	534	668
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	4.80	95	90	95	100
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	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Ratio % with scaling	1.20	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	437	480.70	437	393.30
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	1.20	40	44.00	40	36.00
EB	EB Revenue	Enterprise Service - Others (incl. Global Satellite Phone Service, VSAT, etc.)	In Rs Cr with scaling	12.00	54.25	51.53	54.25	56.96
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	6.00	33.91	35.61	33.91	32.22
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7.00	28.69	27.26	28.69	30.12
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6.00	60	63	60	57
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1.00	1.67	1.59	1.67	1.76
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.100	0.095	0.100	0.105
HR	ESTABLISHMENT	DISPOSAL ALL ABSCONDING CASES > 5 yrs	Ratio % with scaling	1.00	90	80	90	100
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	1.00	90	80	90	100
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	5.00	80	60	80	100
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	6.50	1	0	1	2
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	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	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
HR	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

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

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ratio % with scaling	7.20	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.20	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	800	600	800	1000
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	2.40	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ratio % with scaling	1.20	85	80	85	90
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	60	50	60	70
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	80	70	80	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	534	427.2	534	668
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of SR	Ratio % with scaling	1.20	95	90	95	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	95	90	95	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	79	86.90	79	71.10
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.20	197	216.70	197	177.30
EB	PERFORMANCE	EXCEPTIONAL PERFORMANCE (ASSESSED BY REPORTING OFFICER)	Ratio % with scaling	3.00	90	80	90	100
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	25.81	27.10	25.81	24.52
HR	CIVIL	MONITRING CIVIL WORK IN BUDGET	Ratio % with scaling	8.50	90	80	90	100
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	6.00	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	90	80	90	100
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	1.50	0.23	0.21	0.23	0.24
HR	HR	Rotational Transfer of Executives working on Sensitive Posts.	Date(DDMMYY)	0.50	250625	300625	250625	200625
HR	HR	Closure of Disciplinary cases (> 1 Year).	Date(DDMMYY)	0.50	250625	300625	250625	200625
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	MISSION KARMAYOGI	PHASE-II OF 2 DAYS CUSTOMER/CITIZEN CENTRICITY MOTIVATIONAL REFRESHER TRG AS PER TARGET BY ALTTC/BSNLCO	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	1.00	90	80	90	100