

Restructuring Cell, Corporate Office,
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भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

TIME-BOUND

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

Date: 01.07.2025

To

All CGMs

(Territorial and Core Network Circles)

Sub: IPMS for the period Q2 (July 25 -Sept 25) of financial year 2025-26.

I am directed to convey that IPMS cards of Circle heads of Territorial and Core Network Circles for **Q2 (July 25 -Sept 25)** are enclosed for necessary action in accordance to Consolidated Instructions for IPMS enclosed at Annex 1. The IPMSs are also being issued from the ESS logins of the respective Zonal Directors and shall be visible in respective ESS logins, shortly.

It is requested that IPMS of all BA heads in your circle and all unit heads in circle office may be issued on **priority** from your ESS login with the instruction that KPIs/targets may be further assigned to every executive in accordance to the time schedule below.

Table 1 – Time Schedule for Q2 (July 25 -Sept 25) IPMS cycle KPIs/Targets

KPIs/Targets to be assigned by	Timeline
Circle Heads	By 07 th , July 2025
BA Heads/Circle Office PGMs/Sr. GMs/GMs	By 14 th , July 2025
DGMs/AGMs or equivalent	By 18 th , July 2025
SDEs or equivalent	By 25 th , July 2025



The window to enter Q2 (**July 25 -Sept 25**) KPIs/targets **will remain live in ESS up to 25.07.25** and will not be extended any further. Further, the window for entering achievements of Q1 (April 25-June 25) cycle shall remain open up to 25.07.25. Final and cut-off dates are reiterated below and shall be followed.

Table 2 – Cutoff Dates for entering Achievements of Q1 (April-25 Jun-25)
IPMS cycle

Q1 (April-25 Jun-25) Achievement Window					
	Ach data to be sent by Heads of Circles to CO for vetting (excel sheet)	Achievements to be entered by all the Executives	Reporting to agree / disagree	Reviewing to agree / disagree	Bonus
1	10 th July	25 th July	27 th July	30 th July	10 th Aug

This is issued with the approval of the competent authority.

Encl:-As above


(Santosh Dahiya)
DGM (Restructuring)

Copy for information and necessary action to:

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



CONSOLIDATED INSTRUCTIONS FOR IPMS

- i) MoU targets shall be translated into realistic KPIs down to the last executive. **Targets should not be increased by more than 5% while assigning to subordinates.**
- ii) Executives who have been assigned sales or revenue targets should not be assigned any discretionary KPIs in their IPMS. They should be able to achieve the perfect score of 10.00 if they achieve the 'Excellent' performance level set in their KPIs.
- iii) Executives who have **not** been assigned revenue targets **shall be compulsorily** assigned KPI 'Exceptional performance as assessed by reporting officer' with 20% weightage – **their IPMS score will cross 8.0 points only if exceptional work is done.**
- iv) Negative marking cases with respect to executives who fail to complete the IPMS activities on time may be forwarded to Corporate Office with the approval of the Circle Head. The negative marks will be applied in the subsequent quarter.
- v) PGMs/GMs/DGMs/AGMs/SDEs/JTO of HR vertical in Corporate/Circles/BAs/OAs shall be assigned the KPI "Monitoring and implementation of IPMS cycles" with weightage 30%.
- vi) Minimum 38% job roles may be assigned to **Sales Functions** in all territorial circles as per the benchmarks below:

S.No	Job Roles	% Unique Executives (minimum)
1	CFA sales	15%
2	CM sales	15%
3	EB sales	8%

- vii) Scores may be recalculated in **exceptional cases** whereby an individual executive could not achieve a date or day type KPI due to circumstances outside his/her control and there may be justification for not counting that KPI when calculating the final weighted score.
- viii) For IPMS cycle, for which, the executive could not enter the achievements due to genuine reasons such as transfer/long leave, etc., the IPMS assigned may be deleted with the approval of the Circle Head, by raising PIS through L2 SPOC **within two weeks** of the closing of the achievement window of the concerned cycle. For GM and above level officers and Corporate Office executives, the competent authority shall be Director HR, BSNL Board.
- ix) Executives will be required to submit an undertaking while submitting Q1 achievements and they shall be liable for action in accordance to CDA rules if any false information is entered **deliberately** in the system.

Q2 (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	2500	2187.5	2500	2562.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	856	770	856	942
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.03	0.24	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	0.82	6.83	6.48	6.83	7.17
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.15	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.03	0.23	0.22	0.23	0.24
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.22	0.21	0.22	0.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.07	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	5.9	48.68	46.25	48.68	51.12
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	1	0.99	1	2
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	4	2	4	6
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	95.84	94.8	95.84	96.88
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	94.34	92.93	94.34	95.76
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.89	77.36	81.89	86.42
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	71.45	64.31	71.45	78.59
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	141	155	141	137
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	229	252	229	216
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	30	25	30	35

Q2 (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 ERECETION for Mobile Projects	Numeric with scaling	0.80	90	88	90	91
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	150	145	150	151
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.50	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	50	30	50	70
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	1.03	0.98	1.03	1.08
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	4	3.0	4	5
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	10	12	10	8
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.29	0.34	0.29	0.26
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7.00	8.22	7.81	8.22	8.63
FIN	1ST MONTH COLL EFF.for CFA,CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	61.00	64.00	61.00	58.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	317.54	301.663	317.54	333.42
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55

Q2 (FY 2025-26) IPMS Targets for CGM AN 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	40	38.00	40	42.00
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	2.23	2.12	2.23	2.34
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1	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	ESTABALISHMENT	DISPOSAL OF ABSCONDING CASES > 6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	0.50	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	12.5	10	12.5	15
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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	1.00	80	70	80	90
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	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

Q2 (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	32000	28000	32000	32800
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	5469	4922	5469	6016
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	2.25	18	2.25	2.475
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.17	38.78	36.84	38.78	40.72
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	6.80	6.46	6.80	7.14
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.77	7.22	6.86	7.22	7.58
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	0.56	0.53	0.56	0.59
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.46	4.25	4.04	4.25	4.46
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.16	1.46	1.39	1.46	1.54
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	3.98	3.78	3.98	4.18
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.22	2.09	1.99	2.09	2.20
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	40	30	40	50
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	97.58	96.98	97.58	98.19
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.91	86.14	88.91	91.68
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.52	84.4	87.52	90.64
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.34	79.18	83.34	87.51
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	121	133	121	119
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	176	194	176	168
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	5,330	4,797	5,330	5,863
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	3,31,250	2,98,125	3,31,250	3,80,938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47	45	47	49
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	1350	1325	1350	1351
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1250	1225	1250	1260
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.65	141.58	134.50	141.58	148.66
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	5.90	5.61	5.90	6.20
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.07	1.74	1.66	1.74	1.83
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1130	650	1130	1450
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85.00	80.00	85.00	90.00
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	6.08	5.77	6.075	6.38
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	135	115	135	155
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	12	15	12	10
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.53	0.63	0.53	0.48
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.57	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

Q2 (FY 2025-26) IPMS Targets for CGM AP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.03	0.20	0.19	0.20	0.21
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.39	3.00	2.85	3.00	3.15
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	77.00	81.00	77.00	73.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	179.26	170.297	179.26	188.22
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	45	43.00	45	47.00
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 > 6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
HR	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	1.00	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	1	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	2	1	2	3

Q2 (FY 2025-26) IPMS Targets for CGM AP 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	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	LAND MONETISATION II	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	40	32	40	50
HR	RENTING TARGET	AREA IDEN RENTG(IN% TOTL AREA)	Ratio % with scaling	0.50	27	26.5	27	27.5
HR	RENTING TARGET	AREA RENTED OUT(IN% TOTL AREA)	Ratio % with scaling	0.50	6	5.5	6	6.5
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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

Q2 (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	5000	4375	5000	5125
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	6482	5834	6482	7130
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.03	0.24	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.98	8.60	8.17	8.60	9.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.7	1.51	1.43	1.51	1.58
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.82	0.78	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.28	0.27	0.28	0.29
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.43	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.38	2.98	2.84	2.98	3.13
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	8	5	8	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	15	10	15	20
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.58	89.48	91.58	93.69
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	74.88	68.6	74.88	81.16
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.58	80.73	84.58	88.44
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.76	89.7	91.76	93.82
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	237	261	237	223
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	349	384	349	324
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	440	430	440	441
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	350	325	350	355
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.31	37.18	35.32	37.18	39.04
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.34	1.28	1.34	1.41
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	2.70	2.56	2.70	2.83
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	690	390	690	880
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	37	31	37	43
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1.00	1.10	1.00	0.90
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.47	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	40.00	42.00	40.00	38.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	52.30	49.685	52.30	54.92
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55

Q2 (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	22.00	21.00	22.00	23.00
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	75.00	60.00	75.00	90.00
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	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM Assam Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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	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

Q2 (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	12500	10937.5	12500	12812.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	71968	64771	71968	79165
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.48	3.84	0.48	0.528
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.13	11.02	10.47	11.02	11.57
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	1.25	1.18	1.25	1.31
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.93	3.26	3.09	3.26	3.42
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	1.69	1.60	1.69	1.77
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.56	5.50	5.23	5.50	5.78
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	10	6	10	15
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	15	10	15	20
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	86.18	82.73	86.18	89.64
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	82.75	78.44	82.75	87.06
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.4	75.5	80.4	85.3
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82.99	78.74	82.99	87.24
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	235	259	235	222
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	321	353	321	299
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM Bihar Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	111	108	111	112
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	300	275	300	310
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.34	55.21	52.45	55.21	57.97
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.99	1.89	1.99	2.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.43	3.75	3.56	3.75	3.94
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	890	510	890	1140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	104	88	104	120
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.04	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	63.00	66.00	63.00	60.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	63.63	60.4485	63.63	66.81

Q2 (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	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	25	24	25	26
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	125.00	100.00	125.00	150.00
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	1.70	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	3.00	2.00	3.00	4.00
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM Bihar 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	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

Q2 (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	6500	5687.5	6500	6662.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	6962	6266	6962	7658
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.09	0.72	0.09	0.099
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.11	9.07	8.62	9.07	9.53
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.72	1.59	1.51	1.59	1.67
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.4	0.87	0.83	0.87	0.92
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.25	0.24	0.25	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	0.97	0.93	0.97	1.02
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.21	2.68	2.54	2.68	2.81
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	9	5	9	12
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.08	87.6	90.08	92.56
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	82.31	77.89	82.31	86.73
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.05	85.06	88.05	91.04
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	89.43	86.79	89.43	92.07
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	260	286	260	244
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	308	339	308	287
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	30	25	30	35

Q2 (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 USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	600	590	600	602
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1000	975	1000	1010
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.20	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	880	500	880	1120
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	94	80	94	108
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	52.00	55.00	52.00	49.00

Q2 (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	72.08	68.476	72.08	75.68
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	44	42	44	46
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.30	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	50.00	40.00	50.00	60.00
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	2.00	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	35.8	35.7	35.8	35.9
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	4.5	4.4	4.5	4.7
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM CG 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	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

Q2 (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	25000	21875	25000	25625
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	1.46	1.168	1.46	1.606
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	23.98	22.78	23.98	25.18
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	4.21	4.00	4.21	4.42
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	5.44	5.17	5.44	5.71
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.35	0.33	0.35	0.36
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.11	7.16	6.80	7.16	7.52
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	1.14	1.08	1.14	1.19
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.46	3.00	2.85	3.00	3.15
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	6	4	6	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	7	5	7	10
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	30	25	30	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	98.67	98.34	98.67	99
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.17	87.71	90.17	92.63
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	76.52	70.65	76.52	82.39
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	86.23	82.79	86.23	89.67
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.60	187	206	187	178
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	288	317	288	269
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.20	627	564	627	690
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.40	81,000	72,900	81,000	93,150
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.40	65	64	65	66
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.38	41.27	39.21	41.27	43.34
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.49	1.42	1.49	1.56
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.39	2.49	2.36	2.49	2.61

Q2 (FY 2025-26) IPMS Targets for CGM Chennai Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1170	670	1170	1500
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	2.25	2.14	2.25	2.36
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	52	44	52	60
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.90	0.99	0.90	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.81	36.10	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	56.00	59.00	56.00	53.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	127.77	121.3815	127.77	134.16
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	24	23	24	25
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	0.24	0.23	0.24	0.26

Q2 (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 Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1	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	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	87.50	70.00	87.50	105.00
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	21.5	21	21.5	22
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.6	4.5	4.6	4.7
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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	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

Q2 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	18500	16188	18500	18963
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	28497	25647	28497	31347
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	1.4	11.2	1.4	1.54
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.87	23.37	22.20	23.37	24.54
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.5	4.10	3.89	4.10	4.30
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.76	6.17	5.86	6.17	6.48
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.34	0.32	0.34	0.35
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.85	6.94	6.59	6.94	7.28
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.21	1.71	1.63	1.71	1.80
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.42	3.40	3.23	3.40	3.57
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.35	11.03	10.47	11.03	11.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	30	25	30	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	95.91	94.89	95.91	96.93
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.34	87.93	90.34	92.76
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.45	85.56	88.45	91.34
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93	91.25	93	94.75
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	299	329	299	279
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	354	389	354	329
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	3,78,250	3,40,425	3,78,250	4,34,988
CM	CM SALES	Number of Active PoS for SIM selling in each month	Numeric with scaling	1.20	4,566	4,109	4,566	5023
CM	CM SALES	Quality of Acquisition (3 Month Retention)	Ratio % with scaling	1.00	35	33	35	37

Q2 (FY 2025-26) IPMS Targets for CGM Gujarat 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	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	640	624	640	643
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	646	625	646	652
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Numeric with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Numeric with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.63	100.67	95.63	100.67	105.70
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.24	4.20	3.99	4.20	4.41
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.08	1.49	1.42	1.49	1.56
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	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	85	80	85	90
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3830	2190	3830	4920
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	% with scaling	0.40	75	70	75	80
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	166	141	166	191
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

Q2 (FY 2025-26) IPMS Targets for CGM Gujarat Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	EB Revenue	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	0.08	1.06	1.00	1.06	1.11
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.54	7.10	6.75	7.10	7.46
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.34	4.41	4.19	4.41	4.63
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.14	1.79	1.70	1.79	1.88
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	51.00	54.00	51.00	48.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	406.42	386.099	406.42	426.74
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	46	44	46	48
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	125.00	100.00	125.00	150.00
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	1.00	6	4	6	8
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	6	4	6	8
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	0.99	0.9	0.99	1

Q2 (FY 2025-26) IPMS Targets for CGM Gujarat 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	0.50	40	32	40	50
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	33.5	33.3	33.5	33.7
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	7.5	7.3	7.5	7.75
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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

Q2 (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	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1122	1010	1122	1234
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.13	1.04	0.13	0.143
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.83	13.09	12.44	13.09	13.74
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.85	2.30	2.18	2.30	2.41
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.27	0.74	0.70	0.74	0.77
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.06	0.15	0.14	0.15	0.16
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	1.20	1.14	1.20	1.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.55	1.49	1.42	1.49	1.57
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	9	5	9	12
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.09	95.11	96.09	97.07
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.41	91.76	93.41	95.06
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.97	81.21	84.97	88.73
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	95.85	94.81	95.85	96.89
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	140	154	140	136
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	193	212	193	184
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.20	1,512	1,361	1,512	1,663
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	0.80	91,750	82,575	91,750	1,05,513
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	46	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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	580	570	580	582
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	550	525	550	555
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.94	37.51	35.63	37.51	39.39
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	1.35	1.29	1.35	1.42
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.84	5.31	5.04	5.31	5.57
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	270	150	270	340
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	54	46	54	62
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.44	0.53	0.44	0.40
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.91	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	28.00	29.00	28.00	27.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	57.03	54.1785	57.03	59.88
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55

Q2 (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	36	34	36	38
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	50.00	40.00	50.00	60.00
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	36.2	36	36.2	36.4
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.3	10.10	10.3	10.5

Q2 (FY 2025-26) IPMS Targets for CGM HP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	26000	22750	26000	26650
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	14135	12722	14135	15549
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.41	3.28	0.41	0.451
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.39	32.71	31.07	32.71	34.34
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.42	5.74	5.45	5.74	6.02
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.46	6.33	6.01	6.33	6.65
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.04	0.47	0.45	0.47	0.50
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	6.00	5.70	6.00	6.30
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.26	0.25	0.26	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.26	3.49	3.32	3.49	3.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.84	11.48	10.90	11.48	12.05
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	1.49	20.42	19.40	20.42	21.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.64	8.75	8.31	8.75	9.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	6	4	6	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	95.59	94.49	95.59	96.69
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	93.55	91.94	93.55	95.16
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	81.64	77.05	81.64	86.23
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	98.89	98.61	98.89	99.17
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	147	162	147	142
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	170	187	170	163

Q2 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.40	4,266	3,839	4,266	4,693
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.60	1,97,500	1,77,750	1,97,500	2,27,125
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.40	30	28	30	32
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	30	25	30	35
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.20	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	680	390	680	870
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	84	71	84	97
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.59	0.71	0.59	0.54
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.96	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	80.00	84.00	80.00	76.00

Q2 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	152.02	144.419	152.02	159.62
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	41	39	41	43
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
HR	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	0.05	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	4	3	4	5
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.05	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	34	33.5	34	55
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.75	6.6	6.75	7

Q2 (FY 2025-26) IPMS Targets for CGM Haryana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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

Q2 (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	8000	7000	8000	8200
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	3737	3363	3737	4111
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.01	0.08	0.01	0.011
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.38	6.89	6.54	6.89	7.23
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.77	1.21	1.15	1.21	1.27
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.59	0.94	0.89	0.94	0.98
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.28	0.44	0.42	0.44	0.46
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.5	0.78	0.74	0.78	0.82
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.48	0.76	0.73	0.76	0.80
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	5	2	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	6	4	6	10
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	90.3	87.88	90.3	92.73
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.33	85.41	88.33	91.25
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	77.84	72.3	77.84	83.38
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	90.72	88.4	90.72	93.04
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	159	175	159	153
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	263	289	263	247
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM J&K Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	1055	1015	1055	1061
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	890	820	890	905
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.43	28.82	27.38	28.82	30.26
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.04	0.99	1.04	1.09
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.34	1.54	1.46	1.54	1.62
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	290	170	290	380
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	96	82	96	110
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.90	21.33	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	29.00	30.00	29.00	28.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	50.88	48.336	50.88	53.42
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55

Q2 (FY 2025-26) IPMS Targets for CGM J&K 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	46	44	46	48
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	0.80	37.50	30.00	37.50	45.00
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	0.50	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	80	64	80	100
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	22.8	22.7	22.8	22.9
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	6.25	6.2	6.25	6.3
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM J&K 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	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	4500	3937.5	4500	4612.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	11912	10721	11912	13103
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.11	0.88	0.11	0.121
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.15	7.00	6.65	7.00	7.35
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.55	1.23	1.17	1.23	1.29
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.17	0.38	0.36	0.38	0.40
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.53	1.17	1.11	1.17	1.23
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	0.85	0.81	0.85	0.89
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.22	4.92	4.67	4.92	5.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2(Nos.)	Numbers with scaling	0.20	6	4	6	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	10	5	10	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.12	88.9	91.12	93.34
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	68.26	60.33	68.26	76.2
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.18	75.23	80.18	85.14
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.67	85.84	88.67	91.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	214	235	214	203
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	451	496	451	416
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM Jharkhand 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	740	735	740	742
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	1030	900	1030	1050
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.46	38.52	36.59	38.52	40.44
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	1.39	1.32	1.39	1.46
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.31	1.82	1.73	1.82	1.91
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	640	370	640	820
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	73	62	73	84
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.70	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	45.00	47.00	45.00	43.00

Q2 (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	50.33	47.8135	50.33	52.85
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	36	34	36	38
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	2.97	2.83	2.97	3.12
HR	HR Revenue	Infrastructure Monetization - Land	In Rs Cr with scaling	3.00	2.50	2.38	2.50	2.63
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.10	1.50	1.43	1.50	1.58
HR	ESTABALISHMENT	DISPOSAL ALL DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM Jharkhand 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

Q2 (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	58000	50750	58000	59450
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	13073	11766	13073	14380
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	3.49	27.92	3.49	3.839
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.93	100.30	95.29	100.30	105.32
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	17.60	16.72	17.60	18.48
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.74	18.97	18.02	18.97	19.92
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.06	1.45	1.38	1.45	1.52
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.34	8.70	8.27	8.70	9.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	13.74	13.05	13.74	14.43
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.41	10.46	9.94	10.46	10.99
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.29	7.57	7.19	7.57	7.95
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	27	20	27	32
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	60	40	60	70
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	98.37	97.96	98.37	98.78
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	95.22	94.03	95.22	96.42
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.47	79.34	83.47	87.6
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93.08	91.35	93.08	94.81
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	145	160	145	141
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	185	204	185	177
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	326	325	326	327
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	357	352	357	359
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.50	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	140	80	140	170
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	125	106	125	144
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.26	0.32	0.26	0.24
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.75	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

Q2 (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	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.57	5.67	5.39	5.67	5.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.35	3.49	3.32	3.49	3.67
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.26	2.61	2.48	2.61	2.74
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL (QUATERLY)	Ratio % with scaling	3	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	161	169.00	161	153.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	426.80	405.46	426.80	448.14
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	46	44	46	48
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	125.00	100.00	125.00	150.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Kerala 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	0.50	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	31000	27125	31000	31775
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	21659	19493	21659	23825
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.96	7.68	0.96	1.056
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.54	57.20	54.34	57.20	60.07
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	10.04	9.53	10.04	10.54
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.8	12.94	12.30	12.94	13.59
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.83	0.79	0.83	0.87
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.88	14.17	13.46	14.17	14.88
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.18	2.94	2.80	2.94	3.09
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.44	7.14	6.78	7.14	7.50
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.49	7.82	7.43	7.82	8.21
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	26	20	26	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	60	40	60	70
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	91.28	89.1	91.28	93.46
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	83.33	79.16	83.33	87.5
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.55	80.69	84.55	88.41
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.58	85.73	88.58	91.44
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	162	178	162	156
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	240	264	240	226
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	700	675	700	702
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	570	525	570	575
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.35	163.32	155.15	163.32	171.48
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	10.05	9.55	10.05	10.55
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.22	6.81	6.47	6.81	7.15
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	3900	2230	3900	5010
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	146	124	146	168
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	85	80	85	90
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.75	0.83	0.75	0.68
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	3.81	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

Q2 (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	Value Added Services (Bulk SMS, A2P, etc.)	In Rs Cr with scaling	1.21	24.09	22.88	24.09	25.29
EB	EB Revenue	IoT SIMs (Smart Meters, Vehicles, Agri)	In Rs Cr with scaling	0.43	8.54	8.11	8.54	8.96
EB	EB Revenue	SD-WAN	In Rs Cr with scaling	0.27	5.32	5.06	5.32	5.59
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	0.88	17.44	16.56	17.44	18.31
EB	EB Revenue	CNPN, ILL on 5G & Private 5G	In Rs Cr with scaling	0.39	7.73	7.35	7.73	8.12
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	129	135.00	129	123.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	362.28	344.166	362.28	380.39
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	39	37	39	41
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	200.00	160.00	200.00	240.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Karnataka Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	10	8	10	12
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	65	53	65	80
HR	LAND MONETISATION I	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.50	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	38.2	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	0.50	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
HR	HR-SHIFT 2 SLA-BASED	MANPOWER BASED CW Nos	Numeric with scaling	0.50	1	2	1	0

Q2 (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	14000	12250	14000	14350
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1000	900	1000	1100
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.28	2.24	0.28	0.308
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3	12.80	12.16	12.80	13.44
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.53	2.25	2.13	2.25	2.36
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.85	3.63	3.45	3.63	3.81
CFA	CFA Revenue	Landline	In Rs Cr with scaling	1.92	8.18	7.77	8.18	8.59
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.2	0.88	0.83	0.88	0.92
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.00	1.90	2.00	2.10
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.136	0.130	0.136	0.143
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.40	5	3	5	8
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.40	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.80	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.80	98.79	98.49	98.79	99.09
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.80	96.68	95.85	96.68	97.51
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.60	77.2	71.5	77.2	82.9
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.60	88.56	85.7	88.56	91.42
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.60	216	238	216	204
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.60	294	323	294	275
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	30	25	30	35
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	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.86	50.21	47.70	50.21	52.72
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	1.81	1.72	1.81	1.90
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.93	7.95	7.55	7.95	8.35

Q2 (FY 2025-26) IPMS Targets for CGM Kolkata Metro District								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	910	520	910	1160
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	59	50	59	68
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	15	18	15	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.55	0.61	0.55	0.50
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.15	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	52.00	55.00	52.00	49.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	204.05	193.8475	204.05	214.25
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	23	22	23	24

Q2 (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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	125.00	100.00	125.00	150.00
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	2.50	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	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	4	3.75	4	4.25
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	0.80	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

Q2 (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	32000	28000	32000	32800
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	20501	18451	20501	22551
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.68	5.44	0.68	0.748
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	1.82	55.55	52.77	55.55	58.33
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.32	9.75	9.26	9.75	10.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.49	15.08	14.33	15.08	15.84
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.03	0.80	0.76	0.80	0.84
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	10.86	10.32	10.86	11.41
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.11	3.33	3.16	3.33	3.49
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.27	8.32	7.90	8.32	8.74
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.46	14.09	13.38	14.09	14.79
CFA	CFA Revenue	Data Center - Govt. Cloud & Hosting (NIC/State projects at BSNL DCs)	In Rs Cr with scaling	2.2	67.08	63.73	67.08	70.44
CFA	CFA Revenue	Data Center - Pvt. Cloud & Hosting (Co-location,CDNs, Hybrid Model, etc.)	In Rs Cr with scaling	0.94	28.75	27.31	28.75	30.19
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	30	25	30	35
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	55	45	55	60
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	86.36	82.95	86.36	89.77
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	77.56	71.95	77.56	83.17
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.54	81.93	85.54	89.16
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.14	78.93	83.14	87.36
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	283	311	283	265
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	352	387	352	327

Q2 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	7,037	6,333	7,037	7,741
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	5,31,250	4,78,125	5,31,250	6,10,938
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	48	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	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	2320	2265	2320	2326
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	2140	2060	2140	2162
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.41	186.78	177.44	186.78	196.12
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.33	11.50	10.92	11.50	12.07
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	7.79	7.40	7.79	8.18
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	3.64	3.46	3.64	3.82
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.19	6.74	6.41	6.74	7.08
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.73	25.10	23.85	25.10	26.36
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	4310	2460	4310	5530
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	187	159	187	215
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	85	80	85	90
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET 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

Q2 (FY 2025-26) IPMS Targets for CGM MH Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.29	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	250.00	263.00	250.00	238.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	543.96	516.762	543.96	571.16
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	47	45	47	49
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	375.00	300.00	375.00	450.00
HR	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

Q2 (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	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.50	10	8	10	12
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.10	80	65	80	99
HR	LAND MONETISATION II	MCPC REMOVAL 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	15.5	15.2	15.5	15.75
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	16000	14000	16000	16400
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	15477	13929	15477	17025
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.34	2.72	0.34	0.374
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.99	20.98	19.93	20.98	22.03
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.52	3.68	3.50	3.68	3.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.81	5.69	5.40	5.69	5.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.35	2.48	2.36	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.07	0.48	0.46	0.48	0.50
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.45	3.14	2.98	3.14	3.29
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.81	12.68	12.04	12.68	13.31
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	35	30	35	40
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	45	35	45	50
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS II	Network Availability (Legacy)	Ratio % with scaling	0.70	91.55	89.44	91.55	93.66
CM	CM OPERATIONS II	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	81.5	76.88	81.5	86.13
CM	CM OPERATIONS II	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.57	83.21	86.57	89.93
CM	CM OPERATIONS II	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.33	89.16	91.33	93.5
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	333	366	333	310
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	371	408	371	344
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	1425	1420	1425	1426
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1260	1200	1260	1270
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.65	75.24	71.48	75.24	79.00
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1200	690	1200	1550
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	167	142	167	192
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.9	0.99	0.9	0.81
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.58	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

Q2 (FY 2025-26) IPMS Targets for CGM MP 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	1.53	16.53	15.70	16.53	17.36
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	94.00	99.00	94.00	89.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	114.40	108.68	114.40	120.12
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	40	38	40	42
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	250.00	200.00	250.00	300.00
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

Q2 (FY 2025-26) IPMS Targets for CGM MP Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	8.5	8.25	8.5	8.75
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	3000	2625	3000	3075
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	2384	2146	2384	2622
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.03	0.24	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.71	5.90	5.61	5.90	6.20
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.83	1.04	0.98	1.04	1.09
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.44	0.55	0.52	0.55	0.58
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.19	0.24	0.23	0.24	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.34	0.43	0.40	0.43	0.45
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	3	1	3	5
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	12	6	12	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	85.49	81.86	85.49	89.12
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	69.03	61.29	69.03	76.77
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.81	79.76	83.81	87.86
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	89.5	86.88	89.5	92.13
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	230	253	230	217
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	391	430	391	362
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM NE-I 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	Numeric with scaling	0.80	400	380	400	404
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	310	275	310	325
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.31	17.06	16.21	17.06	17.91
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.23	0.62	0.59	0.62	0.65
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.46	1.24	1.18	1.24	1.30
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	210	120	210	270
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	20	17	20	23
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.83	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	89	84	89	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	21.00	22.00	21.00	20.00

Q2 (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	24.91	23.6645	24.91	26.16
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	14	13	14	15
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	37.50	30.00	37.50	45.00
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	2.50	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	4	2	4	6
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	10	8	10	13
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	0.50	16.5	16.25	16.5	16.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	12.25	12.1	12.25	12.5
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM NE-I 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	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (FY 2025-26) IPMS Targets for CGM NE-II Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	600	525	600	615
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	461	415	461	507
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.03	0.24	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.25	2.11	2.00	2.11	2.21
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.74	0.37	0.35	0.37	0.39
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.43	0.21	0.20	0.21	0.23
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.54	0.27	0.26	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.5	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.54	0.27	0.25	0.27	0.28
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	4	2	4	6
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	10	5	10	15
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.44	88.05	90.44	92.83
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	64.82	56.03	64.82	73.62
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	86.83	83.54	86.83	90.12
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93.88	92.35	93.88	95.41
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	229	252	229	216
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	284	312	284	266
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	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	1115	1089	1115	1119
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	600	540	600	620
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.51	17.75	16.87	17.75	18.64

Q2 (FY 2025-26) IPMS Targets for CGM NE-II 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	0.24	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	110	60	110	140
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	20	17	20	23
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	20	24	20	16
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.95	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	14.00	15.00	14.00	13.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	16.51	15.6845	16.51	17.34

Q2 (FY 2025-26) IPMS Targets for CGM NE-II 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	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	33	31	33	35
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	37.50	30.00	37.50	45.00
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	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	1.60	2	1	2	3
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	2.10	2	1	2	3
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	0.10	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.50	16	13	16	20
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	16	15.75	16	16.5
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	3.5	3.40	3.5	3.75
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	9500	8312.5	9500	9737.5
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	13629	12266	13629	14992
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.24	1.92	0.24	0.264
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.32	16.07	15.27	16.07	16.87
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.58	2.82	2.68	2.82	2.96
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.72	3.51	3.33	3.51	3.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.6	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.61	0.58	0.61	0.64
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	1.93	1.84	1.93	2.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.25	6.04	5.74	6.04	6.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	35	30	35	40
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	88.62	85.78	88.62	91.47
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	73.69	67.11	73.69	80.27
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	71.57	64.46	71.57	78.68
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.77	82.21	85.77	89.33
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	214	235	214	203
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	335	369	335	312
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
CM	CM PLANNING	INFRA READY FOR 4G TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM Odisha 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	Numeric with scaling	0.80	1600	1575	1600	1605
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	1400	1325	1400	1420
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.15	106.02	100.72	106.02	111.33
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.26	4.42	4.20	4.42	4.64
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.22	3.83	3.64	3.83	4.02
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	0.37	6.39	6.07	6.39	6.71
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1470	840	1470	1890
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	126	107	126	145
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.68	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

Q2 (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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	48.00	50.00	48.00	46.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	106.50	101.175	106.50	111.83
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	63	60	63	66
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	125.00	100.00	125.00	150.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Odisha Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	39000	34125	39000	39975
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	23501	21151	23501	25851
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.74	5.92	0.74	0.814
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.92	48.12	45.71	48.12	50.52
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.69	8.44	8.02	8.44	8.86
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.64	7.82	7.43	7.82	8.21
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.70	0.66	0.70	0.73
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.2	2.48	2.35	2.48	2.60
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.02	0.25	0.23	0.25	0.26
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.35	4.31	4.10	4.31	4.53
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.13	13.85	13.16	13.85	14.55
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	35	30	35	40
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.6	95.75	96.6	97.45
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	95.37	94.21	95.37	96.53
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	76.28	70.35	76.28	82.21
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	96.7	95.88	96.7	97.53
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	138	152	138	134
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	168	185	168	161
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numbers	0.80	40	39	40	41
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	40	39	40	41
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.61	100.99	95.94	100.99	106.04
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.21	4.00	4.21	4.42
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.11	1.89	1.79	1.89	1.98
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.20	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	700	400	700	900
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	105	89	105	121
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	16	20	16	13
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.68	0.82	0.68	0.62
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.65	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

Q2 (FY 2025-26) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	111.00	117.00	111.00	105.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	275.68	261.896	275.68	289.46
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	25	24	25	26
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	200.00	160.00	200.00	240.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Punjab Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	16.7	16.5	16.7	16.9
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	25000	21875	25000	25625
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	42129	37916	42129	46342
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.3	2.4	0.3	0.33
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.66	42.60	40.47	42.60	44.73
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.64	7.47	7.10	7.47	7.85
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.69	8.07	7.67	8.07	8.47
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.05	0.62	0.58	0.62	0.65
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.36	4.11	3.91	4.11	4.32
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.03	0.32	0.30	0.32	0.33
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.38	4.45	4.23	4.45	4.67
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.19	13.79	13.10	13.79	14.48
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	24	20	24	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	40	35	40	45
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	93.55	91.94	93.55	95.16
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.12	87.65	90.12	92.59
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	85.88	82.35	85.88	89.41
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	96.58	95.73	96.58	97.44
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	115	127	115	114
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	235	259	235	222
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	1425	1415	1425	1428
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1	1300	1250	1300	1310
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.42	109.97	104.47	109.97	115.47
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	4.58	4.36	4.58	4.81
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1030	590	1030	1320
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	0.80	126	107	126	145
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.5	0.55	0.5	0.45
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	4.51	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

Q2 (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	SD-WAN	In Rs Cr with scaling	0.31	4.53	4.30	4.53	4.75
EB	EB Revenue	Infrastructure Monetization - Fiber	In Rs Cr with scaling	1.20	17.34	16.47	17.34	18.21
EB	EB Revenue	CNP, 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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	88.00	92.00	88.00	84.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	185.15	175.8925	185.15	194.41
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME) *100	Ratio % with scaling	5	46	44	46	48
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	150.00	120.00	150.00	180.00
HR	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

Q2 (FY 2025-26) IPMS Targets for CGM Rajasthan 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	0.50	15	12	15	19
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	17.25	17.1	17.25	17.4
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (FY 2025-26) IPMS Targets for CGM Sikkim Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CFA	CFA-SALES	Total FTTH Growth (Normal)	Number with scaling	2	400	350	400	410
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	8	7	8	9
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.01	0.08	0.01	0.011
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.49	0.81	0.77	0.81	0.85
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.78	0.14	0.13	0.14	0.15
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.14	0.025	0.024	0.025	0.026
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	1.11	0.20	0.19	0.20	0.21
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.48	0.087	0.082	0.087	0.091
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	0.99	0.9	0.99	1
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	1	0.99	1	2
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	89.3	86.63	89.3	91.98
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	85.12	81.4	85.12	88.84
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	88.98	86.23	88.98	91.74
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	91.74	89.68	91.74	93.81
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	271	298	271	254
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	435	479	435	402
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	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	20	18	20	21

Q2 (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	Numeric with scaling	1.00	11	10	11	12
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.48	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	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.5	99	99.5	99.9
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	20	10	20	20
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.30	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	0.10	0.10	0.09	0.10	0.11
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	14	12	14	16
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	8	10	8	7
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	7.00	2.39	2.27	2.39	2.51
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	2.00	2.00	2.00	2.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	4.13	3.9235	4.13	4.34
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	23	22	23	24

Q2 (FY 2025-26) IPMS Targets for CGM Sikkim 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	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	0.126	0.120	0.126	0.133
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	2.00	0.025	0.024	0.025	0.026
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	10.00	8.00	10.00	12.00
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	3.00	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LAND LEGAL CASES	Days	0.10	8	11	8	5
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	1.00	80	70	80	90
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

Q2 (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	10000	8750	10000	10250
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	3081	2773	3081	3389
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	4.46	35.68	4.46	4.906
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.51	17.53	16.65	17.53	18.40
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	3.07	2.92	3.07	3.23
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.84	4.21	4.00	4.21	4.42
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.79	3.94	3.74	3.94	4.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.13	0.66	0.63	0.66	0.70
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	2.32	2.21	2.32	2.44
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.64	3.18	3.02	3.18	3.34
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	15	10	15	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	30	25	30	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.38	95.48	96.38	97.29
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.64	88.3	90.64	92.98
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	82.63	78.29	82.63	86.97
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	84.41	80.51	84.41	88.31
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	137	151	137	133
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	220	242	220	208
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	0.80	2,282	2,054	2,282	2,510
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.20	1,98,000	1,78,200	1,98,000	2,27,700
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	47	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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	225	210	225	226
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	350	325	350	355
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.74	71.20	67.64	71.20	74.76
CM	CM Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.21	2.57	2.44	2.57	2.70
CM	CM Revenue	Infrastructure Monetization - Towers	In Rs Cr with scaling	1.05	13.08	12.43	13.08	13.74
EB	CNO	CPAN/MAAN NODES UPTIME	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1310	750	1310	1680
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	84	71	84	97
EB	EB PLATINUM SALES	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	85	80	85	90
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	14	17	14	12
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.65	0.72	0.65	0.59
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.98	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

Q2 (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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	69.00	72.00	69.00	66.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	592.77	563.1315	592.77	622.41
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	20	19	20	21
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	100.00	80.00	100.00	120.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Telangana Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	2.00	11.2	11	11.2	11.4
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	62000	54250	62000	63550
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	1200	1080	1200	1320
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	1.38	11.04	1.38	1.518
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.66	96.59	91.76	96.59	101.42
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.82	16.95	16.10	16.95	17.79
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.73	15.24	14.48	15.24	16.01
CFA	CFA Revenue	OTT Bundled Plans (FTTH) & IFTV	In Rs Cr with scaling	0.07	1.40	1.33	1.40	1.47
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.2	4.17	3.96	4.17	4.38
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.09	1.88	1.79	1.88	1.98
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	8.41	7.99	8.41	8.83
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	0.03	0.55	0.53	0.55	0.58
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	25	20	25	30
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	40	35	40	45
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	96.98	96.23	96.98	97.74
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	92.71	90.89	92.71	94.53
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	83.75	79.69	83.75	87.81
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	90.41	88.01	90.41	92.81
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	131	144	131	128
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	172	189	172	165
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
CM	CM PLANNING	INFRA READY FOR 4G CORE SITES	Ratio % with scaling	1.00	40	35	40	45

Q2 (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 TOTAL RAN SITES	Ratio % with scaling	1.00	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	225	223	225	226
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	240	239	240	241
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.57	207.67	197.29	207.67	218.06
CM	CM Revenue	Retail 5G (select cities)	In Rs Cr with scaling	0.34	12.78	12.14	12.78	13.42
CM	CM Revenue	OTT Bundled Plans (4G/5G)	In Rs Cr with scaling	0.23	8.66	8.23	8.66	9.09
CM	CM Revenue	FWA (Fixed Wireless Access via Sim CPEs)	In Rs Cr with scaling	0.10	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	2580	1470	2580	3310
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	115	98	115	132
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.6	0.66	0.6	0.54
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.83	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

Q2 (FY 2025-26) IPMS Targets for CGM Tamil Nadu 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	0.02	0.15	0.14	0.15	0.16
FIN	1ST MONTH COLL EFF.for CFA, CM	% AMT FOR BILL(QTRLY)	Ratio % with scaling	3	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	145	152	145	138
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	530.04	503.538	530.04	556.54
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	35	33	35	37
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	200.00	160.00	200.00	240.00
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

Q2 (FY 2025-26) IPMS Targets for CGM Tamil Nadu Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
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	41.75	41.5	41.75	42
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	0.50	10.75	10.7	10.75	11
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.60	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	6000	5250	6000	6150
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	2892	2603	2892	3181
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.13	1.04	0.13	0.143
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.71	9.15	8.69	9.15	9.60
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.65	1.60	1.52	1.60	1.68
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.38	0.93	0.88	0.93	0.97
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.19	0.18	0.19	0.20
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.4	0.98	0.93	0.98	1.03
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.78	4.39	4.17	4.39	4.61
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	7	5	7	10
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	15	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.84	93.55	94.84	96.13
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	90.78	88.48	90.78	93.09
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.66	75.83	80.66	85.5
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	93.6	92	93.6	95.2
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	143	157	143	139
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	283	311	283	265
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	30	25	30	35
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECTION for Mobile Projects	Numeric with scaling	0.80	510	500	510	511
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	530	510	530	535
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.68	31.73	30.15	31.73	33.32

Q2 (FY 2025-26) IPMS Targets for CGM Uttarakhand 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	0.20	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	400	230	400	510
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	46	39	46	53
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	13	16	13	11
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.42	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	90	85	90	92
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	33.00	35.00	33.00	31.00

Q2 (FY 2025-26) IPMS Targets for CGM Uttarakhand Circle								
Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	53.29	50.6255	53.29	55.95
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	46	44	46	48
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	37.50	30.00	37.50	45.00
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	40.25	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.70	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	14000	12250	14000	14350
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	61320	55188	61320	67452
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.51	4.08	0.51	0.561
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	2.43	12.84	12.20	12.84	13.48
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.43	2.25	2.14	2.25	2.37
CFA	CFA Revenue	FTTH - Small & Medium Enterprises	In Rs Cr with scaling	0.89	4.68	4.45	4.68	4.91
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.56	2.99	2.84	2.99	3.14
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.05	0.27	0.25	0.27	0.28
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.49	2.58	2.45	2.58	2.71
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	2.15	11.35	10.79	11.35	11.92
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	20	15	20	25
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	90.77	88.46	90.77	93.08
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	85.97	82.46	85.97	89.48
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	78.94	73.68	78.94	84.21
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	97.94	97.43	97.94	98.46
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	119	131	119	117
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	205	226	205	195
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	30	25	30	35
CM	CM SALES	NO OF ACTIVE POS FOR SIM/MONTH	Numeric with scaling	1.00	6,534	5,881	6,534	7,187
CM	CM SALES	NET SIM SALES(3 MONTHS)	Numeric with scaling	1.00	6,08,250	5,47,425	6,08,250	6,99,488
CM	CM SALES I	QOA (3 MONTH RETENTION)	Ratio % with scaling	1.00	27	25	27	29

Q2 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numeric with scaling	0.80	110	105	110	111
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	175	150	175	180
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	6.20	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	2020	1150	2020	2590
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	126	107	126	145
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	6.25	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	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	92.00	97.00	92.00	87.00

Q2 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	172.74	164.103	172.74	181.38
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	48	46	48	50
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	200.00	160.00	200.00	240.00
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	1.30	8	6	8	10
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	1.00	4	3	4	5
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	T.A & I.V REPORT RECON. & CLSC(Sec12) SUB.	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	REM LINKING WITH FICO	Numeric with scaling	0.10	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	8.7	8.5	8.7	8.9

Q2 (FY 2025-26) IPMS Targets for CGM UP (E) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	11000	9625	11000	11275
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	29610	26649	29610	32571
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.09	0.72	0.09	0.099
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	3.5	11.08	10.53	11.08	11.63
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.62	1.94	1.85	1.94	2.04
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.92	2.91	2.76	2.91	3.05
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.08	0.26	0.25	0.26	0.27
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.47	1.48	1.41	1.48	1.56
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.41	4.45	4.23	4.45	4.67
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	25	20	25	30
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	89.46	86.83	89.46	92.1
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	80.19	75.24	80.19	85.14
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	80.47	75.59	80.47	85.35
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	97.48	96.85	97.48	98.11
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	125	138	125	123
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	181	199	181	173
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

Q2 (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 ERECETION for Mobile Projects	Numeric with scaling	0.80	45	44	45	46
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numeric with scaling	1.00	48	47	48	49
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.99	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	1070	610	1070	1390
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	84	71	84	97
EB	EB PLATINUM/INMARSAT	EB PLATINUM SALES RANKING marks	Numeric with scaling	1.60	85	80	85	90
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	1.40	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	17	21	17	14
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	1	1.1	1	0.9
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	1.53	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

Q2 (FY 2025-26) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
FIN	1ST MONTH COLL EFF.for CFA, CM	%AMT BILLED AMT	Ratio % with scaling	3	85	80	85	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	85.00	89.00	85.00	81.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	4	331.23	314.6685	331.23	347.79
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55
FIN	EBITDA MARGIN	(EBITDA/TOTAL INCOME)*100	Ratio % with scaling	5	22.00	21.00	22.00	23.00
Fin	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABALISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	200.00	160.00	200.00	240.00
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	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

Q2 (FY 2025-26) IPMS Targets for CGM UP (W) Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	0.50	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

Q2 (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	24000	21000	24000	24600
CFA	CFA-SALES	FTTH Growth (BharatNet Utilization)	Number with scaling	2	21386	19247	21386	23525
CFA	CFA-SALES	SIP Concurrent Channels (in 1000s)	Number with scaling	1	0.03	0.24	0.03	0.033
CFA	Core+Access(NGN/BBNW) Network(QOS)	Uptime of Network elements OLTE (% of OLT above 98%)	in % with scaling	3	80	79	80	80.5
CFA	FTTH-BB	MTTR of best 85% cleared faults	In Hrs with scaling (reverse)	3	8	9	8	7
CFA	Partner Support	FTTH Partner Payout <15 Days	in % with scaling	2	90	85	90	100
CFA	CFA Revenue	FTTH - Home	In Rs Cr with scaling	4.14	21.54	20.46	21.54	22.61
CFA	CFA Revenue	FTTH - Govt. Institutions	In Rs Cr with scaling	0.73	3.78	3.59	3.78	3.97
CFA	CFA Revenue	Landline	In Rs Cr with scaling	0.16	0.82	0.77	0.82	0.86
CFA	CFA Revenue	Broadband	In Rs Cr with scaling	0.12	0.64	0.61	0.64	0.67
CFA	CFA Revenue	Interconnection Usage Charges (IUC) from other service providers	In Rs Cr with scaling	0.36	1.86	1.77	1.86	1.95
CFA	CFA Revenue	Other Operating Income (BharatNet, USOF Subsidies, etc.)	In Rs Cr with scaling	1.49	7.78	7.39	7.78	8.17
CM	CM Infra	Total Leasing Out of Towers to other TSPs in Q2 (Nos.)	Numbers with scaling	0.20	14	10	14	20
CM	CM Infra	Inspections of BSNL Cell Sites Leased Out to other TSPs (Q2 2025-26).	Numbers with scaling	0.20	30	25	30	35
CM	CM OPERATIONS	DATA USAGE (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	0.60	6	4	6	8
CM	CM OPERATIONS	UNIQUE VLR (% CHANGE WRT Q1-2025-26)	Ratio % with scaling	1.00	2	1	2	3
CM	CM OPERATIONS	Network Availability (Legacy)	Ratio % with scaling	0.70	94.1	92.63	94.1	95.58
CM	CM OPERATIONS I	Network Availability (IX.2 & Saturation)	Ratio % with scaling	0.70	88.85	86.06	88.85	91.64
CM	CM OPERATIONS I	2G CELLS WITH CDR <2%	Ratio % with scaling	0.50	78.41	73.01	78.41	83.81
CM	CM OPERATIONS I	3G CELLS WITH CDR <2%	Ratio % with scaling	0.50	87.66	84.58	87.66	90.75
CM	CM OPERATIONS II	MTTR (Legacy) (IN MINUTES)	Numeric with scaling	0.50	194	213	194	185
CM	CM OPERATIONS II	MTTR (IX.2 & Saturation) (IN MINUTES)	Numeric with scaling	0.50	268	295	268	251
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	30	25	30	35

Q2 (FY 2025-26) IPMS Targets for CGM West Bengal Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
CM	NWP-SP	CUMULATIVE USOF PROJ TOWER ERECETION for Mobile Projects	Numbers	0.80	45	40	45	46
CM	NWP-SP	CUMULATIVE COMMISSIONING OF Sites for all USOF Mobile projects	Numbers	1.00	80	65	80	85
CM	CM-COMMERCIAL/COM	INCR FOLLWRS SOCIAL MEDIA	Ratio % with scaling	0.4	5	3	5	7
CM	CM-COMMERCIAL/COM	AVAILABILITY OF BNRS/FLEX AT POS	Ratio % with scaling	0.4	25	15	25	35
CM	CM Revenue	Retail 4G,3G,2G	In Rs Cr with scaling	5.80	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	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	OFC NETWORK RELIABILITY	Ration % with scaling	2.00	99.50	99.00	99.50	99.90
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	0.40	430	250	430	560
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	Ration % with scaling	0.40	85	80	85	90
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	0.80	84	71	84	97
EB	EB GOLD SALES	EB Gold SALES RANKING marks	Numeric with scaling	3.00	85	80	85	90
EB	EB SALES STAFF	Exclusive sales staff posting in EB viz-a-viz total circle staff	Ratio % with scaling	0.40	4	3	4	5
EB	EB SALES VISIT	Avg EB sales visit per NAM/KAM per month	Numeric with scaling	0.40	20	15	20	25
EB	LC	MTTR of Leased Circuits in Hrs	Numeric with scaling	1.00	18	22	18	15
EB	LC	SERVICE ASSURANCE FAULT RATE	Ratio % with scaling	1.00	0.8	0.88	0.8	0.72
EB	LC	SD (NET COMMSSG+UPGRADT)	Ratio % with scaling	0.40	75	70	75	80
EB	MM	Procurement of Goods & services from GeM out of the total procurement	% age with scaling	0.40	90	80	90	100
EB	Bharatnet	GP UP > 90%	% with scaling	0.80	50	48	50	52
EB	EB Revenue	Leased Lines (LC, P2P, MPLS)	In Rs Cr with scaling	5.87	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	88	83	88	90
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	3	42.00	44.00	42.00	40.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL FIG (CR)	Amount with scaling	4	184.06	174.857	184.06	193.26
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	3	58	61	58	55

Q2 (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	20	19	20	21
FIN	Other Revenue	Other Operating Income (4GS Centage & 4G Saturation USOF Subsidies)	In Rs Cr with scaling	1	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	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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	1.00	80	60	80	100
HR	OJAS	Saving in Energy Cost	Ratio % with scaling	1.00	2.00	1.6	2.0	2.4
HR	OJAS	Timely Electricity Bill Payment	Ratio % with scaling	0.50	95	90	95	98
HR	OJAS	Electricity Bill Arrear as %age of Energy Bill	Ratio % with scaling	0.50	0.75	1	0.75	0.5
HR	OSM	Disposal of Items (in Rs.Lakh)	Amount with scaling	1.00	250.00	200.00	250.00	300.00
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	2.00	3	2	3	4
HR	LAND MONETISATION	VALUATION & CLSC,I.V.(Sec-9)SUBMISSION	Numeric with scaling	0.50	3	2	3	4
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	0.50	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90

Q2 (FY 2025-26) IPMS Targets for CGM West Bengal 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	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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

Q2 (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	7.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	630	360	630	820
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	3.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.00	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.40	9.58	9.1	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	98	95	98	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	375	319	375	431
EB	NFS PROJECT	Handing-Over-Taking-Over of sites of ER	Ratio % with scaling	1.20	98	96	98	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	98	96	98	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.50	222	244	222	200
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.50	33	36	33	30
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20.00	15.00	16.00	15.00	14.00
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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	ESTABLISHMENT	DISPOSAL OF DISCIPLINARY CASES PENDING> 1 (ONE) yr	Ratio % with scaling	0.50	80	60	80	100
HR	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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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	0.50	90	80	90	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	0.50	18.75	15	18.75	22.5

Q2 (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	2.20	630	360	630	820
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	In Rs Cr with scaling	1.20	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.10	9.58	10.06
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	98	95	98	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	625	531	625	719
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	5.00	85	80	85	90
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	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.50	98	96	98	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	188	207	188	169
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.20	336	370	336	302
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	135.00	142.00	135.00	128.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7	247.06	234.71	247.06	259.41
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6	58.00	61.00	58.00	55.00
FIN	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1	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	80	60	80	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

Q2 (FY 2025-26) IPMS Targets for CGM CNTX-N Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	LAND MONETISATION	APPOINTMENT OF ADVOCATE AND SUBMISSION OF LDD REPORT	Numeric with scaling	3.00	6	5	6	7
HR	LAND MONETISATION	DIRECT SALE CLSC SUBMISSION	Numeric with scaling	1.00	2	1	2	3
HR	LAND MONETISATION	MEETING CPMG & CCA FOR JOINT PROPERTIES WITH DOP	Numeric with scaling	0.10	2	1	2	3
HR	LAND MONETISATION I	MCPC OF LEGAL CASES REF TO CO	Days	3.00	8	11	8	5
HR	LAND MONETISATION I	MUTATION OF DOT/BSNL LANDS	Numeric with scaling	0.60	3	2	3	4
HR	LAND MONETISATION I	HANDING OVER SURPLUS SITES(L&B	Ratio % with scaling	0.50	80	60	80	100
HR	LAND MONETISATION II	MCPC REMOVAL ENCROCH.LAND(% of TOTAL ENCROACH)	Ratio % with scaling	0.10	20	15	20	25
HR	RENTING TARGET	AREA IDEN RENTG(IN% OF TOTAL AREA)	Ratio % with scaling	1.00	12.5	12.25	12.5	12.75
HR	RENTING TARGET	AREA RENTED OUT (IN % OF TOTAL AREA)	Ratio % with scaling	1.00	4.75	4.5	4.75	5
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	0.50	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	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	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	25	20	25	30

Q2 (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	7.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	130	70	130	170
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	3.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.00	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.40	2.10	2.00	2.10	2.20
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	98	95	98	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.20	135	115	135	155
EB	NFS PROJECT	Handing -Over-Taking -Over of sites of NER	Ratio % with scaling	1.20	98	96	98	100
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.20	98	96	98	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.50	52	57	52	47
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.50	45	50	45	41
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20	9.00	9.00	9.00	9.00
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	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	1.00	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	1.00	80	70	80	90
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	1.50	90	80	90	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	25	20	25	30

Q2 (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	2.20	830	470	830	1070
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	In Rs Cr with scaling	1.20	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.1	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	98	95	98	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILITATION (in Km)	Numeric with scaling	1.20	666	566	666	766
EB	EB PLATINUM	EB SALES RANKING marks	Numeric with scaling	5.00	85	80	85	90
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	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.50	98	96	98	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.20	203	223	203	183
EB	TF	INVENTORY (Rs. Cr)	Ratio % with scaling	1.20	35	39	35	32
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	50.00	53.00	50.00	48.00
FIN	COLL.FROM SERVICES	IMPROVEMENT IN COLL.FIGURE(CR)	Amount with scaling	7	63.20	60.04	63.20	66.36
FIN	OUTSTANDING REDUCTION	TRADE RECEIVABLE AS NO OF DAYS OF RFO	Days	6	58	61	58	55
Fin	Other Revenue	Other Operating Revenue (BharatNet, Space & Infra Charges, Others, etc.)	In Rs Cr with scaling	1	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 OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	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

Q2 (FY 2025-26) IPMS Targets for CGM CNTX-S Circle

Vertical	Job Role	KPI Description	KPI Type	Weightage	Target	Good	V Good	Excellent
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
HR	RESTG	IPMS CYCLE IMPLEMENTATION & DAILY DIARY UPDATION	Ratio % with scaling	0.50	90	80	90	100
HR	RESTG	Strategic Consultant-TMO related work	Ratio % with scaling	1.00	99	98	99	100
HR	MISSION KARMAYOGI	COMPL OF 8 hr TRG / EMP JE above THRU IGOT. Atleast 1 Trg by other Grp C & D Empl.	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
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	18.75	15.00	18.75	22.50

Q2 (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	7.50	99.90	99.00	99.90	99.99
EB	CNO	OFC NETWORK RELIABILITY	Ratio % with scaling	7.50	99.90	99.00	99.90	99.99
EB	CNO	RETRIVAL OF FAULTY FIBRES	Numeric with scaling	6.00	790	450	790	1010
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	3.00	10	8	10	12
EB	CNO	UTILIZATION OF PRAJVAL APP-DOCKET TRACKING	In Rs Cr with scaling	1.50	85	80	85	90
EB	EB Revenue	Infrastructure Monetization - Fiber(in Rs. Crore)	Numeric with scaling	1.50	9.58	9.10	9.58	10.05
EB	CORE N/W PLANNING	RFMS Port Monitoring	Ratio % with scaling	6.00	90	80	90	100
EB	CORE N/W PLANNING	OTN Links Loading	Ratio % with scaling	3.00	98	95	98	100
EB	CORE N/W PLANNING	OFC N/W EXP /REHABILATION (in Km)	Numeric with scaling	1.50	666	566	666	766
EB	NFS PROJECT	MAKING OFC LINKS UTILIZABLE	Ratio % with scaling	1.50	98	96	98	100
EB	TF	CWIP(Rs. Cr)	Numeric with scaling	1.50	110	121	110	99
EB	TF	INVENTORY (Rs. Cr)	Numeric with scaling	1.50	29	32	29	26
FIN	BDG/COST CONTRL OPEX	10% RED. IN OTHER EXPENSE(CR)	Amount with scaling	20	32.00	34.00	32.00	30.00
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	ESTABLISHMENT	DISPOSAL OF ABSCONDING CASES >6 MONTHS	Ratio % with scaling	0.50	80	60	80	100
HR	HR Revenue	Rentals - Office, ICT Parks, Warehousing, Solar, EV Charging, Building, Quarters, etc.)	In Rs Cr with scaling	1.50	0.23	0.21	0.23	0.24
HR	PST/PRM/CPC	Monitoring of official language implementation	Ratio % with scaling	0.50	80	70	80	90
HR	HR	Monitoring of APAR completion for FY 2024-25	Ratio % with scaling	0.50	80	70	80	90
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	0.50	90	80	90	100
HR	OSM	DISPOSAL OF ITEMS(IN RS.LAKH)	Amount with scaling	1.00	25	20	25	30