



**No. 451-8/2009-Pers(DPC)**  
**BHARAT SANCHAR NIGAM LIMITED**

[A Government of India Enterprise]

**CORPORATE OFFICE**

**PERSONNEL BRANCH(DPC)**

4<sup>th</sup> Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-1.

July 22 , 2010

**OFFICE MEMORANDUM**

**Subject:** Convening of CPC for Executives (BSNL Management Services) in respect of various streams – Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS.

**Reference :** Recruitment Rules of BSNL Management Services issued vide No. 400-106/2007-Pers.I dated 14.07.2009.

The Recruitment Rules, 2009 in respect of Executives (BSNL Management Services) have come into force with effect from 11.06.2009. The composition of CPC in different streams - Telecom Operation, Telecom Finance, Civil, Electrical, Architect, Telecom Factories and other streams of BSNLMS for the purpose of convening CPCs will be as under :

**[1] Telecom Operations:**

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh Shakeel Ahmad, GM(SR))  Member : DGM level (Sh.Ram Shakal, DGM (Admn.II))
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh. Virender Prasad, DGM(Pers.) & CLO(SCT) -LA  Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Smt. H.T.Sangkhumi, PGM(IA))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM Level (Sh R.K. Mishra, GM(Pers))  Member : GM level (Sh.R.P.Nigam,GMTF)  Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal -Director(CM)  Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)  Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director (HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal -Director(CM)  Member : Other Director (Sh Rajesh Wadhwa -Director(CFA)  Accepting Authority: Appointing Authority-CMD
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-
8	Executive Director	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(2) Telecom Finance :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level: Sh.Shakeel Ahmad, GM(SR)  Member : DGM Level: Sh.Jagdish Prasad, DGM(EF)
		SC/ST	Selection Bench Mark: Good, No adverse, Not more than two Average	Member : CLO(SCT) Sh. Virender Prasad, DGM(Pers.) & CLO(SCT) -LA  Accepting Authority: Appointing Authority-DIR(HR)

2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM Level Sh.N.K.Yadav, PGM(VAS) Member : GM Level Sh. Shakeel Ahmed, GM(SR)  Member : GM level Sh K.R.Tiwari, GM(TP&F)  Accepting Authority - Appointing Authority-CMD
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager  23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager  23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD
7	Chief General Manager/ PGM 25000-650-30200 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-
8	Executive Director	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(3) Telecom Factory :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh K.R.Tiwari, GM(TP&F))  Member : DGM level (Sh. Ram Shakal, DGM(Admn.II))  Member : CLO(SCT) Sh.Virender Prasad-DGM(Pers.) & CLO(SCT)-LA
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. N.K.Yadav, PGM(VAS))  Member : GM Level (Sh R.K. Mishra, GM(Pers))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level (Sh R.P.Nigam, GM(TF))  Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh. Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD

6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman: Director(HRD) Sh. Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

(4) Civil :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh Ashis Dey, PGM(Arch)  Member : DGM level Sh.S.C.Garg, DGM(BW)  Member : CLO(SCT) Sh.Virender Prasad-DGM(Pers.) & CLO(SCT)-LA
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. N.K.Yadav, PGM(VAS))  Member : GM Level Sh.Shakeel Ahmad, GM(SR)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh.S.C.Misra, PGM(BW)  Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal – Director(CM)) Member : Other Director (Sh Rajesh Wadhwa – Director(CFA)) Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD

(5) Electrical :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh S.C.Misra, PGM(BW)  Member : DGM level Sh.Saurabh Tyagi, DGM(E)  Member : CLO(SCT) Sh.Virender Prasad-DGM(Pers.) & CLO(SCT)-LA
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	Accepting Authority: Appointing Authority-DIR(HR)

2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. N.K.Yadav, PGM(VAS))  Member : GM Level Sh. Shakeel Ahmad, GM(SR)
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level Sh.S.C.Misra, PGM(BW)  Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal -Director(CM))  Member : Other Director (Sh Rajesh Wadhwa -Director(CFA))  Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal -Director(CM))  Member : Other Director (Sh Rajesh Wadhwa -Director(CFA))  Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

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[6] Architecture :

S.No	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh. V.P.Gupta, PGM(EW)  Member : DGM level Sh.S.C.Garg, DGM(BW)  Member : CLO(SCT) Sh.Virender Prasad-DGM(Pers.) & CLO(SCT)-LA  Accepting Authority: Appointing Authority-DIR(HR)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. N.K.Yadav, PGM(VAS)  Member : GM Level Sh.Shakeel Ahmad, GM(SR)  Member : GM level Sh.S.C.Misra, PGM(BW)  Accepting Authority - Appointing Authority-CMD
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM)  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA)  Accepting Authority: Appointing Authority-CMD



6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal -Director(CM))  Member : Other Director (Sh Rajesh Wadhwa -Director(CFA))  Accepting Authority: Appointing Authority-CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

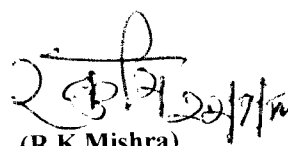
[7] Other streams :

S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent - 14,500- 350 - 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level (Sh R.K. Mishra, GM(Pers))  Member : DGM level (Sh. Ram Shakal, DGM(Admn.II))  Member : CLO(SCT) Sh.Virender Prasad-DGM(Pers.) & CLO(SCT)-LA  Accepting Authority: Appointing Authority-DIR(HR)
		SC/ST	Selection Bench Mark : Good, No adverse, Not more than two Average	
2	Deputy General Manager 16000-400-20800	OC	Selection Bench Mark : Very Good, No adverse, Not more than one Good	Chairman : PGM (Sh. N.K.Yadav, PGM(VAS))  Member : GM Level (Sh R.K. Mishra, GM(Pers))
		SC/ST	Selection Bench Mark : Very Good, No adverse, Not more than two Good	Member : GM level (Sh K.R.Tiwari, GM(PF))  Accepting Authority - Appointing Authority-CMD
3	Joint General Manager 17500-400-22300 (now) 18500-450-23900 (E7)(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-

4	Addl General Manager 23750-600-28550(NF)	OC/SC/ST	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Dir(HR) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	Chairman:Director(HRD) Sh.Gopal Das  Member : Other Director (Sh R.K. Aggarwal –Director(CM))  Member : Other Director (Sh Rajesh Wadhwa –Director(CFA))  Accepting Authority: Appointing Authority-CMD

The validity of the above CPC composition will remain upto 30.06.2011.

This issues with the approval of competent authority.

  
 (R.K.Mishra)  
 General Manager (Pers)

Copy to:

1. PS to CMD, BSNL CO, New Delhi.
2. PSs to Dir (HR)/Dir(Fin)/Dir(CM)/Dir(CFA), BSNL Co, New Delhi.
3. PGM(IA)/PGM(VAS)/PGM(Arch)/PGM(BW)/PGM(EW), BSNL CO, N.Delhi.
4. GM(SR)/GM(Pers)/GM(TF)/GM(TP&F), BSNL CO, New Delhi.
5. CLO(SCT), BSNL CO, New Delhi.
6. DGM(Pers)/DGM(EF)/DGM(BW)/DGM(E)/DGM(Admn.II), BSNL CO, New Delhi.
7. AGM(Pers.I)/AGM(Pers.II)/AGM(CSS)/AGM(DPC), BSNL CO, New Delhi.