



**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.

November 10<sup>th</sup>, 2009

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 Virendra Prasad-DGM(Pers.)) Member : CLO(SCT) Sh.J.Premraj 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 (Ms. H.T.Sangkhumi, PGM(IA)) Member : GM Level (Sh R.K. Mishra, GM(Pers)) Member : GM level (Sh.R.P.Nigam, GMTF) 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 Rajendra Singh –Director(Enterprises)) 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(HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajendra Singh –Director(Enterprises)) 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) Member : CLO(SCT): Sh.J.Premraj 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 Level Sh.Rakesh Babu, PGM(CS) Member : GM Level Sh Shakeel Ahmed, GM(SR) Member : GM level Sh K.R.Tiwari, GM(TP&F) 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 Rajendra Singh –Director(Enterprises) 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(HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajendra Singh –Director(Enterprises)) 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 Virendra Prasad-DGM(Pers.)) Member : CLO(SCT) Sh.J.Premraj 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. Rakesh Babu, PGM(CS)) Member : GM Level (Sh R.K. Mishra, GM(Pers)) 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 Rajendra Singh –Director(Enterprises) 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 (HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM) Member : Other Director (Sh Rajendra Singh –Director(Enterprises) 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.J.Premraj 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. Rakesh Babu, PGM(CS)) 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/S T	Selection Bench Mark : Very Good, No adverse	-do-
4	Addl General Manager 23750-600-28550(NF)	OC/SC/S T	Selection Bench Mark : Very Good, No adverse	-do-
5	General Manager 23750-600-28550 (Post Based Promotion)	OC/SC/S T	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 Rajendra Singh –Director(Enterprises)) Accepting Authority: Appointing Authority- CMD
6	Sr General Manager 25000-650-30200 (NF)	OC/SC/S T	Selection Bench Mark- Very Good, No adverse	Chairman:Director (HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajendra Singh –Director(Enterprises)) Accepting Authority: Appointing Authority- CMD
7	PGM 25000-650-30200 (Equivalent to HAG)	OC/SC/S T	Selection Bench Mark- Very Good, No adverse	-do-

[5] Electrical:

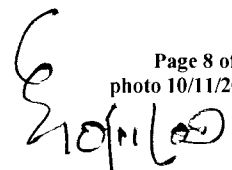
S.No.	Grade/Level	Category	Bench Mark	Constitution of CPC
1	Assistant General Manager or equivalent – 14,500- 350 – 18,700	OC	Selection Bench Mark : Good, No adverse, Not more than one Average	Chairman : GM Level Sh S.C.Misra, PGM(BW) Member : DGM level Sh.Saurabh Tyagi, DGM(E) Member : CLO(SCT) Sh.J.Premraj 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. Rakesh Babu, PGM(CS) 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 Rajendra Singh –Director(Enterprises) 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 (HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM) Member : Other Director (Sh Rajendra Singh –Director(Enterprises) 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.J.Premraj 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. Rakesh Babu, PGM(CS) 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-

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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 Rajendra Singh –Director(Enterprises)) Accepting Authority: Appointing Authority- CMD
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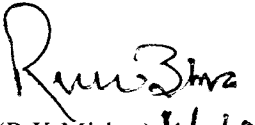
[6] Other streams:

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 Virendra Prasad-DGM(Pers.)) Member : CLO(SCT) Sh.J.Premraj 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. Rakesh Babu, PGM(CS)) Member : GM Level (Sh R.K. Mishra, GM(Pers)) Member : GM level (Sh K.R.Tiwari, GM(PF)) 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 Rajendra Singh –Director(Enterprises)) 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(HR) Sh.Gopal Das Member : Other Director (Sh R.K. Aggarwal –Director(CM)) Member : Other Director (Sh Rajendra Singh –Director(Enterprises)) Accepting Authority: Appointing Authority- CMD
7	PGM 25000- 650-30200 (Equivalent to HAG)	OC/SC/ST	Selection Bench Mark- Very Good, No adverse	-do-

The vailidity of the above CPC composition will remain upto 30.06.2010.

This issues with the approval of competent authority.

  
(R.K.Mishra) 10/11/09  
General Manager (Pers)

Copy to:

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

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