

 P.T. ISPAT INDO	<b>EFFECTIVE SCORE INSPEKSI SAFETY &amp; HOUSE KEEPING</b>	Nomo : SMK3L-En/ISP/FR-22-05 Revisi : 04 Tangg : Thursday, March 14, 2019
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**FOR : EMPLOYEE**

Dept.	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agust	Sep	Okt	Nop	Des	MAX SCORE FOR DEPT.
SMS (O)													6.25
SMS (M)													5.00
ERM													5.00
ESM													5.00
RMO													5.00
RMM													5.00
Work Shop													5.00
DPM													5.00
Vehicle													5.00
Fabrication													5.00
Billet Yard													3.00
DESPATCH													3.00
LOGISTIC													3.75
CIVIL													3.75
STORE													3.75
IWP													5.00

**FOR : CONTRACTOR**

Dept.	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agust	Sep	Okt	Nop	Des	MAX SCORE FOR DEPT.
SMS (O)													6.25
SMS (M)													5.00
ERM													5.00
ESM													5.00
RMO													5.00
RMM													5.00
Work Shop													5.00
DPM													5.00
Vehicle													5.00
Fabrication													5.00
Billet Yard													3.00
DESPATCH													3.00
LOGISTIC													3.75
CIVIL													3.75
STORE													3.75
IWP													5.00

**Note** : Factor of difficulty value is decided by COO. and MD.

List of Department :		Faktor Kesulitan
1	SMS Operation	1.25
2	SMS Mechanical	1.0
3	Electrical	1.0
4	Rolling Mill Operation	1.0
5	Rolling Mill Mechanical	1.0
6	Central Service	1.0
7	PPC / QC	0.6
8	Despatch	0.6
9	Logistic	0.8
10	Civil	0.8
11	Store	0.8
12	IWP	1.0