

10000496 Dhairyasheel Shinde

Employee Name : Dhairyasheel ShindeManager's Name : Sunil Katekari

Goalsheet Approval Date : 21-Apr-2017

KRA Category : Business

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1 Participatiopn of Safety Committee in Safety Activities	Text			Not Available	Not Available	All the time.	Not Available	Not Available	Participatin ensured all the time. time	Committee members participated in finding out unsafe act/conditions, in mock drills, audited work permits, PPE compliance s, also Safety Week competitions are carried out by these members.
2 Plant Mock Drill	Text			Not Available	Not Available	2 numbers.	Not Available	Not Available	Conducted.	Loop reactor night shift mock drill conducted on 4th Dec 16.
3 Table Top Mock drill	Text			Not Available	Not Available	8 numbers.	Not Available	Not Available	4 numbers of Table Top Mock Drills conducted.	TTMD conducted for Warehouse, Pastillator, Flaker and and for CPP.
4 First Aid refresher course	Text			Not Available	Not Available	Oct _ 16.	Not Available	Not Available	Through Table Top Mock Drills.	First Aid techniques given during Emergency Preparedness Trainings.
5. Unsafe act / conditions - Identification, reporting & compliance tracking.	Text			Not Available	Not Available	50 Nos.	Not Available	Not Available	Done	51 unsafe acts and conditions identified, reported & compliance done.

KRA Category : People

KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1. To conduct yearly Internal Audit.	Text			Not Available	Not Available	Nov _16	Not Available	Not Available	Done	IMS Internal audit conducted in month of Nov 2016 for all 18 departments.
2.To conduct MRM half yearly.	Text			Not Available	Not Available	Jul _16 & Jan _ 17	Not Available	Not Available	Two MRM's conducted.	July 2016 & Jan 2017
3.To update Objectives, Tagetes & Management Plans.	Text			Not Available	Not Available	July _16, Jan 17	Not Available	Not Available	Done	O & T and MP are updated for all departments.
4. To update Aspect/Impact & HIRA Register half yearly.	Text			Not Available	Not Available	Jun _ 16 & Dec _ 16	Not Available	Not Available	Done	ASP/IMP & HIRA is updated for all 18 departments.
5.To update Work Instructions, OCP's, Forms & Formats	Text			Not Available	Not Available	As per schedule	Not Available	Not Available	Done	Review done for WI, OCP's, and for Forms & Formats.

KRA Category : Customer
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1 To conduct Safety Committee Meetings	Text			Not Available	Not Available	Every month.	Not Available	Not Available	Meeting conducted.	Total 10 meetings are conducted in which 78 points taken for improvement and 62 completed and 16 are in progress.
2 Implementation of Near Miss Reporting System.	Text			Not Available	Not Available	Prepare pocedure & circulatetion all. Conduct training. August 16	Not Available	Not Available	Done	During daily plant rounds & trainings , the importance of First Aid reporting explained.
3 Improve visual controls , visitor's safety & contractor's safety	Text			Not Available	Not Available	Mar_17	Not Available	Not Available	Display boards displayed all over the plant.	EHS related sign boards, instruction boards, information boards displayed all over the plant area.
4 Verification of Emergency facilities-Fire hydrant, extinguishers, safety shower & eye wash.	Text			Not Available	Not Available	Quarterly surprise checks & record / observations maintaining for improvement.	Not Available	Not Available	Done	Emergency systems are verified during daily plant round, also surprise fire alarm response has checkd for CGS, Coal Shed and Warehouse.
5 No reportable accident due to violation of work permit system.	Text			Not Available	Not Available	Zero accidents.	Not Available	Not Available	No reportable accident .	Work permit system has followed strictly, no violations ensured, permit system has audited time ti time.

KRA Category : Business
KRA Weightage : 40 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1.Vendor selection & PO issue.	Text			Not Available	Not Available	Jun_16	Not Available	Not Available	Vendor selection done by June 2016.	Work given to M/s CH4 Technologies, Pune.
2.Erection & Commissioning of Pilot Plant.	Text			Not Available	Not Available	Jun_16	Not Available	Not Available	Done	Erection & commissioning has ensured by July 2016.
3.To Treatability report presentation to Plant Head.	Text			Not Available	Not Available	Sept.16	Not Available	Not Available	Report done.	During Pilot Plant study, other chemical trials conducted due to which pilot plant study extended upto Oct 2016. Treatability study report presented in Nov 2016.
4.Re-commissioning of existing Anaerobic Reactor with Poly-Glycerol.	Text			Not Available	Not Available	Dec_16	Not Available	Not Available	On hold.	Results of treatability study recommended not to feed
5.To prepare new scheme to accomdate outlet of Anaerobic reactor into exsisting ETP & for Zero Liquid Discharge System.	Text			Not Available	Not Available	Jan_17	Not Available	Not Available	Effluent reduction project taken.	o ensure all effluent less that MPCB consent, effluent reduction project taken . Effluent reduced from 428 to 258 m3/day(other than rainy season).

KRA Category : Process
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
1 Compliance against MPCB consent	Text			Not Available	Not Available	As per schedule	Not Available	Not Available	Done.	Environment Statement Report, Annual Hazardous Waste Returns, Water Cess filed on time. Consent to operate conditions ensured all the time.
2 Compliance against FA	Text			Not Available	Not Available	As per schedule	Not Available	Not Available	Done.	Compliance under Factory Act has up to date.
3 Compliance to local bodies i.e. CETP, MWML etc	Text			Not Available	Not Available	As per schedule	Not Available	Not Available	Done.	MWML certificate renewed upto Mar 2018. CETP & MWML conditions are always followed & compliance is up to date.
4 Customer audit compliance	Text			Not Available	Not Available	Compliance w.r.t. audit findings.	Not Available	Not Available	Done	Apollo tyres, Jubilant, BASF, Galaxy, JK tyres, URSA Audit faced successfully.
5. Compliance with CCOE.	Text			Not Available	Not Available	As per schedule	Not Available	Not Available	Done	Ensured all the times.