

Employee Name : Vikas PatilManager's Name : Vikas Patil
Goalsheet Approval Date : 11-Jan-2017

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
Ensure completion of Self IDP.	Text			NA	NA	100% Completion	NA	NA
Conduct technical training session for departmental employees.	Text			NA	NA	1 Session	NA	NA
On job training to be provided to existing AC & OC employee	Text			NA	NA	90% people from department should be covered till March 2017.	NA	NA
Ensure participation of Department employees for training.	Text			NA	NA	100% participation of department employees till March 2017	NA	NA

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
Execution of approved MOC/cost reduction project	Text			NA	NA	Time line as agreed in MOC	NA	NA
Reduce departmental over time(Includes dept and contractor labour excludes catalyst and lurgi S/D jobs),reduction in fabrication cost,cost reduction in mech seal spares by developing spares.	Text			NA	NA	Saving of Rs 12 lacks over last year	NA	NA
Cost saving in mechanical seal lapping over last year	Text			NA	NA	4 Lacks	NA	NA
Arrest the leakages of process material, Hydrogen, Thermic fluid & steam in Fatty acid, splitting, Glycerin, syndet & New takfarm.	Text			NA	NA	As per opportunity.	NA	NA

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
Maintain manpower loss time due to accident.	Text			NA	NA	Zero Loss time	NA	NA
Accident prevention A) Emphasis for utilisation of proper PPEs prescribed by safety dept. B) Risk assessment to be done in specific manual activities(other than routine).	Text			NA	NA	* 100% PPE Usage 100% risk assessment to be done.*	NA	NA
ISO 9001 documentation	Text			NA	NA	100% documentation	NA	NA
Elimination of all leakages, spillages of thermic fluid/steam/process fluid as per identified list in Fatty Acid Area	Text			NA	NA	Leakages to be attended as per plant availability	NA	NA
Effective implementation of ISO 14001 & ISO 18001 standards and documentation	Text			NA	NA	100% documentation	NA	NA

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
Health check of all Pipe line/Major equipment to avoid premature failure.	Text			NA	NA	03/17	NA	NA
Safety valves from all plant equipment identification and ensure testing as per schedule	Text			NA	NA	March 2017 subjected to availability	NA	NA
Improve the life span of Mechanical Seal for Loop Reactor Pumps P-705 A/B	Text			NA	NA	3 Month	NA	NA
Review the valves MOC in DFA Plant & increase the life	Text			NA	NA	03/17	NA	NA
Heat exchanger from all plant identification and updation about heath check up	Text			NA	NA	March 2017 subjected to availability	NA	NA
Catalyst addition vessel V-707 jacketing cooling water arrangement for process improvement	Text			NA	NA	01/17	NA	NA

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
Proper day to day job planning to be done.	Text			NA	NA	90% notifications to be completed in SAP	NA	NA
2. Ensure the equipment availability for production as per SNOP	Text			NA	NA	100% for all sections	NA	NA
Ensure availability of spares and services for reduction in down time.	Text			NA	NA	90% Availability within budget	NA	NA
Adherence to PM/CM schedule to avoid equipment failure	Text			NA	NA	95% for all functions	NA	NA
Ensure for completion of shut down jobs as per planned	Text			NA	NA	Shutdown jobs completed as per planning	NA	NA