Employee Name : Prasad Kale
Manager's Name :
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 15
KRA Description : self development through IDP

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
VVF model for carbon footprint	Days			360	330	300	240	180
Mentoring	Days			360	330	300	240	180
Training Program	Days			360	330	300	240	180

KRA Category : Process
KRA Weightage : 15
KRA Description : Govertment Liasoning

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
1. A)Linde boiler MR-14272 & B)CALORIC Boiler MR-13606	Text			na	na	na	na	On and before due date
2 A)VAPOR Boiler MR-13813 & B) MR-11177	Text			na	na	na	na	On and before due date
3.A)SM-50 MR - 13526 & Economiser MR /E -863 & B) SM-30 Boiler MR-13525 With Economiser MR /E 862	Text			na	na	na	na	On and before due date
4.HRSG (CPP) MR-15472	Text			na	na	na	na	On and before due date
6 WHB Coal Heater MR-6646 & MR - 6645	Text			na	na	na	na	On and before due date

KRA Category : Customer
KRA Weightage : 15
KRA Description : Internal customer satifaction by providing right quality/quntity Utilities

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
HP steam supply with required pressure & flow.& VAPOR boilers readiness.	Text			na	na	Supply pressure 52 kg/cm2 & Flow 5 TPH & witin 8 hrs of notice for VAPOR boiler.	na	na
MP steam supply with required pressure & flow. Readiness of IAEC boiler.	Text			na	na	"Fatty Alcohol plant 6.5 TPH 11.5 kg/cm2 Fatty Acid plant (CPP) 7 TPH 10.5 kg/cm2 & Within 8 hrs of notice MP steam supply from IAEC boiler."	na	na
Thermic fluid system (CPP)	Text			na	na	Thermid fluid flow above 525 m3/hr Thermic fluid outlet temp 311 DegC (For Erucic run) Thermic fluid outlet temp 305 DegC (For Other run) & Zero down time due to operation lapse	na	na
"D.M.Water supply - New D.M.Plant - Old D.M.Plant "	Text			na	na	"PH 7.5 to 8.5 Conductivity Less than 10 micro semen Silica less than 0.02 ppm New D.M. Plant flow 30 m3/hr.with OBR 800 M3 Old d.m.plant 10 m3/hr with OBR 200 M3"	na	na
Cooling Tower operation	Text			na	na	PH 7.5 TO 8.2 C.O.C. 2 to 4 Tubudity less than 25 NTU Monitor	na	na

KRA Category : Business
KRA Weightage : 40
KRA Description : Supply of utilities (24 x 7) to meet SNOP target

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
1. Specific consumption of Gas turbine to be maintain 325 SCM/MWH	Text			335	330	325	320	315
2. Maintain Coal fired heaters efficiecy 76 % & Thermic fluid heater Thermal efficiency TP 45 A,B & C 91%	Text			72% & 87%	73% & 88%	74% & 89%	75% & 90%	76% & 91%
3.Maintain HRSG heat transfer efficiecy 96% & Steam boiler efficiency SM 30 & SM 50 - 88%	Text			92% 84%	93% 85%	94% 86%	95% 87%	96% 88%
4. VAM Chilled water supply temp 5 Deg C	Text			7	6.5	6	5.5	5
5 Nitrogen plant reciver pressure 4 kg/cm2 & purity- 99.5%. & Instrment Air dew point -38 Deg C	Text			Pressure 2.5 purity 99.1 % Dew point 34	Pressure 3 purity 99.2% Dew point 35	Pressure 3.5 purity 99.3% Dew point 36	Pressure 4 purity99.4% Dew point 37	Pressure 4.5 purity 99.5% Dew point 38

KRA Category : Process
KRA Weightage : 15
KRA Description : Cost saving & Improvement in Utility section

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
1.To operate the CPP in island mode for saving on energy cost	Value		48	< 33.12	33.6 to 45.6	46.08 to 50.4	50.88 to 61.92	66.72
2.Natural Gas consumption reduction by optimising T1 temperature	Value		15	< 10.35	10.5 to 14.25	14.4 to 15.75	15.9 to 19.35	20.85
3.Improve % up time of coal heaters	Percentage			91	92	93	94	95
4.Jutasama raw water pump VFD operation	Value		1.5	< 1.04	1.05 to 1.43	1.44 to 1.58	1.59 to 1.94	2.09
5.Reducing running hours of cpp air compressor	Value		1.5	< 1.04	1.05 to 1.43	1.44 to 1.58	1.59 to 1.94	2.09

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Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Prasad Kale		10000441	2017-2018

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	To improve on communication skills
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name
1			

2			

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	**Coaching** through leader in own function for **functional** inputs	Mr. Vilas Kakade	2	25/Oct/2017		
2	**Coaching** through leader in own function for **functional** inputs	Mr. Pramath Sanghavi	4	25/Oct/2017		

Part C: Development through action learning projects

Project Title	VVF Model for measuring carbon footprint
Review date	16/Aug/2017
Target end date	15/Mar/2018
Project scope	prepare the VVF model for measuring carbon foot print
Project exclusions	certification and statutory requirments
Project deliverables (Target at rating 3: good solid performance)	1.Total CO2 emission 2.Total fuel energy used green and brown 3.Initiatives required to reduce carbon footprint 4.Initiatives for green power 5.carbon footprint matrix for VVF 6.Benefits
What is the employee expected to learn from this project	1.Carbon foot print calculations and global standards 2.Benifits associated to carbon footprint
Reviewer(s) name	Mr. Vilas Kakade
Project Status	

Project Status Comments	