

10000473 SWAPNIL SALI

Employee Name : SWAPNIL SALI Manager's Name : SATISH JADHAV

Goalsheet Approval Date : 04-May-2017

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	Appraiser comment on actual achievement
Strengthening of Lightning arrestors & layout	Text			.	.	Layout by Sept, 16 & actions by Dec, 16	.	.	Internal layout prepared ,5nos Lightning arrestors installed/repared	Internal layout prepared,5nos Lightning arrestors installed/repared at various locations like,FAP plant,Electrical substation,DFA old building & jutasama
Fire/ Accident due to electrical	Text			.	.	zero	.	.	one accident	one accident happen in electrical panel due to internal component failure in VFD
Electrical Safety audit of plant	Text			.	.	2 nos & 75% compliance within 2 Month	.	.	4 initiatives taken	*Unwanted cables ,material removed from plant *lighting improvement done in old tank farm area total 9nos relocation done*Loop reactor plant copper earthing strips installed during shutdown
House keeping of DFA	Text			.	.	8 marks yearly avarage	.	.	8 marks	House keeping done in DFA substation on weekly basis,painting work completed for improving its inner look
Plant safety initiatives	Text			.	.	2 Initiatives	.	.	3 initiatives	*DFA CR AC shifted ,Exhaust fan guard provided,GDP MCC room Chequered plate leveling done,

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	Appraiser comment on actual achievement
Implementation of Condition Monitoring schedule for motors & Panels	Text			.	.	96%	.	.	97.18%	1) CM Scheduled prepared & followed for equipments availability *slippages recorded & taken into next month schedule."correction done immedietly on the basis of CM report *Almost all plant running 1051nos motors bearing vibration readings taken as per schedule 2) All panels 145 nos CM done twice/ thrice per year 3) thermography

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										done for critical panels
Corrective action to be taken on abnormality found in CM & PM	Text			.	.	Action within 3 days	.	.	Immediate action taken as per availability of equipment	Based on the current & past readings corrective action taken on almost 81 nos of motors *Coordinate with process for changeover of motors having High vibration & proper decision taken after no load trial *As per analysis of vibration readings motor greasing scheduled.*In motor and panel PM, Major points action taken immediately .
Battery set health checkup ,reliability improvement initiatives & its disposal	Text			.	.	96% compliance , minimum 2 initiatives	.	.	100%,	*Quarterly battery set PM done,discharge test taken during shutdown,battery impedance testing carried out, battery health checker ordered,scap battery disposal done,new battery set of 270cells commissioning done.
Implementation of Preventive Maintenance schedule for Transformer & oil testing	Text			.	.	Maintenance 96%, oil testing by nov-16	.	.	100% maintenance ,oil testing by 25/10/16	All transformer quarterly maintenance done,oil testing done by 25/10/16
Implementation of Preventive Maintenance schedule for Capacitor	Text			.	.	96%	.	.	100%	Half yearly maintenance done as per schedule,5nos 125A SFU replaced to solve overheating problem another 4 planned in next shutdown
Thermal Imaging of all electrical panels by external expert and actions on observations (Subject to availability of shutdown)	Text			.	.	Audit by June, 16 Action by Oct, 16	.	.	Thermography done by may-16,points attended by june 16	Thermography done from external vendor kervolt on may-16,most of the points attended during shutdown in june-16
Support to other departments for installation of new equipments in present setup with limited budget	Text			.	.	2 initiatives	.	.	3 initiatives	*support provided to HR dept for GYM initiative *new R&D lab all electrical network installed*support provided to instrumentation during CCTV installation

KRA Category : People

KRA Weightage : 15 _

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Preparation of Rootcause Analysis report of breakdowns	Text			.	.	within 48hrs with different tools	.	.	till 31st march 20 breakdown report prepared	till 31st march 20 breakdown report prepared
Clean room area GMP certification of pestillator	Text			.	.	six monthly	.	.	six monthly done	GMP validation done on 15th oct 16 before due date & 15th march 17
Electrical inspector yearly compliance	Text			.	.	Oct, 16	.	.	Compliance done, audited on 26th oct	Compliance done, audited on 26th oct

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									16.	16.
Meeting Statutory compliance of walkey talkey	Text			.	.	March, 17	.	.	license renewal documents given	license renewal work is in process
Lift inspector Yearly compliance	Text			.	.	Feb, 17	.	.	yearly audit done on 25.3.17	work completed for counter weight & toe guard of lift,pit water proofing work done,yearly audit done on 25.3.17
ISO 9001 documentation & compliance	Text			.	.	No NC & Smart reports	.	.	NO NC	NO NC,All ISO revision done as per 2015 guidelines,turtle diagram prepared,internal external issue identified,ISO training given to department

KRA Category : Business

KRA Weightage : 15 _

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Change 10Year old VFD capacitor replacement (As per shutdown availability)	Text			..	.	6Nos. By Oct. 16	.	.	completed 6 nos on 9th august '16 during shutdown, VFD PM done from expertise.	completed 6 nos on 9th august 16 during shutdown, VFD PM done from expertise.
Installation & commissioning of 160kw caloric blower panel with battery backup system	Text			.	.	Within one month after panel receipt	.	.	completed within 22 days	Panel received on 25th oct 16,installation done on 10th nov 16 & commissioning done on 17th nov 16.
HVAC & AirConditioning system performance improvements	Text			.	.	5 Improvements	.	.	5 improvements	*5 nos of condenser coils replaced,*7 nos Non performing high power consumable old AC's replaced with another AC's for improving performance *another 5nos AC's replacement planned*HEPA filter replaced for GDP HVAC *AC controller installed to improve reliability of compressor
Optimisation of Airconditioning units by controlling the temeperature of chilling coil & room temperature instead of discharge air temperature	Text			.	.	Rs 5.0 Lacs	.	.	till 31st march 17 , 591498 Rs saved	AC temp controller installed for energy saving & compressor reliability improvement. till 31st march 17 591498 Rs saved from AC controller installation
VFD Panel room modifications & Installation of VFDs in Panel enclosure	Text			.	.	2 Initiatives	.	.	3 initiatives	Pahse 1 panel modified for to combine VFD room of 02G1A & 10G01C room, bruchard comp VFD put in enclosure,02G1A VFD exhaust fan duct provided to reduce operating temperature of VFD from 61 to 55 degree celcius
DFA MCC Panel Spare feeders made ready for	Text			.	.	Minimum 15 feeders	.	.	11 feeder made completely ready	11 feeders made ready completely ,some feeders only

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immediate use in emergency.										control & power fuse replaced to made it available during emergency
Reduction in motor rewinding cost with various initiatives	Text			.		2% reduction Quarter by Quarter	.	.	followed bearing CM work	followed bearing CM & PM work to reduce motor rewinding cost

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self IDP	Text			.	.	90%	.	.	75% of Self IDP attended,2 extra training's attended other than self IDP ,also project on "POWER ELECTRONICS RELIABILITY" prepared & present to MD under stepup program	Training on "Influencing skills" ,emergency preparedness,Integrated management system & hazardous classification taken ,also project on "POWER ELECTRONICS RELIABILITY" prepared & present to MD under stepup program
Training attendance of Department employee	Text			.	.	Insure 8Hrs. Of training for each employee	.	.	out of 11 technician 6nos of technician attended 11hrs of training 5nos attended max 4hrs of training	out of 11 technician 6nos of technician attended 11hrs of training 5nos attended max 4hrs of training ,some may not able to attain due to unavailability of person
Training to department employees	Text			.	.	2 trainings in year	.	.	1 training given	Training on ISO 9001:2015 revision done on 3/3/17

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Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:
Answer:-
2. I have gone the extra mile to help my colleagues/team/organization by:
Answer:-
3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:
Example1:- Introduce smart digital controller for Air Conditioning system results in Energy saving of 591498/- Rs till 31st march 2017 & it also improves reliability of AC (innovation)
Example2:- Installed ducting system for exhaust of hydrogen compressor VFD to reduce its operating temperature ,results temp reduced by 5-6 degree celcius (innovation)
4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:
Example1:- During failure of caloric plant VFD ,our team has worked together & provided stand by arrangement for same within one day with limited resources (teamwork)
Example2:- Other than regular work, I try to encourage my team mates to participate in various organisational events ,which I believe make them passionate & confident for achieving goal.(developing self & team)

Employee Name	SWAPNIL SALI	Manager's name	SATISH JADHAV
Employee Code	10000473	Year	2016-2017

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	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Ok	Yes	attended
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	Yes	attended
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	No	not attended

	**					
10	Influencing skills	Internal TBD	2	These skills required to motivate & influence team to achieve common goal	Yes	attended
11	Strengths based team building	Charles Carvalho	1			
12	The Super Manager	Amit Sanas	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	Program Completed	Reviews
1				undefined	undefined
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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	
Review date	

Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	Not Applicable
Project Status Comments	