

10002648 VARUN RAI

Employee Name : VARUN RAI Manager's Name : SATISH JADHAV

Goalsheet Approval Date : 15-Apr-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	Actual achievement of year end	Appraiser comment on actual achievement
Implementation of fire alarm & emergency light testing schedule for all plants and maintain its healthiness.	Text			.	.	No deviation during emergency	.	.	80% compliance because power dip condition emergency lights not worked	fire alarm testing done as per schedule, NO any accidental deviation found during year. Emergency light testing schedule implemented. Some deviation found in emergency light during power dip condition. (1) Emergency light & fire alarm testing schedule implemented on time. (2) Problems found during testing attended immediately or next day. (3) battery operated 10 nos. Emergency lights repaired and install in plant CR and Company Gate .
Implementation of preventive maintenance schedule for illumination, earth pit & improvement for illumination.	Text			.	.	96% implementation & Min 3 initiative for illumination improvement	.	.	100% compliance	New lux meter purchased for effective measurement of illumination, testing done and record available. FAP Utility area various lights taken in operation for effective illumination. New LED street lights installed near ETP and FAP utility to HR. H2 Plant illumination initiative taken and lights taken on appropriate height. Old Tankfarm top 20 nos. light fittings are replaced by led light fitting for effective illumination.
Internal safety audit and closer of action points	Text			.	.	Minimum 2 audits and action within 90 days	.	.	1 audit done and 95% points closed.	Acid stripper ,petillator,GDP drum filling and flaker plant internal safety audit done and 80% jobs completed.
Compliances of safety committee points	Text			.	.	90% compliances within 15days	.	.	100% compliance	No any point is left at the end of the year.
Housekeeping in FAP substation area, FAP, CPP, Pest Plant all MCC room housekeeping improvement	Text			.	.	8 Marks, 2 Improvement each MCC	.	.	100% compliances	new rack arrangement done for telephone spares, spare tube lights storage arrangement done.Motor arranged properly on regular basis. Net arrangement done in DG house for pigeons restriction.

KRA Category : Business
KRA Weightage : 40 _

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Implementation of preventive maintenance schedule for motors & panels.	Text			.	.	96%	.	.	97.74% average of motor and panel done.	No any panel left for maintenance at the end of year. Only one motor is left for maintenance.
Implementation of greasing & thermography schedule.	Text			.	.	96%	.	.	84.03% Compliances for greasing and 100% for thermography	Motor greasing and thermography schedule prepared and effectively implemented
Corrective action to be taken on abnormality found in PM.	Text			.	.	Action within 3 days	.	.	major issues action taken 100% and immediately	As per severity of abnormality and equipment availability corrective action taken on abnormalities found during PM. Some of the jobs left due to non availability of shutdown.
Support to other departments for installation of new equipments in present setup with limited budget	Text			.	.	4 Initiatives	.	.	support provide to mechanical, ETP & R&D department. 100% compliance	2 nos. new motor installed for ETP DAF, 2 nos. new motor installed for chilling water at pestilator and flaker plant, one spare motor provided to etp plant for new pump trial. Electrical related support provided to R&D department for new product development.
Preventive maintenance of equipments during Shutdown period.	Text			.	.	90%	.	.	100% compliances	90% motors PM done during shutdown. Left motors are not in use or rarely use.
Critical big motors overhauling to improve its reliability	Text			.	.	Motor 1 No. By Sept End	.	.	H2 compressor motor overhauling done	02G1A motor overhauling done

KRA Category : People
KRA Weightage : 15 _

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Completion of self IDP	Text			.	.	90%	.	.	100% compliances	Training taken for root cause bearing damaged analysis from SKF Pune and interpersonal Skill. By taken two effective trainings, my technical knowledge and personality development skill improved.
Technical Training to Department Employee	Text			.	.	Min 3 sessions on different subjects	.	.	1 training given	root cause bearing damaged analysis training given.
Training attendance of Department employee	Text			.	.	Min 8 training hours to each employee	.	.	70% compliances	total 11 technicians, out of 11, 6 nos taken more than 8hr and total is 200hr but left 5 nos. taken 4 hr and total is 20hr.. TOTAL TRAINING

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Technician arrange for external training	Text					2 Nos. by Dec. 16			3 Nos. technical training season arranged for technician outside the company by competent or expert trainer.	HOURS IS 220HR. ACB L&T ,soft starter and motor maintenance training attended by our technicians.

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Provision of online temperature monitoring system for critical circuit breakers & electrical VFD rooms to take the immediate action in case of any abnormality.	Text			.	.	By end Aug'16	.	.	100% compliances	16 channel Temperature monitoring scanner installed for critical feeders.Presently 5 feeders are taken in line.Incomer 1, incomer 2, buscoupler-2,phase-1,phase-2 and peroni vfd room.
VFD Panel room modifications & Installation of VFDs in Panel enclosure	Text			.	.	2 Initiatives	.	.	10G01C VFD panel room modification done and 2 nos. VFD installed inside panel.	10G01C new panel installed and panel room modification done with respect to emergency situation and air conditioning system requirement.9002A&B VFD installed in Panel
Preventive maintenance of material moving or dispatch related equipments.Ensure availability of spares.	Text			.	.	No any delay for dispatch of material due to electrical breakdown.	.	.	100% compliances	AMC given to OEM for effective maintenance. Spare parts maintained as per criticality. Forklift Painting done. Two nos. main drive motor repairing done for immediate use during emergency.
Prepare list of motors for scheduled maintenance and do overhauling of same.	Text			.	.	Minimum 10 motors by March end	.	.	100% compliances	P-201, P-202, P-203, F-101,F-102, 04G10A,04G10B,06G1A , 06G1C and 10G01C motor scheduled overhauling done. This year total 98 motors overhauled.P-9002 B Motor work completed on place.
MCC Panel Spare feeders made ready for immediate use in emergency.	Text			.	.	Minimum 15 feeders	.	.	100% Compliances	minimum 20 feeders made ready, spare feeders control and power fuse used by technician in emergency so that control and power fuse installed in various mcc panels.This action will be helpful in emergency situation.
Preventive maintenance of Diesel generators and maintain its healthyness.	Text			.	.	No deviation during emergency	.	.	100% Compliances	Diesel generators preventive maintenance don through OEM, 1500kva DG set voltage variation problem resolved by replacement of main digital card. Alternator and RRA assembly internal checkup done. IR and WR

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										values recorded for future reference. Panel heater installed near RRA assembly for moisture removal purpose.

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
Documentation work for OHSAS18001 & ISO14001	Text			.	.	No any NC in audit	.	.	So many jobs done for OHSAS & ISO to maintain safety and environment safe in our department.	(1)Time to time documents are made and correction done as per guideline (2) one internal audit completed.(3)All audit points are completed
Indegeous saving	Text			.	.	2 Lac saving	.	.	100% compliances	Two nos. siemens breaker not operated , as per OEM breaker not repaired but we repaired it internally. Negotiate vendors to save service cost for different services.
Energy saving	Text			.	.	Minimum 2 initiative with 1.5 Lac saving	.	.	100% compliances	LED lights installed in different area by removing conventional lights and air conditioner energy saver unit installed in different areas.
To make faulty/spare/reusable material ready for immediate use	Text			.	.	Minimum 2 initiative	.	.	100% compliances	Various light fitting repaired and use as per requirement. MNX 185 contactors made ready for immediate use. Spare almonard fans repaired by purchased spares of fans. Well glass fitting glass replaced.
Calibration of electrical equipments & Examination of lifting equipments (Form 11)	Text			.	.	Compliances Before Due date	.	.	100% compliance	Meco 2727 clamp meter, DC clamp meter, meco mager and earth resistance tester calibration done, 14 nos. lifting tools and tackles testing done.Equipments are calibrated by NABL Accreditation agency.
GMP related certification for GDP	Text			.	.	Compliances Before due date	.	.	100% compliance	Pestillator and GDP drum filling area clean room validation done as per ISO 14644 before due date