

Employee Name : JAYANTIBHAI BHATTManager's Name : JAYANTIBHAI BHATT  
Goalsheet Approval Date : 10-Dec-2016

**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
Ensure safety compliance while Project execution	Text			100% with accident	100% with first aid case	100%	100% without first aid	100% without near miss
Statutory complainece wrt SHE	Text			Na	NA	100% documentation on time	NA	NA
Safety committee meeting on Monthly basis & compliance to Safety committee meeting points.	Text			NA	NA	on Schedule time	NA	NA
Training to employees & contract employees.	Text			<90% adherence to calander	90% adhernece to Calander	As per caleander	NA	NA

**KRA Category : Business**  
**KRA Weightage : 20 \_**

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
To review & update documents - On site emergency Plan, Safety Manual & Work Permit system for Daman.	Text			Not Available	Dec 16	Nov 16	Oct 16	Sep 16
Mock drill on bimonthly basis and implementation of actionable point	Text			As per schdule + 2 month	As per schedule + 1month	As per schedule	NA	NA

**KRA Category : Business**  
**KRA Weightage : 20 \_**

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
To conduct Internal Safety Audit at Daman	Text			Feb 17	Jan 17	Dec 16	Oct16	Sept 16
Prepearness for External SHE Audit	Text			Not Available	Critical observations	No critical observations	No Major observation	No Minor observations
Gamba Walk on Monthly basis and compliance of previous	Text			<70	<80>70	80%	90%	100%

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
audit points								

KRA Category : People  
KRA Weightage : 20 \_

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
Coordinate with Head EHS for HEZOP atudy at Plant	Text			NA	March 17	Feb 17	Dec16	Nov 16
Conduct training on HEZOP with a help of Head EHS	Text			Not Available	Not Available	1 Session	2 Session	Not Available
Followup with final HEZOP action plan	Text			Not Available	Not Available	Nov 16	Oct 16	Not Available