

10003601 AKASH VENGURLEKAR

Employee Name : AKASH VENGURLEKAR Manager's Name : Aniruddha Bansod

Goalsheet Approval Date : 17-Apr-2017

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
Proper day to day job planning to be done.	Text			Not Available	Not Available	90% notifications to be completed in SAP	Not Available	Not Available	100% Completed	In the year 16-17 in all 545 notifications for major jobs were created towards Mechanical Department among them 8 jobs are in progress. There were other routine 3568 jobs which are carried out without notifications as well.
2. Ensure the equipment availability for production as per SNOP	Text			Not Available	Not Available	100% for all sections	Not Available	Not Available	99.03%	Plant availability 99.03%. Regular plant maintenance, condition monitoring has lead to achieving 99.03% of plant availability.(down time in alcohol plant 85Hr).
Ensure availability of spares and services for reduction in down time.	Text			Not Available	Not Available	90% Availability	Not Available	Not Available	More than 90% of critical spares are available in store.	Total 750 PRF was raised to ensure availability of spares and services by raising PRF for material and services. follow-up with purchase and vendor for material delivery. Spares for lot of new equipment have been codified and ordered.
Adherence to PM/CM schedule to avoid equipment failure	Text			Not Available	Not Available	95% for all functions	Not Available	Not Available	99.14%	99.14% pumps under Preventative maintenance & Condition monitoring schedule has been covered at planned schedule.
Ensure for completion of shut down jobs as per planned	Text			Not Available	Not Available	Shutdown jobs completed as per planning	Not Available	Not Available	All job completed as per list.	All the jobs mentioned in respective shutdown lists have been attended and completed within stipulated time frame. In all 8 Planned shut downs were undertaken which included fatty alcohol plant 4 times, H2 generation plant (caloric) twice, linde plant once & Utility (CPP) once. Caloric, Linde, and Gas turbine work was carried out before time period.

KRA Category : People

KRA Weightage : 15 _

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Ensure Completion of Self IDP.	Text			Not Available	Not Available	100% Completion	Not Available	Not Available	100%	One session of Effective Time Management was attended at Sion office
On Job Training to be provided to existing AC and OC Employees.	Text			Not Available	Not Available	90% people from department should be covered till March 2017.	Not Available	Not Available	More than 90% people covered	On job training on Lapping of seal was given to VVF employees and apprentices as well. On Job training of Johnson Gear Pump was provided.
Conduct Training Session for departmental employees. I. Session on Mechanical seals	Text			Not Available	Not Available	1 session	Not Available	Not Available	1 Session completed.	One session of Mechanical Seal was Conducted in September 2016

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Reduce repetitive failure of Mechanical Seals.	Text			Not Available	Not Available	Failure Reduced by 10% as compare to 2015/2016	Not Available	Not Available	22 %	Repetitive failure of P-705 A, P-705 B, P-32 A, P-32 B, P-30 A, P-30 B, P-765, P-322 A, P-322 B P-02G07 A and p-02G07 B was reduced.
Arrangement for retubing of Surface Condensor fo Old Vacuum System.	Text			16/Dec	16/Nov	10/16	Not Available	Not Available	Arrangement as well as Installation done in September 2016.	Surface Condensor was retubed and installed in September 2016.
Health Checkup of Major Equipments and pipelines to avoid premature failure in Fatty Alcohol Plant Area	Text			Not Available	Not Available	03/17	Not Available	Not Available	Completed.	All critical line identified and health check up data maintained. For critical equipment conditioning monitoring data maintained.(Like Hydrogen compressor, BFW pump.
Arrangement for strengthening of PVC water piping network and respective elements of Old Pastillator Belt.	Text			Not Available	Not Available	30/Nov	Not Available	Not Available	DEC 2016	Hooks were fabricated and fitted to chilled water pipes of old pastillator Belt to support the hanging pipes.
Arrangement for revamping of Alcohol Cooling Tower and modification of CPP Cooling Tower basin.	Text			Not Available	Not Available	31/Dec	Not Available	Not Available	In process	CPP cooling tower work, strengthening was done in Nov2016 Shut down. Alcohol cooling tower work is in progress and will be completed in April 2017 shut down.
Arrangement for replacement of 2 Nos. of bent tubes of Caloric Reformer	Text			Not Available	Not Available	31/Dec	Not Available	Not Available	In Process	All the spares required and planning required for tube replacement is completed. Tube no 8 will be replaced in April 2017.

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Maintain manpower loss time due to accident.	Text			Not Available	Not Available	Zero Loss time	Not Available	Not Available	Zero loss time ensured	Zero loss time ensured by following proper permit system, risk assessment of specific activities, preparing work instructions for high risk activities, emphasizing on utilization of proper PPE's.
"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			Not Available	Not Available	" 100% PPE Usage 100% risk assessment to be done."	Not Available	Not Available	NA	"A. 100% PPE usage maintained by continuous monitoring & providing training to contract employees on regular basis. B. Risk assessments done for critical activities like catalyst activity, Heat exchanger installation with the help of crane, on line sealing activities.
ISO 9001 documentation	Text			Not Available	Not Available	100% documentation	Not Available	Not Available	100 % documentation done	All PM files are properly documented and filed. The Breakdown reports are also updated till March 2017
Elimination of all leakages, spillages of thermic fluid/steam/process fluid as per identified list in Fatty Alcohol Area	Text			Not Available	Not Available	Leakages to be attended as per plant availability	Not Available	Not Available	Leakage arrested as per availability	All identified Thermic Fluid, Process fluid and steam leakages were arrested. Gland leakage of 26 identified valves were arrested in Alcohol shutdown in November 2016. Steam leakages in old tankfarm, condensate header near linde plant and in plant were arrested as per plant availability. steam leakage of new boiler house was also arrested by online sealing.

KRA Category : Customer
KRA Weightage : 15 _

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Execution of approved MOC/cost reduction project	Text			Not Available	Not Available	Time line as agreed in MOC	Not Available	Not Available	As per timeline.	1.Line modification to use VAM generated chilled water in GDP. 2.Flushing of main distillate transfer line & first residue to tank farm is carried out by nitrogen. 3.Transfer line between Fatty alcohol and tank farm. 4.To provide TCW 1 to 03E15 heat exchanger. 5.Installation of 40 MT SS-304 mixing

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										tank along with circulation pump and tanker loading.(job going on) 6. MOC of side stream filter is in progress.
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			Not Available	Not Available	Saving of Rs 12 lacks over last year	Not Available	Not Available	Rs. 54,80,253	Departmental overtime reduced by 47% which saves Amount Rs.625237.Saving in A.R.Engineering and Thermal Engineering Saving was 3007223. Mechanical Seal spare consumption was reduced by Rs.1847793 from Eagle Burgman and Mech seal india.
Cost saving in mechanical seal lapping over last year	Text			Not Available	Not Available	4 lakhs	Not Available	Not Available	Rs. 4,48,958	Seal lapping was carried out in-house only by lapping machine. Cost saving is about Rs.448958.