

10000187 SAGAR PANCHAL

Employee Name : SAGAR PANCHAL Manager's Name : Pramath Sanghavi

Goalsheet Approval Date : 24-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
Ensure compliance of IDP for the project team	Text			.	.	100%	.	.	completed.	Completed all trainings. As per Sanghavi sir's recommendation attended Strength based team building. Unable to attain time management training due to ongoing bitumin commissioning activities
Impart training session on Specialized & core areas	Text			.	2 hrs	6 hrs	16 hrs	24 hrs	Achieved total 16hrs training sessions. Given 8 hrs. training & arranged more 8 hrs. training from various vendors. also taken DCS training session for engineering students in VVF Talaja.	On following topics training are conducted: 1. Beads Plant PLC ladder & SCADA. 2. Beads Plant field Instrumentation, Bagging system. 3. Bitumin Instrumentation 4. Bitumin Tanker loading-Totaliser setting. 5. Arranged training for conditioning monitoring/ Reliability improvement from various vendors (SKF/ IFM/ C/ Instruments- Artesis/Emerson) Also, Given Yokogawa DCS training to students of AC Patil Engineering college students Appx size: 30 nos
Document/SOP/Standard preparation on Reliability Improvement at Talaja	Text			.	.	2	3	5	Prepared 5 SOP/ Standard documents	Prepared documents for following:1. SOP for Baddi DCS Shutdown & startup procedure 2. SOP to clear history logs for Baddi DCS. 3. Calibration Procedure for Beads bagging system. 4. Sensitivity setting for Metal detector of Beads Plant. 5. Instrumentation guidelines for Tanker filling.

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	Appraisee comment on actual achievement
Minimum inventory by proper detail engineering/ proper BOM of each project	Text			.	>5%	5%	2%	1%	Completed detail engineering for Beads & Bitumin Project. Achieved less than 1% inventory	Detail engineering is completed for Beads & Bitumin Project (E.g. Instrument index/ Specification sheets documents prepared for accurate procurement)& less than 1% inventory achieved for both projects.
Saving on project by using existing stock/reducing store inventory, plant material, on Approved material budget cost	Text			1%	2%	5%	7%	10%	Approximately 34% of total budget is used from project store inventory.	6,88,130/- total cost store inventory is used in beads & bitumen project.
Implementation of logic automation to reduce cost & increase reliability and safety	Text			.	.	3 implementation	5 Implementation	8 Implementation	7 nos logic automation implemented to reduce cost & increase reliability and safety.	1. In PLC FAT Implemented hopper level switch logic for screw conveyor tripping which was not part of TTPL logic. 2. In Beads FAT implemented three stage login for various level of authorities 3. Bitumin Trolley high level hooter. 4. Bitumin Trolley low Level tripping of VFD. 5. stream temperature loop implemented in trolley low level temp control. 6. Annunciator and tripping Pop up window configured in FAT for fast trouble shooting 7. Emergency stop implemented which was not part of TTPL logic of bead Project.

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	Appraisee comment on actual achievement
Fatty Acid beads project execution and commissioning completed on time and cost	Text			"30.11.2016 (As per CAPEX date) with 20% more than Budgeted cost "	"30.10.2016 10% more than Budgeted cost "	"30.09.2016 (2 months early) with Budgeted cost "	"15.08.2016(2.5 months early)5% lower than Budgeted cost "	"01.08.2016 (3 months early)15% lower than Budgeted cost "	Instrumentation job erection completed within time.	In Beads Project Scope of panel to Junction box wiring scope is reduced by 1 JB multicore cable & its laying cost by changing cable schedule. Also 110 VAC UPS transformer cost is also included in vendor scope as our OSBL budget is very less. In PLC FAT many of our OSBL logic , standard automation requirements & additional requirements are incorporated. Level switch, control valve utilized from old project store. Local vendor for bagging system is selected, even through to get desired accuracy many of changes done in bagging

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										machine & its working is optimized to desired accuracy. Metal detector is installed on metal flooring that why its was giving problem of sensitivity & vibration which reduced by making innovative solution armature coil is removed and rubber pad is introduced in coil and base stand to minimized its vibration.
Bitumen Storage Project Phase 1	Text				15.02.2017	15.01.2017	31.12.2016	15.12.2016	Completed instrumentation erection job as per available mechanical clearance & added automation requirements are also incorporated within time frame using inventory material & Sewri plant manpower resources.	For bitumin project utilised most of old instruments from Taloja Project Store even though service is bitumin which is new to VVF. As per BPCL visit learnings jacketed control valves, normal threaded pressure transmitters & non contact RADAR type Level transmitter selected. Successfully installed & commissioned project. Level gauge which failed in BPCL is also procured from local vendor and installed without site support from vendor, working satisfactory. Old Samson control valve serviced and its fail safe action changes in-house to meet our operation requirement for circulation line.
"Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment"	Text					1	2	3	N2 feasibility study completed. Various vendors evaluated for small scale production of methanol. Detailed report of domestic/world market of methanol with government export import reports submitted.	Presentation prepared for Methanol small scale production. floated our requirements to M/s Gas-techno and detail report of NG utilization by Methanol production is submitted.
Loop Reactor Project to enhance capacity,Taloja, Instrument commissioning completed on time and cost	Text			.	* 35 days from date of approval with 10% more than Budgetted cost *	*1 Months from date of approval with Budgetted cost *	*20 days from date of approval with 5% lower than Budgetted cost *	*15 days from date of approval with 10% lower than Budgetted cost *	Instrumentation valve automation completed on 3/10/2016	Loop Reactor Valves serviced in-house & completed installation & its required automation implemented & checked.

KRA Category : Customer

KRA Weightage : 15 _

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Ensure zero reportable accident during project execution	Text			.	> 0	Zero reportable accident	.	.	Attained zero accidents in total years Instrumentation erection & comissioning activity.	Use of FRLS cables & flameproof controllers for Bitumin Projects. With continuous monitoring

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										successfully finalised setpoint of controllers for Bitumin Project. Conducted Training to all Bitumin operators for setpoint checking each operators knowledges checked and or setpoint checking to avoid any accients due to oprators mistakes.
Ensure the desired quality norms so that zero failure of wired Instruments within one year of project execution	Text			90% equipment	92.5% equipment	95% equipment	95% equipment	100% equipment	achieved zero failure of instruments.	In this year total 68 wired instruments installed, many of them are utilised from old project store stock which are services calibrated and installed. Achived all 68 instruments working satisfactory.
Conduct study on Reliability Improvement for Taloja Plant with maintenance & project team & create / implement	Text			.	Create 1 Ideas / projects	Create 2 Ideas / projects	Create 5 Ideas / projects	Create 8 Ideas / projects	Implemented 2 Ideas per projects	A)Beads Project: 1. Level switch introduced and implemented for screw conveyor tripping. 2. Instead of flexible tube of vendor utilized copper tube for pneumatic knockers for better reliability. Utilized old copper tube for side stream filter of Taloja . B) Bitumin Project: 1. High level hooter is given to trolley level transmitter. 2. for Trolley low level pump stops. for low level it will work n minimum 15 Hz In addition to above Reability study is carried out on followings:1) Baddi DCS health check & possible usage of Sion DCS 2) Sewri Weigh Bridge new installtion study for realiable custody transfer.
Instrument performance to match its design specification	Text			.	.	100% of instruments	.	.	100% instruments which are installed are working as per design specifications.	For Beads Projects spec sheet all vendor scope instruments specification sheet checked ,corrected as per VVF requirements. For Bitumin even fro new service old instrument utilized successfully.

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Relocation of PCP manufacturing facility - Estimation and costing (DFA plant, Utility, Saponification plant, Tankfarm)	Text			.	15.08.2016	30.07.2016	20.07.2016	10.07.2016	Submitted Instrumentation plant shifting costing on 30/5/2016.Instrumentation cost for utility shifting is submitted on	Electrical costing is also completed within timeline along with Instrumentation costing work. Taken technical help from electrical

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									6/6/2016 Electrical costing submitted on 20/6/2016	dept. Talaja & baddi for same.
VEGA ESI 65 - New Product development - Estimation, Costing, Project proposal to be prepared for large scale production.	Text			.	01.07.2016	15.07.2016	05.07.2016	25.06.2016	Vega ESI 65 costing's for different revision submitted in time.	Costing for vega ESI submitted on following dates: 1. Vega ESI phase1 rev02 P&ID--13/4/2016 2. Vega ESI pilot plant modification--5/9/2016 3. Vega ESI 4 KL-29/6/2016.
VEGA ETS - New Product development - Project estimation & costing, proposal to be prepared for large scale production.	Text			.	15.07.2016	30.06.2016	20.06.2016	10.06.2016	Vega ETS costing's for different revisions submitted in time. While doing costing old instrumentation stock taken in to consideration.	Vega ETS baddi costing submitted on 13/6/2016. Vega ETS Syndent Talaja costing submitted on 19/5/2016
BITUMEN FACILITY at Sewree tankfarm- Estimation, costing, feasibility study, concept freezing	Text			.	31.07.2016	15.07.2016	30.06.2016	15.06.2016	Submitted instrumentation costing on 25.5.2016	Bitumin costing has submitted on priority as per updated automation requirements.
FATTY ACID Distillation plant setup with splitting,ATFD, Hydrogenation plant, CPP, utilities and tank farm - Estimation and costing	Text			.	14.08.2016	31.07.2016	21.07.2016	15.07.2016	Phase 1 costing's for Indonesia process plant & CPP plant is submitted on 13.7.2016	Past PO is referred to complete costing,successfully submitted costing's within time.
Sewree Mass flow Implementation -Project Proposal	Text			.	15.02.2017	15.01.2017	31.12.2016	.	Up to December all required data from Sewree plant is gathered. In month of first week January sizing sheet and proposed automation is discussed & finalised. Vendor visits are also arranged for same. On 25/1/2017 first revision of proposal is submitted.	After consultation and feedback form mentors & site operators new PFD is proposed. also earlier installations shortfalls are highlighted, PL line are identified on which this system is workable as per fluid viscosity. Details report which includes Instrument checking report, earlier installations shortfalls, PL lines selection for MFM & new PFD with proposed automation is submitted.