10003576 Rohit Bhosale
Employee Name : Rohit BhosaleManager's Name : Ajay Kumbhar
Goalsheet Approval Date : 25-Apr-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	Appraisee comment on actual achievement
"1) Accidents & Fire Incidances in Plant - a) Usage of PPE's b) Risk assessment in specific activity (other than routine) c) To arrest leakages like Process material, Thermic fluid, H2 gas, etc "	Text			Not Available	Not Available	"25% reduction in accidents over 2015/16 & Zero major fire incidences which can affected plant operation a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occured"	Not Available	Not Available	16.67% reduction in accidents & incidences over 2015/16 & Zero major fire incidences against target of 25% reduction a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occurred H2 gas gland leakaged valve changed	I am using proper PPE at workplace. aware people about workplace safety. b) while doing any specific work we inform operators to use PPES. C) I take plant round on daily basis and check for any unsafe condition or unsafe action taking place in plant. after completion of change over I inform to field operator to check any abnormality plant if any. all failure gasket changed on time , so we minimised leakages of process material.
2) Closure of safety audit findings	Text			Not Available	Not Available	Within agreed time frame	Not Available	Not Available	within agreed time of frame	safety point to be covered on daily basis.increased awareness about unsafe action and unsafe condition . FIR of any incident send to respective managers.
3) ISO 14000:18000:22000 - Maintaining & updating of documents for the audit and audit complience in current year.	Text			Not Available	Not Available	Maintain 100% compliance.	Not Available	Not Available	maintain 100% compliance	maintain all audit related documet like MSDS of each and every product in controll room. checklist in flaker checked by me . all records maintain up to date.like needle brekage record, checklist after cleaning , health and hygine record, insect killer record etc. training to be given to new comers. Necessary documentation updation as per standards was completed and got certification for iso 14001 and 18001 in june 2016.
4) Follow-up of work permit system	Text			Not Available	Not Available	100%	Not Available	Not Available	taking followup on daily basis.	daily maintenance sheet prepared and send to head of department. every shift follow up taken by me about job status. before doing any work clearanance given to the maintenance people. one field operator send at that place. ask status of job to field operator as well as to maintenance people. i asked to maintenance people that how much time required for the specific work so we have to plann accordingly.
5 Reduction in Effluent generation	Text			Not Available	Not Available	< 42 M3/Day Average	Not Available	Not Available	48m3/day	monitoring on enffluent generation source . controlling same like attainding condensate leakages in plant

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										and other sourece . maintain record of effluent generation on shift basis. effuent generation higher side because of C303 cooling tower drift loss and hotwell overflowed of same.NSPD hotwell modification done
6) Updation of Existing ISO 9001:2008 into ISO 9001 & 2015	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	Updated done on FEB 2016	necessary document updation and precertification audit completed in feb 2017.

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"Development through Instructor led training in Classroom A. Training on ISO 9001 & 22000 B. Effective time management and execution "	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	training attainded	training taken for ISO 9001 ,22000 and effective time management and execution . knowledge gain from training applied in daily work. lot of thing learned from effective time management and execution .
2. On Job training of new joiners & GET	Text			Not Available	Not Available	100% completion	Not Available	Not Available	100% completion	Training given to apprentice and trainee, regarding plant operation, utility, how to follow safety in plant, what are the cares we have to take during change over.
3 Internal Trainings to spread awareness of ISO 18000,14000 & 22000 to OS asscosiates, Field Operators & GET's	Text			Not Available	Not Available	March'17	Not Available	Not Available	completed before march end.	training given to our associates regarding iso. awareness increased among them.goal achieved which are set in ISO18000, ISO14000, ISO22000. all iso information given to operator cabin. all information converted into hindi and marathi also.

KRA Category : Business
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
1.FLAKER 24% increase production/day over present	Text			Not Available	Not Available	Rs 6 Lakh for balance period 2016/17	Not Available	Not Available	5.6 lack (against 6 lack) balanced period 2016-2017	Succesfully completed the project of chilled water uses in both flaker instead of cooling water to increased the production rate. we installed all equipment inhouse, we did not purchase any new equipment for this project like chilled water lines, hot well, PHE, pump, control valve. etc. and chilled water was lined up in the month of Nove 2016.saving will be continued in FY 2017-18 .
"2.Process & column series Optimization Case A. Reduction of specific Consumption Over BOM for Standard runs (C-1214/1618/C-1698/Super flex/C-2022/P-12) Case B. C-302/303/401/402 SERIES for C-1698/1618TA) Case C. C-302/303/501/502 for C-1214/Oleic-k & C/1214/Stearic-92 "	Text			Not Available	Not Available	Rs 40 Lakh for balance period 2016/17	Not Available	Not Available	Rs 49.61 Lakh(against 40 Lakh for balance period 2016-17)	CASE B : we have carried out C302-C303- C402 for C16 98%and C1618 TA from SRBDPS . due to this specific consumption reduction takesplace. Optimization of distillation column temperature,reflux,throughput and running of 3-4 distillation columns in series resulted into reduction of specific consumption for product listed below. STEAM COAL POWER BOM ACTUAL BOM ACTUAL BOM ACTUAL C1218 for DFA C1214 in C303 64.04 43.97 58.78 52.70 44.49 37.90 CNO for DFA C-1214 66.70 56.29 74.50 87.87 58.46 43.83 Hyd. C8C10 for C8>99% 112.00 103.15 132.1 124 129.00 89.70 DFA C8 Bottom for C10 99% 239 146.65 247.0 181.2 215.00 118.60 S Mix Residue for DLGMFA 290.8 270.30 97.96 81.26 93
3.Reduction in Energy consumption of Thermic Pre-heater by using vent steam instead Coal	Text			Not Available	Not Available	Rs 20 Lakh for balance period of 2016/17	Not Available	Not Available	project cancelled	After detail study of proposal. Calculated saving approximate is 3.25 Lakh/Yr in sec 4&5 as against projected saving of 3.9Lakh/Month. hence idea was dropped

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	Appraisee comment on actual achievement
"1 Product quality a. Daily montiring of plant parameters and conditions b. Ensure proper sampling procedure to be followed c. Ensure proper tank isolation to avoid cross contamination d. Ensure nitrogen blanketing to finished product tanks e. Use of QC approved tanks for finished and semi-finished products"	Text			Not Available	Not Available	Zero rejection due to quality	Not Available	Not Available	no rejection due to quality	daily watch on plant parameters.stable plant parameter saved on desktop and GLC of products.Sample send to lab on time to time.if any abnomlity found in results plant taken into circulation. so that rejection of material avoided.avoid rejection of finished product by maintaining proper isolation to tank ,so that cross contamination not takes place, also used QC approved tank for Finidhed product
"2 Raw material qulaity a. Ensuring quality raw material receipt b. Monitoring raw material quality with standard specifications c. Regular sampling of raw materials "	Text			Not Available	Not Available	To meet the VVF specifications of raw material	Not Available	Not Available	meet VVF specification	checked raw material GLC on Daily basis so acquired required final product specification. sample send to lab as per SOP.
"3 Quality of effluent a. Monitroring of quality of effluent streams b. Maintaining effluent quality"	Text			Not Available	Not Available	"To meet following quality: a. pH in between 6.5 to 7 b. TDS < 500ppm c. COD < 2500ppm "	Not Available	Not Available	maintained quality and quantity of effluent	continuous watch taken on effluent stream. any abnormality attended as soon as possible. maintained quality and quantity of effluent.
1)Study of hydrogenation existion operation	Text			Not Available	Not Available	08/16	Not Available	Not Available	Done the complete cycle of hydrogenation process	studied the hydrogenation operation . i studied effect of temperature, pressure , and reaction time on IV of product. studied effect of holding time for different run. studied effect of feed glc, moisture contain and sulphur contain, effect of reaction temperature . for superflex run studied that effect of catalyst on reaction and also catalyst addition temperature effect. for specific run we added catalyst under pressure. effect of catalyst under pressure studied. solubility of hydrogen increases under high pressure as compare to catalyst under vacuum. so rate of reaction increased under pressure. hydrogenation time decreased with help of catalyst dosing under pressure.
2 Study of hydrogenation reaction for different parameter like temperature , pressure , catalyst & enhancement of loop production by 20% over current production rate	Text			Not Available	Not Available	Fullfill the SNOP targets	Not Available	Not Available	target achieved.	study done on hydrogenation operation . i studied effect of temperature, pressure , and reaction time on IV of product. I studied what is effect of catalyst dosing under vacuum and catalyst dosing under pressure. when catalyst added under pressure , hydrogenation time decreased. so we got maximum outcome at less time. requirement of catalyst quantity also less.
3 Provision of	Text			Not Available	Not Available	By march 2017	Not Available	Not Available	completed the	for both reactor ,

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catalyst dosing system under high pressure									project in Sep. 2016	high pressure catalyst dosing system provided along with cooling arrangemet to high pressure catalyst dosing tank.

KRA Category : Customer
KRA Weightage : 40

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a. Downtime reduction due to line chocking. b. To sign check list of DCS opearators and field operators daily. c. Provision of critical pumps(Feed pump sec-3,) indication on DCS d.Maintaining running shutdown list for sec-3,C301 and loop reactor plant e.Availability of critical pumps for PM,CM for sec-3,C301 and loop reactor plant. f. Replacement of C-303 hotwell schedule 10 line into schedule 40 g..Reduction in changeover downtime over financial year 2015-16 1) Final tank line ready in advance by flushing 2) Attending tracing leak 3) proving valve in transfering linr to avoid unwanted hold up h. installation chilling water circut in flaker for lauric and Palmatic acid. i. Installation of LT to V-803. (Loop reactor). j. Installation of CV and flowmeter in transfering line. (loop rek. Reduction in failure of mechanical seal of P-705 A/B	Text			Not Available	Not Available	"a. 20% reduction over 2015/16 b. Daily basis c. completed by March 2017. d. daily and weekly reviewed with section head. E. Monthly. f March 2017 g. .20 % reduction "	Not Available	Not Available	a. 54 % reduction in process downtime against targeted 20%, Regurally maintaining running shutdown list e) Completed on time PM CM .	Down time reduction done by me very successfully. Loop reactor line found choked on tank farm top frequently. So one line modification done on tank farm top , So that minimise line chocking problem. I had sign operator log book on daily basis. Checked log book. C303 feed pump indication given on DCS.i have prepared running shutdown list of C 303 , C301 , C 302 and loop rector. This file save on PC of control room. Pm of pump done every month. I have checked availability of pump for Pm . Valve list on tank farm top attained in April 2017 shutdown. Chiller circuit installed In circuit , so that production of Flaker increased. One plate and frame exchanger installed at Flaker , which exchange heat between chilled water and normal water.
2 Yield as per BOM	Text			Not Available	Not Available	" 1. DFA 1214 ~ 61% (SPKO) & 65% from DFA C1218 2. Oleic K~ 50% 3. Palmitic Acid ~40% 4. Superflex~ 62%"	Not Available	Not Available	1. DFA 1214 - 61.39% (SPKO) against 61 % & 67.4% from DFA C1218 against targeted yield of 65% 2. Oleic K - 58.08% against 50% 3.Palmitic Acid -43.04 % against 40%(SRBDPS base) 4. Superflex- 63.64% against targeted yield 62%	as per BOM. closely watch on feed , main draw glc on daily basis. and action taken on same.
"3. Throughput and volume as per SNOP 1)Preparing list of frequent leakage 2)To keep stand by pump radialy available 3)To check coloum internal on daily basis 4)Study of	Text			Not Available	Not Available	100% of Monthly RCCP	Not Available	Not Available	achieved 100%	closely watch on leakages in plant. daily round taken. list prepared for frequent leakages and mail send to maintenance people for same. proper action taken on it. measured

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parameter "										thickness of critical line rectified the weak lines and replaced same on time. this line changed.stand by pump checked in every shift.each and every run parameter studied by me and same parameter saved . every run parameter set accordingly.
"4. Specific consumption as per BOM 1)Monitaring of steam consumption 2)Daily analysis of power consumption 3)Monitaring of plant heat load 4) To be moniter for all exchanger should online & Provide new E-406"	Text			Not Available	Not Available	As per BOM	Not Available	Not Available	As per BOM	STEAM COAL POWER BOM ACTUAL BOM ACTUAL BOM ACTUAL C1218 for DFA C1214 in C303 64.04 43.97 58.78 52.70 44.49 37.90 CNO for DFA C-1214 66.70 56.29 74.50 87.87 58.46 43.83 Hyd. C8C10 for C8>99% 112.00 103.15 132.1 124 129.00 89.70 DFA C8 Bottom for C10 99% 239 146.65 247.0 181.2 215.00 118.60 S Mix Residue for DLGMFA 290.8 270.30 97.96 81.26 93.24 83.84 SPFAD for DFA C1618 210.20 170.00 80.15 79.80 69.03 69.42 Stearic -92 from Hyd C-18 289.10 226.26 102.86 66.90 92.15 84.64 B/P CNO FOR C-1618TA 210.25 183.90 80.15 79.80 69.03 72.00 Mus
5 Reduction in process & changeover downtime	Text			Not Available	Not Available	5% over 2015/16	Not Available	Not Available	"54.49% reduction in process downtime over 2015-16 against targeted 5 %. 44% increased in changeover downtime against FY 2015-16 "	tried to same for year 2016-2017. for that advanced line flushed to respective tank , if plant stopped line fiushed in every shift. proper insulation provided for process lines.I have done list for tracing and work done of same. This cause reduction of line chocking.