

10002694 VISHAL KADAM

Employee Name : VISHAL KADAM Manager's Name : DINESH DANA O

Goalsheet Approval Date : 23-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	Appraisee comment on actual achievement
*1. Development through Instructor led training in Classroom A) Interpersonal skills B) Good Manufacturing Practices (GMP +) and cGMP ***	Text			.	.	*A) TNI = 100% B) Training completion > 90% "	.	.	Not Completed	Due to adjustment in shifts it was unable me to attend the mentioned trainings thus this will be completed in next FY-2017-18
2. On Job training of new joiners & GET	Text			.	.	100% completion	.	.	100% completion	Training given to new joiners regarding plant operation, plant startup, shutdown activity, Trouble shooting & safety in plant. Also training is given regarding use of PPEs, working of Fire fighting equipments, Safety preparedness etc.
3 Internal Trainings to spread awareness of ISO 18000,14000 & 22000 to OS associates, Field Operators & GET's	Text			.	.	March'17	.	.	Completed before March'17	Training given to associates, Field operators, GETs regarding ISO 14000, ISO 18000 & 22000, Created awareness about importance of above ISO among them.

KRA Category : Business

KRA Weightage : 15 _

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1. ERUCIC production increase by 5 Mt/day over present	Text			.	.	Rs 10 Lakh for balance period 2016_17	.	.	Rs 9.96 lakh (targetted Rs 10 Lakh for balance period 2016-17.	We have kept record of all critical run parameters including Erucic run. Every time we have optimized the parameters and followed these parameters for future runs. By doing this it became possible to increase feed rate and meet the daily production target. For reducing the breakdown between the runs we have taken follow up for Preventive maintenance of electrical/mechanical equipment's. We have changed frequent leakage lines e.g P-29 to P-30 line changed, K-3 MD column attached to

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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			.	.	Rs 40 Lakh for balance period 2016_17	.	.	Rs 49 Lakh(against 40 Lakh for balance period 2016-17)	receiver line changed. Reduction of utility consumption in case of mustard base products was due to increased in production rate against BOM Reduction of utility consumption in case of PKO/C1218/CNO products was due to reflux optimization. Reduction in utility consumption in case of Section 4 products was due to column temperature reduction and increased throughput rate.
3.Reduction in Energy consumption of Thermic Pre-heater by using vent steam instead Coal	Text			.	.	Rs 20 Lakh for balance period of 2016_17	.	.	No Saving	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
4. Saving due to Condensate recovery(considering temperature difference)	Text			.	.	Rs 15 Lakh for balance period of 2016_17	.	.	Rs 10.33 Lakh Against 15 Lakh for balance period of 2016-17	Approximately 53% condensate recovery increased over FY 2015-16.Saving is less against targetted as condensate recovery project on tankfarm top is going on. Saving will be continue in FY 2016-17
5. Tracking and mointoring of specific consumption of standard products.	Text			.	.	6 % reduction over BOM value	.	.	na	for all critical runs we have monitored specific consumption.

KRA Category : Customer

KRA Weightage : 40 _

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"a. Downtime reduction due to line chocking. b. To sign check list of DCS operators and field operators daily. c. Provision of critical pumps(Feed pump sec-4,5 new spd) indication on DCS d.Maintaining running shutdown list for sec-4,5and New SPD plant e.Availability of critical pumps for PM,CM for sec-4,5 and New SPD 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	Text			.	.	"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 "	.	.	Achived 100.46% SNOP volume Against target of 90%	a) We have done significant work to reduce the downtime due to line chocking. this is done by providing proper tracings to lines. By flushing lines in advance on tank top with new flushing arrangement. By maintaining good health of flushing arrangement i.e Damaged N2 hoses are repaired and changed on regular basis. Lines kept clear in between no programme hours. b) Operator check list signed on regular basis. c) Critical pumps indication provided on DCS. E g VP-451A/B,

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flushing 2) Attending tracing leak 3) proving valve in transferring linr to avoid unwanted hold up "										P-425A/B/C/D, P-817A/B, d) All plants shut down list kept ready prior to shutdown. Discussed jobs with maintenance team for material and manpower availability and all critical jobs tried to complete. e) 100% compliance with maintenance and electrical team. f) Job planned in Apr shutdown. g) Changeover downtime reduced by solving problems of line chocking, proper co-ordination with DCS and field operators, Maintaining process parameters, Advance line flushing on tank top etc.
2 Yield as per BOM	Text			-	-	*1. Erucic 90.42%(for fine and export grade) & 41%(for Upcity special grade) 2. DFA 1214 _ 61% (SPKO) & 65% from DFA C1218 3. Oleic K _ 50% 4. Palmitic Acid _ 40% 5. Superflex_ 62%*	-	-	1. Erucic 90-41.5%(for fine and export grade) against 42 % & 40.5% against 41%(for Upcity special grade) 2. DFA 1214 - 61.39% (SPKO) against 61 % & 67.4% from DFA C1218 against targeted yield of 65% 3. Oleic K - 58.08% against 50% 4. Palmitic Acid -43.04 % against 40%(SRBDPS base) 5. Superflex- 63.64% against targeted yield 62%	* 0.5 % yield was reduced over targeted yield in case of erucic acid due to short run and lower demand during financial year 2016-17. Trial and stabilisation of runs with deodourised mustard oil affected yield to get required quality of product. Now process is stabilised and getting quality material. All other critical products yields are better becoz of column parameters optimaization and change in column combination specially in case of superflex. taking plain distillation column against fractional distillation column resulting into better yield of product with minimum changeover contamination. "
*3. Throughput and volume as per SNOP 1)Preparing list of frequent leakage 2)To keep stand by pump radially available 3)To check coloum internal on daily basis 4)Study of parameter "	Text			-	-	100% of Monthly RCCP	-	-	Achived 100% Monthly RCCP	To achieve the same followed below things. 1. Frequent leaking lines identified and replaced whenever we got time. E.g. C-402 MD line near flowmeter, P-29-P-30 line, K-3 MD line etc. 2. By proper co-ordination with service depts. managed to keep standby equipments ready. 3. Checked column internals on regular basis, som it became easy to manage column performance. 4. By maintaining process parameters it became easy to optimise them and reduced downtime hours between changeovers.
*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	Text			-	-	As per BOM	-	-	Achieved As per BOM	*Though SNOP demands changes frequently as per RM availability, customer demand Still SNOP throughput & volume targets were achieved with correct quality standards Inspite of raw material connectivity issue,

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should online & Provide new E-406"										increased in grade changeovers and short runs, we are able achieved specific consumption norms for critical products like DFA C1214,superflex,C 8and C10 pure,erucic,DFA C2022,oleic-k. This happens mainly due to 1. Running of three or four column in series instead of two (C302-303-401-402 in series) 2. Optimization of column parameters and1.Monitoring of steam consumption for Sec-4 is been done for specific runs & avoided the excess consumption of it. 2.During preparation of the daily reports when required,daily analysis of power consumption was been done by me. 3.Monitoring of plant heat load to identify & fill the difference of heat load between CPP & plant. 4. Proper observations done during daily plant round for checking of all ex-changer are online or not & Provide new E-406.
5 Reduction in process & changeover downtime	Text			.	.	5% over 2015_16	.	.	54.49% reduction in process downtime over 2015-16 against targetted 5 %. 44% increased in changeover downtime against FY 2015-16	*1. Replacement of frequent leaked equipment mention in KPI 1 and using flexibility of distillation columns, in case of major breakdown of regular columns resulted into more than 50% reduction in process downtime. 2.Changeover downtime increased mainly due to more changeovers in FY 2016-17(254 changeovers) compared to FY2015-16(180 changeovers). *

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KRA Weightage : 15 _

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*1) Accidents & Fire Incidences 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	Text			.	.	*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	.	.	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	a.Proper usage of PPE's was done by myself as well as instructed to the field operators to use the same. b.Risk assessment in specific activity (other than routine) for online attending leakages of

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gas, etc *						occured *			& when leakage occurred	Thermic lines. c. Arrested leakages like Process material, Thermic fluid, H2 gas, etc when observed & informed to the respective manager to take the corrective actions on it. Proper follow ups were also taken by me and keep a watch on it to avoid repetition of it.
2) Closure of safety audit findings	Text			.	.	Within agreed time frame	.	.	Within agreed time frame	All safety audit finding attended & report sent to EHS in time
3) ISO 14000:18000:22000 - Maintaining & updating of documents for the audit and audit compliance in current year.	Text			.	.	Maintain 100% compliance.	.	.	Maintain 100% compliance.	1. Necessary documentation updation as per standard is completed and recived certification for ISO 14000 and OHSAS 18001 in june 2016
4) Follow-up of work permit system	Text			.	.	100%	.	.	100% DONE	Followed work permit system. All the yellow copies related to EHS is been timely submitted to EHS dept & there is no complained yet about the not closure of any permit system
5 Reduction in Effluent generation	Text			.	.	< 42 M3/Day Average	.	.	48 M3/Day(Excluding rainy season) Average against 42 M3/Day	Effluent generation is at slightly on higher side becoz of following reason 1. Increased in drift loss of C303 dirty cooling tower 2. Frequent hotwell overflow of New SPD due to design problem ,same problem was identified and rectified in the month of march 2017.
6) Updation of Existing ISO 9001:2008 into ISO 9001 & 2015	Text			.	.	31st March'17	.	.	Updated on Feb 2017	Necessary document updation & Precertification audit is completed in Feb 2017. final audit is plan in May 2017

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1 Compliance to the customer audit and closure of audit findings.	Text			.	.	100% compliance and Closure of finding within agreed time.	.	.	100% Customer Audit compliance achieved & closure of audit findings if any in stipulated time period	Done the necessary changes in SOP, Counter sign on instruction book, proper labelling on books, empty or filled drums, maintained plant parameter as per recorded in sop.
2 Availability of materials in required packings	Text			.	.	100% availability of packing material and bulk as per quality required by customer.	.	.	100% availability of packing material and bulk as per quality required by customer.	material made available in required packaging as and when required. (repacking done)
3 No sales lost due to stock out and quality for external	Text			.	.	>90% availability of material	.	.	More than 98% despatch HIT against Target of	1. Buffer stock of various products monitored &

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customer.									90%	maintained daily. 2. No quality rejection 3. Repacking under close mointoring had been done to fulfill requirement of important customers without any customer complaint 4. All old non-moving stock of Behenic Acid reprocessed & converted to Saleble product
4 No production lost due to stock out and quality for internal customer.	Text			.	.	100% availability of customer	.	.	100% material available for internal customer	Sufficient stock of bulk material was made available for alcohol plant.Quantity and quality material was supplied to alcohol plan as per SNOP plan. Sometimes (for 2-3 runs) Frequent changes in RM availability at fatty acid stage leads to slow down of alcohol throughput.
5 Monitoring of dispatches	Text			.	.	Daily basis	.	.	Daily basis	Online MIS for dispatches is monitored and discussed daily with respective section head