

10002413 Aniruddha Bansod

Employee Name : Aniruddha Bansod Manager's Name : Vilas Kakade

Goalsheet Approval Date : 23-Feb-2018

KRA Category : Process

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	Actual achievement of year end	Appraiser comment on actual achievement
1. Major overhauling of Gas Turbine to improve the reliability in future	Text			Not Available	Not Available	By end Oct'16 within 10 days	within 9 days	within 8 days	within 9 days	Gas Turbine overhauling completed within 8 days only but due to few problems in start up, it started operating after 9 days. This could be possible because of the micro level planning during pre-shutdown as well as shutdown period
2. Replacement of bottom ring header in Linde hydrogen plant with newly designed support system.	Text			Not Available	Not Available	By end Aug'16	Not Available	Not Available	Sept'16	Job could not get completed in Sept'16 as SNOP does not permitted the shutdown, however job taken up in Nov'16 and finished in time. This job was done without taking any support from OEM, it involves the material selection, procurement, fabrication and installation.
3. Revamping of Alcohol cooling tower and modification of CPP cooling tower basin	Text			Not Available	Not Available	By Dec'16 end	Not Available	Not Available	Alcohol - rescheduled & CPP - Dec'16	1) Alcohol cooling tower revamping rescheduled in year 2017-18 due to non-availability of shutdown for long period. It will be done in the beginning of the new year. 2) CPP cooling tower basin modification project dropped as require performance could get established by doing other modification in cooling tower.
4. Change in MOC of the steam separators used for HE-365 & 366 in Fatty Acid Plant	Text			Not Available	Not Available	By end Aug'16	Not Available	Not Available	Oct'16	Both the steam separator MOC has been change to improve the life of critical heat exchanger e-365/366. Job carried out during opportunity shutdown
5. Improve the life span of mechanical seal for Loop Reactor Pumps P-705A/B	Text			2 months	2 months	Min 3 months	Min 5 Months	Min 8 Months	more than 8 months	Both the pumps mechanical seal redesigned in co-ordination with the supplier and modified accordingly. Seal were installed in June'16 and since then working fine for more than 9 months
6. Provision of online temperature monitoring system for critical circuit breakers & electrical VFD rooms to take the immediate action in case of any abnormality.	Text			Not Available	Not Available	By end Aug'16	Not Available	Not Available	May'16	Online temperature monitoring system installed for various breakers and VFD room to enable to get the alarm in case of abnormal temperature. This will allow to take the preventive action before failure
7. CAPEX for universal heat exchangers/pastillator belt/reboilers & modification in Tank Farm	Text			Not Available	Not Available	Proposal by Aug'16	Not Available	Not Available	June'16	CAPEX proposal prepared in June'16 and got approved. Later on exchangers ordered and delivered in

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										Feb'17. Modification in Tank Farm was dropped due to non-availability of budget. This job will be taken in year 2017-18

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
1. Adherence to PM/CM schedule to avoid the equipment failure.	Text			<90% for all functions	90% for all functions	95% for all functions	97% for all functions	99% for all fncions	99% for Inst. 98% for Elect & 85% for Mech	Mechanical percentage dropped mainly due to change in the equipment list and the activities pertaining to PM/CM. It was revisited and now and more effective.
2. Ensure the equipment availability for production as per SNOP	Text			< 94% for all sections	< 96% for all sections	100% for all sections	Not Available	Not Available	Near to 100% equipment availability	SNOP could not be achieved in one month because of the failure of Hydrogen Compressor motor (02G3) and heavy power dip. Otherwise equipment availability ensured to meet the SNOP.
3. Reduction in unscheduled breakdown compared to 2015-16 due to ...Electrical/Mechanical & Instrumentation	Text			Increase by 10% in all plant areas.	No reduction	Reduction by 5% in all plant areas.	Reduction by 10% in all plant areas.	Reduction by 15% in all plant areas.	Reduction by more than 15% in most of the areas	Significant reduction over the year 2016-17 in most of the plant section, however rise is observed in Alcohol plant mainly because of failure of 02G3 motor
4. To prepare the annual shutdown job list and execute all the jobs within shutdown period. Ensure the equipment performance after shutdown maintenance	Text			Not Available	Not Available	Job completion within defined timeline & no failure after maint	Not Available	Not Available	No deviation from defined timeline	Total 17 nos shutdown were planned in the year and all shutdown activities were completed within defined timeline. In few cases, the timeline was not fixed as plants were stopped because of non-availability of feed.
5. Monitoring of Repair & Maintenance expenses to keep it within budgeted limit	Text			15% exceeds over budget	10% exceeds over budget	within budget	10% less than budgeted	15% less than budgeted	Overall a 7% less budget consumed	All the expenses pertaining to engineering are within budget, it could have been less by 15% but due to stores stock adjustment, could not achieved

KRA Category : People

KRA Weightage : 20_

