10002413 Aniruddha Bansod

 ${\bf Employee\ Name: Aniruddha\ BansodManager's\ Name: Vilas\ Kakade}$ 

Goalsheet Approval Date : 23-Feb-2018

KRA Category : Process KRA Weightage : 20\_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactor y 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. 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 affer 9 days. This could be possible because of the micro level planning during preshutdown as well as shutdown period
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 fininshed in time. This job was done without taking any support form OEM, it involves the material selection, procurrment, fabrication and installation.
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 - re- scehduled & CPP - Dec'16	1) Alcohol cooling tower revamping re- scheduled 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.
Change in MOC of the steam seperators 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 seperator MOC has been change to improve the life of critical heat exchnager e-365/366. Job carried out during oppurtunity 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 redisigned in co- ordination with the supplier and modified accordinlgly. Seal were installed in June'16 and since than working fine for more than 9 months
6. Provision of online temperature monitoring system for critical circuit breakers & electrical VFD rooms to take the immidiate 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 exc hangers/pastillator belt/reboilers & modification in Tank Farm	Text			Not Available	Not Available	Proposal by Aug'16	Not Available	Not Available	June <sup>1</sup> 16	CAPEX proposal preapred inJune'16 and got approved. Later on exchangers ordered and delievered in

Key Performance Indicator (KPI) description	Unit	KPI Weightage	(1) Unsatisfactor y Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
									Feb'17. Modofication 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	Unit	KPI	Value	(1)	(2)	(3)	(4)	(5)	Actual	Appraisee
Performance Indicator (KPI) description		Weightage		Unsatisfactor y Performance	Needs Improvement	Good Solid Performance	Superior Performance	Outstanding Performance	achievement of year end	comment on actual achievement
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 fnctions	99% for Inst, 98% for Elect & 85% for Mech	Mechanical percentage dropped mainly due to change in the equipment list and the activities pertainig to PM/CM. It was revisited and now and more effective.
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 availbility	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.
Reduction in unscheduled breakdown compared to 2015-16 due toEl ectrical/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
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 engneering 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\_

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactor y Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance	Actual achievement of year end	Appraisee comment on actual achievement
To prepare the draft application for submitting to IMC- RBNQA for Award cycle-2017	Text			Not Available	Not Available	Mar'17	To clear the documents adequecy audit	Final application submission to IMC	Not yet completed	Draft application prepared for 4 criteria and documents adequecy also checked, however final application (draft) could not prepared.
2. Class room training on Advance Communication Skills	Text			Not Available	Not Available	Dec'16	Not Available	Not Available	Not done	HR could not conduct the program for Taloja plant hence not attended.
Development through Developmental relationship:	Text			Not Available	Not Available	Mar'17	Not Available	Not Available	Completed	Mentor helped me to learn the new techniques for reliability improvement of Taloja plant equipment.
Technical     Training to     employees at OEM     centre (external)	Text			Nii	2 members	4 members	6 members	8 members	Total 8 members & a group of 11 members	Total 8 members 8 team of 11 members were deputed for external training o different subject. Apart from training, one member was sent for technical conference and three members attended the chamtech exibition

KRA Category : Business KRA Weightage : 20\_

Unit

Key
Performance
Indicator
(KPI)
description
1. To operate the
CPP in island
mode for saving on
energy cost

KPI Weightage Value

(1) (2)
Unsatisfactor y Needs
Performance

(2) (3)
Needs Good Solid
Improvement Performance

(4) Superior Performance (5) Outstanding Performance

Actual achievement of year end

Appraisee comment on actual achievement