

10000175 DINESH DANA0

Employee Name : DINESH DANA0Manager's Name : Vilas Kakade

Goalsheet Approval Date : 23-Feb-2018

KRA Category : Customer

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 Breakdowns and plant reliability a. Modify Inventory packing's of 3.6 dia to 3.1 dia for C-502 third bed. b. Replacement or repairing of welding joints C-303 PAC loop from column to pump suction to E-365. c. Replacement of E-12 K3 top condensor,leaked heat exchangers and thermic pre-heaters. d. Repacement of Tankfarm top transferring frequent leakaged lines and pipe fittings. e. Replacement of C-402 Residue line from column bottom to pump suction. f. C-501 & C-401 Reboiler retubing of DFA Plant g. C-402 B/P v/s C-401 Feed new H/E to be Installed in Section 4 DFA Plant h. Identification and replacement of damaged column internal.Required Internals for C-301 & C-401 will be brought from Sion. i. Indirect cooling tower frequent leakage line replacement & provision of valves"	Text			Not Available	Not Available	Achieving >90% SNOP target	Not Available	Not Available	Achieved 100.46% SNOP volume Against target of 90%	"a. Inventory of 3.6 dia packings was modified into 3.1 dia packing for C501 and 1.45 dia packing layers for C-301/C401.C502 third bed packing was installed b.Pre-fabrication work was completed and line will be installed during next financial year. C. Frequently leaked E12 tube bundle was replaced. All frequently leaked spiral thermic fluid pre-heater of C301/302.C303 columns were replaced by shell and tube heat exchangers. d.No leakage observed on tankfarm top due to replacement failure pipe fittings. e. C402 residue frequent leaked portion line was replaced and remaining portion regular thickness monitoring was carried out. budget was not approved for retubing g.Universal heat exchangers were received in factory in the month of march 2017.Suitable heat exchanger installation prework is going on. h.Necessary replacement and repairing work was done for C501,C502.C303 distillation column.Required column internals are available in sion and will be brought whenever necessary. I. FrequNA
2 Yield as per BOM	Text			Not Available	Not Available	"1. Erucic 90.42%(for fine and export grade) & 41%(for Ucity special grade) 2. DFA 1214 _ 61% (SPKO) & 65% from DFA C1218 3. Oleic K _ 50% 4. Palmitic Acid _ 40% 5. Superflex_ 62%"	Not Available	Not Available	"1. Erucic 90-41.5%(for fine and export grade) against 42 % & 40.5% against 41%(for Ucity 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. Short runs & no coustomer demands for the month of Oct,Nov & Dec-16 affected yield to get required quality of product.Trial run of Deoderized Mustard oil instaed of Refined Mustard Oil wassuccessfully completed & now process is stabilized and getting quality material All other critical products yields are better because of column parameters

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										optimization 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	Text			Not Available	Not Available	100% of Monthly RCCP	Not Available	Not Available	Achieved 100% Monthly RCCP	"Following reason are responsible for achievement of target 1. Timely replacement and repair of frequent leaked critical equipment mention in KPI 1 2. Proper planning and coordination with supply chain and production internal team "
4. Specific consumption as per BOM	Text			Not Available	Not Available	As per BOM	Not Available	Not Available	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 Inspire of raw material connectivity issue, 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 and column sequences Use of C302 -402 column for superflex instead of two fractional distillation column C302-303 However for production of noncritical products like undistill C1214,trilal runs of hydrogenated undistilled C1214,C16 98%bottoms etc, specific consumption was higher than BOM due to short runs,redistillation of offspect material,more changeovers against planned. "
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 "	"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

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										changeovers). *

**KRA Category : People**  
**KRA Weightage : 15.**

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*1 Development through action learning projects A. Journey to business excellence – RBNQA Award a.To prepare the draft application for submitting to IMC- RBNQA foundation for Business Award 2017 Cycle *	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	Preparation of Draft application is yet not completed	Worked on four criteria till date.
*2. Development through developmental relationships A.Coaching through leader in own function for functional inputs(Mr Vilas Kakade) a) Guidance on critical activity in fatty alcohol and hydrogen generation Plant & related troubleshooting. b) Guidance on New product development and its scope in future. B. Mentoring through leader from different function for behavioural inputs( Mr Kishor Salunke) a) Guidance for improvement of effective communication within all internal department *	Text			Not Available	Not Available	Throughout the year	Not Available	Not Available	Mentoring Done at every stage Throughout the year from Mr.Kakade sir	"Mr. Kakade Sir guided and involved me throughout the year about critical activity in alcohol plant like Copper Catalyst changeover and batch processing of long ageing inventory of intermediate. He regularly discussed with me regarding root causes of various breakdowns and its micro level preventive actions to avoid reoccurrence of same breakdown ,which helped me lot during plant troubleshooting and for improving plant reliability. As & when required Coordinating with new product development team which is working under Kakade sir He demonstrate me about effective communication within internal department during daily morning he always suggesting ,Asking logical question and subject knowledge is very important for effective and positive communication within agreed time. "
*3. Development through instructor led training in classroom a) Interpersonal skills. b) Advanced Excel"	Text			Not Available	Not Available	31st March'17	Not Available	Not Available	Not completed	"1.Interpersonal skill -Unable to attained training because other team members (mainly second line) also having same training on same day and also due to busy schedule during priority jobs of plant. second batch training of advanced excel is pending, will be attaining during next batch. "

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4. To support common Goals of Company	Text			Not Available	Not Available	As and when required	Not Available	Not Available	Supported as when required. Rs 1.27Cr.saving achieved	1.Total bergacid produced at factory was 402 Mt from SPFAD for FY 2016-17.Remaining requirement was produced from feed stock like B/P PKO,CNO,PFAD etc and 520 Mt bergacid was purchased from outside. 2. Actively involve in reduction of long ageing inventory. 3.successfully completed trial of production of palmitic 98% odourless.

### KRA Category : Process

KRA Weightage : 15

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1 Compliance to the customer audit and closure of audit findings.	Text			Not Available	Not Available	100% compliance and Closure of finding within agreed time.	Not Available	Not Available	100% Customer Audit compliance achieved & closure of audit findings if any in stipulated time period	Successfully handled customers audit by , MRF, Appolo,Aurobindo pharma etc.
2 Availability of materials in required packings	Text			Not Available	Not Available	100% availability of packing material and bulk as per quality required by customer.	Not Available	Not Available	Maintained 100% availability of packing material and bulk as per quality required by customer.	Sufficient stock of Packing material as per SNOP plan was maintained. There was no production downtime and sale lost due unavailability of packing material.
3 No sales lost due to stock out and quality for external customer.	Text			Not Available	Not Available	>90% availability of material	Not Available	Not Available	More than 98% dispatch HIT against Target of 90%	"1.Buffer stock of various products monitored & maintained daily. 2. No quality rejection 3. Repacking under close monitoring 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			Not Available	Not Available	100% availability of customer	Not Available	Not Available	Maintained 100% material available for internal customer	"Sufficient stock of bulk material was made available for alcohol plant. Required 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			Not Available	Not Available	Daily basis	Not Available	Not Available	Daily basis	Online MIS for dispatches is monitored and discussed daily with team members and also in morning meetings if plan deviated.

**KRA Category : Business**  
**KRA Weightage : 15**

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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	Rs 5.64 lakh(Against Rs 6 Lakh for balance period 2016-17)	"1. Successfully completed the project of chilled water uses in both flaker instead of cooling water to increased the production rate. Chilled water was lined up in the month of Nove 2016.saving will be continued in FY 2017-18 2.Targeted Saving is nearly achieved from Nove 2016 to march 2017. "
2.ERUCIC production increase by 5 Mt/day over present	Text			Not Available	Not Available	Rs 10 Lakh for balance period 2016_17	Not Available	Not Available	Rest 9.96 lakh ( targeted Rs 10 Lakh for balance period 2016-17	"1.Successfully increased the production of erucic acid by avg 7 Mt/Day by optimizing the plant parameters and by attaining column internal abnormalities on regular time interval 2.Saving achived,rather it would be more if there was production plan of erucic 90% during the month of Oct,Nove,Decemb er 2016."
"3.Process & column series Optimization Case A. Reduction of specific Consumption Over BOM for Standard runs (C-1214/1618/C-16 98/Super flex/C-2022/P-12) Case B. C-302/303/401/402 SERIES for C-1698/1618TA) Case C. To study and evaluate saving by running C-302/303/501/502 in series for C-1214/Oleic-k & C/1214/Stearic-92 "	Text			Not Available	Not Available	Rs.37 Lakh for balance period 2016_17	Not Available	Not Available	"Rs 49.61 Lakh( against 37 Lakh for balance period 2016-17) "	"Optimization of distillation column t emperature,reflux,t hroughput and running of 3-4 distillation columns in series resulted into reduction of specific consumption for product listed below. 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 and throughput. Reduction in utility consumption in case of Section 4 products was due to column temperature reduction Saving is achieved for FY 2016-17 (49.61) "
4.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
5. Saving due to Condensate recovery(considering temperature difference	Text			Not Available	Not Available	Rs 5 Lakh for balance period of 2016_17	Not Available	Not Available	Rs 10.33 Lakh Against 5 Lakh for FY 2016-17	Approximately 53% condensate recovery increased over FY 2015-16.Saving is achieved . Saving will be continue in FY 2017-18

KRA Category : Process  
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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 gas, etc d) "	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 occurred "	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	"1. Unsafe conditions were identified & rectified. For ex. Rectification of damaged dirty cooling tower platform, provision of FRP on 10th floor of Jutasama building to avoid spillage of oil/fatty acid through drifts on hot lines running through down floors. 2. Regular monitoring and reinjection of online sealing of primary loop thermic fluid leakages 3. Net provided around C303 cooling tower minimized drift. 4. disconnection of instrument air line for process purpose in loop reactor, also isolated air flushing lines in C-303 plant to avoid fire incidences."
2) Closure of safety audit findings	Text			Not Available	Not Available	Within agreed time frame	Not Available	Not Available	Within agreed time frame	All safety audit finding attended & report sent to EHS in time
3) ISO 14000:18000 - Maintaining & updating of documents for the audit and audit compliance in current year.	Text			Not Available	Not Available	Maintain 100% compliance.	Not Available	Not Available	Maintain 100% compliance.	1. Necessary documentation upation as per standard is completed and received certification for ISO 14000 and OHSAS 18001 in June 2016
4) Follow-up of work permit system	Text			Not Available	Not Available	100%	Not Available	Not Available	100%	Regular follow ups of work permit system. No violation cases against work permit system
5 Reduction in Effluent generation	Text			Not Available	Not Available	< 42 M3/Day Average	Not Available	Not Available	48 M3/Day(Excluding rainy season) Average against 42 M3/Day	"Effluent generation is at slightly on higher side because of following reasons 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			Not Available	Not Available	31st March'17	Not Available	Not Available	Updated on Feb 2017	Necessary document upation & Precertification audit is completed in Feb 2017. final audit is plan in May 2017