

**PERFORMANCE EVALUATION FOR THE PERIOD
JANUARY 1, 2010 TO MARCH 31, 2010**

vis-à-vis

**TARGETS UNDER RESULTS FRAMEWORK
DOCUMENT**



सत्यमेव जयते

**DEPARTMENT OF HEAVY INDUSTRY
MINISTRY OF HEAVY INDUSTRIES &
PUBLIC ENTERPRISES**

SECTION - II

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|---|---|--|--------|-----------------|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 1(Weight-25%) : Supporting profit making PSEs(except BHEL) to attain higher turnover and profits | Action 1: Structured review of PSU performance at the level of SHI/JS | (A)% increase in aggregate turnover in Q4 (YoY) | % | 7% | 20 | 15 | 10 | 5 | <5 | 22.05% | 100% | 28% |
| | | (B)% increase in aggregate net profits for 2009-10 | % | 6% | 2.5 | 2 | 1.5 | 1 | <1 | 19.1% | 100% | 24% |
| | | (C) Frequency of quarterly review | % | 6% | Review held in all cases | Review held in 90% of cases | Review held in 80% of cases | Review held in 70% of cases | Review held in 60% of cases | 100% | 100% | 24% |
| | Action 2: Achieving excellent MoU ranking. | Number of PSEs | Number | 6% | 6 | 4 | 2 | 1 | < 1 | 6* | 100% | 24% |
| Composite Score | | | | | | | | | | | 100% | |

* The performance evaluation on the basis of MoU of the PSEs under DHI has not been done by the DPE for the year 2009-10. However, on the basis of reviews done by the Department, tentatively, 4 PSEs of DHI would get the excellent MoU ranking.

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|--|--|---|---------|-----------------|---------------------------------|---------------|----------------|----------------|---------------------------------|-------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 2 (Weight – 22%) : Restructuring PSEs to reduce sick and loss making PSEs as also their aggregate losses. | Action 1: Reference to BRPSE for Revival/Restructuring of PSEs. | Reference to BRPSE for Restructuring /revival of SIL. | Time | 5% | Before 28 th Feb. 09 | 1-10 March 09 | 10-20 March 09 | 20-30 March 09 | After 30 th March 09 | Nil | 0 | 0 |
| | Action 2: Preparation of Note for seeking approval of CCEA/COS for Revival/Restructuring of PSEs (BSCL, HPF, HMT (MT) and HMT Ltd.). | No. of PSEs for which decision of CCEA/COS is obtained. | Number | 5% | 3 | 2 | 1 | - | 0 | 1 | 80% | 18.18% |
| | Action 3: Providing funds for revival of PSEs including VRS/VSS & statutory dues BE for 2009-10 was Rs. 400 crore (Rs. 100 crore for the Q4 of 2009-10) | Progress of expenditure | % of BE | 8% | 95 | 90 | 80 | 70 | 60 | 100 | 100% | 36.4% |
| | Action 4: Reduction in aggregate losses of sick/loss making PSEs | % reduction in aggregate losses | % | 4% | 10 | 6 | 3 | 1 | <1 | (-) 23.23 | 0 | 0 |
| Composite Score | | | | | | | | | | | 54.58 | |

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|--|--|-------------------|-------|-----------------|----------------------|----------------------|----------------------|------------------------|------------------------|----------------------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 3 (Weight – 18%) : Setting up of seven state-of-the-art automotive testing and R&D centres across the country – Physical Progress of the Project. | Action 1: Manesar I – Completion of Buildings for Power train Lab & Client Workshop. | On scheduled time | Time | 4% | 31 st Jan | 15 th Feb | 28 th Feb | 15 th March | 31 st March | 31 st Jan, 2010 | 100% | 22.22% |
| | Action 2: Chennai-Admin./Reception Bldg, General Storage, Client Workshop, Maintenance Workshop, Control Tower. | On scheduled time | Time | 4% | 31 st Jan | 15 th Feb | 28 th Feb | 15 th Mar | 31 st Mar | 31 st Jan, 2010 | 100% | 22.22% |
| | Action 3: Commissioning of Silchar Dholchura Campus for Hill Driving Training Institute & Holding of 1 st Defensive Driving Training Course. | On scheduled time | Time | 4% | 31 st Jan | 15 th Feb | 28 th Feb | 15 th Mar | 31 st Mar | 16 th Jan, 2010 | 100% | 22.22% |
| | Action 4: Completion of Silchar Jaffirbund – I&M Bldg | On scheduled time | Time | 4% | 31 st Jan | 15 th Feb | 28 th Feb | 15 th Mar | 31 st Mar | 31 st Jan, 2010 | 100% | 22.22% |
| | Action 5: Third party Certification of work including quality of commissioned projects by March 09. | Report on Quality | Grade | 2% | Excellent | VG | G | F | P | Excellent* | 100% | 11.1 |
| Composite Score | | | | | | | | | | | 100% | |

* No project was completed by March, 2010. However, for ongoing works during 2009-10, concurrent evaluation & Certification done.

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|---|---|--|------|-----------------|-----------|-----------|-------|--------|--------|-------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 4 (Weight – 20%) : Supporting BHEL to achieve Growth, market share, order book, exports and manpower augmentation. | Action 1: Manpower augmentation by BHEL. | Total manpower as on end March | No. | 4% | 46200 | 46000 | 45900 | 45800 | <45800 | 46231 | 100% | 20% |
| | Action 2: Structured review of power projects under implementation by BHEL for 2009 – 10. | (A)% increase in aggregate turnover in Q4 (YoY) | % | 2% | 10 | 8 | 5 | 2 | <2 | 25.86 | 100% | 10% |
| | | (B)% increase in aggregate net profits in Q4 (YoY) | % | 2% | 27% | 22 | 17 | 10 | <10 | 27.03 | 100% | 10% |
| | Action 3 Thermal and hydro sets for capacity addition and completion during Quarter 4 of 2009- 10. | Capacity completed | MW | 6% | 2250 | 2150 | 2050 | 1950 | < 1950 | 2402 | 100% | 30% |
| Action 4: Capacity augmentation plan | Capacity augmented as targeted by March 2010. | MW | 6% | 15000 | 14000 | 12000 | 11000 | <11000 | 15000 | 100% | 30% | |
| Composite Score | | | | | | | | | | | 100% | |

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|--|--|---------------------------|------|-----------------|----------------------------|----------------------------|----------------------------|------------------------------|------------------------------------|---------------------------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 5 (Weight - 10%) : Appropriately and adequately projecting and addressing the concerns of the Auto, Capital Goods Sectors . | Action 1: Take up with MoF ahead of Budget | Timely taking up with MoF | date | 2% | 30 – 45 days before budget | 15 – 30 days before budget | 10 – 15 days before budget | 5 – 10 days before budget | Not taken up | 63 days before budget | 100% | 20% |
| | Action 2: Taking up important policy issues relating to industry sectors through IMGs and Joint Working Groups. | No. of times taken up | No. | 2% | 3 | 2 | 1 | - | 0 | 2 | 100% | 20% |
| | Action 3: Take up recommendations of Development Councils with appropriate Departments / Ministries. | No. of times taken up | No. | 1% | 2 | 1 | - | - | 0 | 2 | 100% | 10% |
| | | No. of DC meetings held. | No. | 1.5% | 2 | 1 | - | - | 0 | 3 | 100% | 15% |
| | Action 4: Organise seminar/conference on Energy Efficiency in PSEs under DHI. | Holding of Seminar | Time | 1.5% | 31 st Jan-2010 | 1-15 Feb. 2010 | 15-20 Feb. 2010 | 20-28 Feb. 2010 | March 2010 | 27 th January , 2010 | 100% | 15% |
| | Action 5: Release of funds for R&D Projects funded through Cess Funds (DCAAI). | No. of projects funded | No. | 1% | 2 | 1 | - | - | 0 | 7 | 100% | 10% |
| | Action 6: Protect and project the concerns of domestic industry through effective articulation of issues at bi/multi-lateral forum such as WP 29, JWGs. | Holding of meetings | Time | 1% | 31 st Jan, 2010 | 15 th Feb, 2010 | 28 th Feb, 2010 | 15 th March, 2010 | After 15 th March, 2010 | 13-15 January, 2010 | 100% | 10% |
| Composite Score | | | | | | | | | | | 100% | |

| Objective | Actions | Success Indicator | Unit | Relative Weight | Target | | | | | Achievement | Raw Score | Weighted Raw Score |
|--|---|---|------|-----------------|----------------|--------------|--------------|--------------|--------------|------------------------------|-----------|--------------------|
| | | | | | Excellent | Very Good | Good | Fair | Poor | | | |
| | | | | | 100% | 90% | 80% | 70% | 60% | | | |
| Objective 6 (Weight – 5%) : Efficient Functioning of the RFD System . | Action 1: Timely submission of Draft for Approval | On-time submission | date | 2% | Nov, 29 2009 | Nov, 30 2009 | Dec, 1 2009 | Dec, 2 2009 | Dec, 3 2009 | Nov, 30 2009 | 100% | 40% |
| | Action 2: Timely submission of Results | On-time submission | date | 1% | April, 30 2010 | May, 1 2010 | May, 3 2010 | May, 4 2010 | May, 5 2010 | 30 th April, 2010 | 100% | 20% |
| | Action 3: Finalize a Strategic Plan | Finalize the Action Plan to make the Strategic Plan for next five years | date | 2% | Feb, 12 2010 | Feb, 15 2010 | Feb, 18 2010 | Feb, 21 2010 | Feb, 24 2010 | 1 st March, 2010 | 100% | 40% |
| Composite Score | | | | | | | | | | | 100% | |

Performance Evaluation for the Period 01.01.2010 – 31.03.2010

| Objective No. | Weight | Score | Weighted Score |
|------------------------------------|---------------|---------------|-----------------------|
| 1 | .25 | 100% | 25 |
| 2 | .22 | 54.58% | 12 |
| 3 | .18 | 100% | 18 |
| 4 | .20 | 100% | 20 |
| 5 | .10 | 100% | 10 |
| 6 | .05 | 100% | 5 |
| COMPOSITE SCORE FOR THE RFD | | | 90 |

