

KPI of Director (Operation) for the year 2018-19

Technical KPIs [Table- A (70 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 70	Remarks
1	Transmission system Availability	99.50%	10	For FY 2017-18 TSA was 99.30%
2	Transmission losses	1.35%	10	For FY 2017-18 losses were 1.41%
3	System Average Interruption Frequency	0.5 per month /6 per year	10	Introduced w.e.f April 2018
4	System average Interruption Duration for breakdown attending efficiency	1 Hr per month /12 hrs per year	10	Introduced w.e.f April 2018
5	Progress of Capital Works	100%	4	Project wise list of % targets enclosed
6	Progress of civil Works	100%	4	Project wise list of % targets enclosed
7	Establishment / Making MM unit functional in PTCUL	100%	4	
8	Monitoring of QA/QC	100%	3	
9	Efficiency in digitalizing the system	100%	3	
10	Monitoring of scheduled line & sub-station maintenance	Quarterly (4 times in a year)	3	
11	New initiatives	2 No	3	
12	Compliance of Directives of Board of Directors	100%	3	
13	Efficiency in supply restoration during major breakdowns	100%	3	

General KPI of Director (Operation) for the year 2018-19

[Table- B (30 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 30	Remarks
1	Office punctuality	100%	4	
2	Behaviour and attitude	100%	3	
3	Ownership and belongingness	100%	3	
4	Training/knowledge upgradation	100%	4	
5	Team building capabilities	100%	3	
6	Co-ordination with others	100%	3	
7	Awareness of rules & regulations	100%	3	
8	Documentation	100%	4	
9	Quality and commitment	100%	3	

After achieving targets, candidate qualifies for 85% Marks. However marks awarding authority can award marks between 85% to 100% depending upon the quality and achievements beyond set targets.

KPI of Director (Project) for the year 2018-19

Technical KPIs [Table- A (70 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 70	Remarks
1	Substation capacity addition (MVA)/ Percentage completion achieved	100%	10	Project wise list of % targets enclosed
2	Transmission line addition (ckm)/ Percentage completion achieved	100%	10	Project wise list of % targets enclosed
3	Monitoring of projects and report submission	100%	10	
4	Site selection, acquisition/ purchase of land	100%	5	
5	Compliance of UERC guidelines	100%	10	
6	Compliance of directives of Board of Directors	100%	5	
7	Introduction of new technologies in project	100%	5	
8	Digitalization of systems	100%	5	
9	Grid management efficiency	100%	5	
10	Resolving issues with contractors	100%	5	

General KPI of Director (Projects) for the year 2018-19

[Table- B (30 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 30	Remarks
1	Office punctuality	100%	4	
2	Behaviour and attitude	100%	3	
3	Ownership and belongingness	100%	3	
4	Training/knowledge upgradation	100%	4	
5	Team building capabilities	100%	3	
6	Co-ordination with others	100%	3	
7	Awareness of rules & regulations	100%	3	
8	Documentation	100%	4	
9	Quality and commitment	100%	3	

After achieving targets, candidate qualifies for 85% Marks. However marks awarding authority can award marks between 85% to 100% depending upon the quality and achievements beyond set targets.

KPI of Director (Finance) for the year 2018-19

Table-A (Marks)-70

S. No.	Performance Indicator	Weight-age Marks	Target Planned	Target Achieved	Maximum Allotted Marks	Marks by Reporting Officer	Marks by Accepting Authority
1	Monitoring of consolidation of Provisional Balance Sheet for FY 2017-18 and Placing the same before the Board of Directors	10	June 2018				
2	Monitoring and ensuring the Preparation of quarterly Accounts	10	Within 45 days from the closing date of respective quarter				
3	Monitoring of revenue expenditure and submission of report before the Managing Director	10	On monthly basis				
4	Monitoring of timely repayment of loan and interest to Financial Institutions	5	As per due dates				
5	Co-ordination with GoU for release of equity	5	As per requirement				
6	Monitoring of timely compliance of statutory requirements regarding deposition of various taxes and submission of return	5	As per the time lines				
7	Monitoring timely submission of DPRs before the Financial Institutions for approval of loan and finalization of loan documentation with FIs	5	As required				
8	Compliance of directives of the Board Committee	10	As per directives of Board				
9	Compliance of directives given by Audit Committee	10	As per directives of Audit Committee				
	Total Marks	70					

General KPI of Director (Finance) for the year 2018-19

[Table- B (30 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 30	Remarks
1	Office punctuality	100%	4	
2	Behaviour and attitude	100%	3	
3	Ownership and belongingness	100%	3	
4	Training/knowledge upgradation	100%	4	
5	Team building capabilities	100%	3	
6	Co-ordination with others	100%	3	
7	Awareness of rules & regulations	100%	3	
8	Documentation	100%	4	
9	Quality and commitment	100%	3	

KPI of Director (HR) for the year 2018-19

Table-A (Marks)-70

S. No.	Performance Indicator	Weight-age Marks	Target Planned	Target Achieved	Maximum Allotted Marks	Marks by Reporting Officer	Marks by Accepting Authority
1	Monitoring of Establishment matters of All Officers and Employees	5	Within 5 days		10		
2	Monitoring of Time Scale/ACP of Employees/ Promotion	5	Within One month from due date		10		
3	Training for Employees	5	Minimum 30% of the working strength		10		
4	Monitoring of Updation Employee records, such as Leave, PIS, Service Book entry etc	5	Within 10 days		10		
5	Disciplinary matters (Charge Sheet, Preliminary Enquiry, Formation of Enquiry Committee etc.)	8	Within prescribed time		10		
6	Legal Matter & Court Cases	8	Within prescribed time		10		
7	Industrial Relation Matters (IR Matters)	5	Timely Action as per requirement		10		
8	Implementation of Employee welfare Scheme i.e. Medical Facilities, Maternity and Childcare Leave facilities, Canteen facilities, Regular Medical Check up etc.	5	As per norms		10		
9	Recruitment as per Staff Structure	5	Timely action as per direction/ decision		10		
10	Policy Matters	5	As directed		10		
11	Disposal of RTI matters related to HR	5	Within prescribed time		10		
12	Preparation of information's sought by Hon'ble UERC	3	Timely disposal as per direction		10		
13	Compliance of directives of the Board	3	Timely disposal as per direction		10		
14	Compliance of directives of the Government of Uttarakhand, Hon'ble UERC, etc.	3	Timely disposal as per direction		10		
	Total Marks	70					

General KPI of Director (HR) for the year 2018-19

[Table- B (30 Marks)]

S.No.	Performance Indicator	Target Planned	Weightage out of 30	Remarks
1	Office punctuality	100%	4	
2	Behaviour and attitude	100%	3	
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5	Team building capabilities	100%	3	
6	Co-ordination with others	100%	3	
7	Awareness of rules & regulations	100%	3	
8	Documentation	100%	4	
9	Quality and commitment	100%	3	