

Part-II

PERFORMANCE EVALUATION CRITERIA & OTHER TARGETS

Numaligarh Refinery Limited undertakes to achieve performance targets for the year 2012-13 as follows:

S.N	Criterion	Unit	Weightage Marks	Criterion Value MOU 2012-13					Very Good Target 2011-12	Documentary Evidence	
				1	2	3	4	5			
				Excellent	Very Good	Good	Fair	Poor			
Part A											
I.	STATIC FINANCIAL PARAMETERS										
1	a. Financial Performance Indicators										
i.	Gross Margin/Gross Block	%	2.0	4.03	2.87	1.45	0.18	(1.27)	12.19	Company's Annual Report / Audited Data	
ii.	Net Profit/Net Worth	%	10.0	(2.48)	(4.18)	(6.30)	(8.25)	(10.60)	5.89		
iii.	Gross Profit/Capital Employed	%	10.0	(1.31)	(3.00)	(5.17)	(7.19)	(9.62)	11.16		
2	b. Financial Indicators - Size Related										
i.	Gross Margin	Rs/Crores	8.0	150.85	107.42	54.12	6.77	(47.56)	445.41		
ii.	Gross Sales	Rs/Crores	4.0	13,564.71	13,268.77	12,596.27	11,958.24	11,345.20	9,856.66		
3	c. Financial Returns- Productivity Related										
i.	PBDIT/Total Employment	Rs Lacs/Employee	7.0	17.87	12.73	6.41	0.80	(5.64)	53.00		
ii.	Added Value / Sales	%	9.0	(0.84)	(1.15)	(1.59)	(2.02)	(2.55)	1.99		
I. SUB TOTAL (STATIC FINANCIAL PARAMETERS)			50.0								

The absolute values of Gross Profit, Net Profit, Capital Employed and Net Worth are as follows :

	(Rs. Crores)				
	Excellent	Very Good	Good	Fair	Poor
Gross Profit	(34.70)	(78.14)	(131.43)	(178.78)	(233.11)
Capital Employed	2,651.64	2,604.27	2,541.59	2,485.37	2,422.53
Net Profit after tax	(65.32)	(108.06)	(159.69)	(205.47)	(258.30)
Net Worth	2,630.17	2,587.42	2,535.79	2,490.01	2,437.19
Value Added	(114.31)	(153.01)	(200.04)	(241.77)	(289.81)

(MOU 2012-13 Targets)

MoU 2012-13
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II.	DYNAMIC PARAMETERS									
	Quality (internationalisation of quality)									
4	Testing of Samples from operating Retail Outlets	No. of Sampling from ROs	1.0	460	438	416	395	375	480	Internal Performance Certificate
	Customer Satisfaction (Customer Orientation)									
5	Inspection of Retail Outlets	No. of inspections	1.0	392	373	354	336	319	420	Internal Performance Certificate
6	Sales of MS & HSD for the year from ROs certified under Q&Q Protocol.	% of total MS/HSD Retail Sales for the year	1.0	89	85	81	77	73	84	
7	Implementation of vehicle tracking system in Tank Trucks supplying products to ROs from NRMT / SMT	% of fleet strength as on 31.03.2013	1.0	99	98	94	90	86	94	
	Marketing									
8	Sale of RPC/CPC	% of production	1.0	100	95	90	85	80	95	Internal Performance Certificate
	Sub Total (RO & Marketing)		5.0							

(MOU 2012-13 Targets)



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	HUMAN RESOURCE MANAGEMENT									
9	Total Marks against HRM parameters	Mark	5.0	As Per Annexure titled "HRM Parameters and Targets" [Page 8 to 10]					-	As detailed in Page 8 to 10.
	RESEARCH & DEVELOPMENT									
10	Total Marks against R&D parameters	Mark	5.0	As Per Annexure titled "R&D Parameters and Targets" [Page-11]					-	As detailed in Page 11
	SUSTAINABLE DEVELOPMENT									
11	Total Marks against Sustainable Development parameters	Mark	5.0	As Per Annexure titled "SD Parameters and Targets" [Page-12]					-	As detailed in Page 12.
	CORPORATE SOCIAL RESPONSIBILITY									
12	Total Marks against CSR parameters	Mark	5.0	As Per Annexure titled "CSR Parameters and Targets" [Page-13]					-	As detailed in Page 13
	CORPORATE GOVERNANCE									
13	Total Marks against Corporate Governance parameters [As per format enclosed at Annexure titled "MOU Parameters on Corporate Governance" which is based on DPE's OM No. 18(8)/2005-GM dated 22.06.2011 on format for compliance of guidelines on Corporate Governance incorporating parameters as applicable to NRL].	Mark	5.0	85% and above	75% to 84%	60% to 74%	50% to 59%	Below 50%	-	-
	Sub Total HRM, R&D, SD, CSR & Corporate Governance		25.0							



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III.	SECTOR SPECIFIC PARAMETERS										
	REFINING										
14	Refinery Crude Throughput	TMT	6.0	2710	2660	2527	2401	2281	2500	Company's Annual Report / Internal Performance Certificates	
15	Distillate Yield	% wt. on crude	3.0	90.65	90.35	90.05	89.75	89.45	89.75		
16	Specific Energy Consumption	MBN	2.5	68.0	69.0	70.0	71.0	72.0	71.0		
17	Production of Euro-III/IV MS	TMT	2.5	240	233	228	223	218	224.0		
	Sub-Total (Refining)		14.0								
III. SUB TOTAL (SECTOR SPECIFIC PARAMETERS)			14.0								

(MOU 2012-13 Targets)

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IV. ENTERPRISE SPECIFIC PARAMETERS											
PLAN PROJECTS											
18	Overall progress of Wax Project as on 31.03.2013.	% progress	1.0	70	65	62	59	56	15% as on 31.03.12	Internal Performance Certificates / Annual Report	
19	Actual expenditure as percentage of approved Annual Plan outlay for 2012-13 pertaining to the Wax Project.	%	1.0	100	95	90	85	80	New Parameter		
Sub-Total (Plan Projects)			2.0								
ENVIRONMENT											
20	Bio-remediation of tank bottom oily sludge for a total quantity of 250 MT.	Date of Completion	1.0	31-01-2013	15-02-2013	28-02-2013	15-03-2013	31-03-2013	New Parameter	Internal Performance Certificate	
Sub-Total (Environment)			1.0								
SAFETY											
21	Loss Time Accidents per million man-hours worked	Frequency	1.0	0	0.48	0.96	1.44	1.92	0.48	Company's Annual Report / Internal Performance Certificates.	
22	Conducting mock drills covering offsite, onsite disasters, major and minor fires	Nos	0.5	20	19	18	17	16	New Parameter		
23	Safety training to employees, CISF/Security Staff and POL Drivers	Mandays	0.5	840	800	760	722	686	775		
24	Safety training to workers engaged by contractors	% of Total workers	0.5	100	95	90	86	82	95		
25	Organising Safety Awareness Camps for educating public in neighbourhood of the refinery	No. of Camps	0.5	8	7	6	5	4	5		
Sub-Total (Safety)			3.0								
IV. SUB TOTAL (ENTERPRISE SPECIFIC PARAMETERS)			6.0								
GRAND TOTAL			100.00								

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