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Table No. 1.1: O&M-ZCE

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weig htag e | -ve Mar ks |
|-------------|--|--------------------------------------|------------|--------------------|-----------------------|--------------------|-------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | %age defective meters out of total | Monthly | % | As per annexure -2 | As per annexure -2 | 10 | -1 |
| 3 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 4 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 5 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure -2 | As per annexure -2 | 10 | -1 |
| 6 | %age failure rate of defective power Transformer | Monthly | % | As per annexure -2 | As per annexure -2 | 10 | -1 |
| 7 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 5 | -1 |
| 8 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | |
| 9 | Reply of Questionnaire received from Assembly /Parliament within 24 Hrs., RTI, RGDPs Act 2011& public representative letters in specified time (specified in annexure-2) | Monthly | % | 100% | 90% | 5 | |
| 10 | Inspection of sub-office/sub-Div./ Div./Circle/33kV S/S as per target | Monthly | % | 100% | 40% | 10 | |
| 11 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 5% | 0% | 10 | -1 |
| 12 | Disposal of cases of departmental work, augmentation/addition of 33 KV substations with, sanction of electrification of schemes/connections within 15 days | Monthly | % | 100% | 50% | 5 | |
| | Total | | | | | 100 | -10 |

Table No. 1.2: O&M-TA to ZCE

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|---|--------------------------------------|------------|--------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | %age defective meters out of total | Monthly | % | As per annexure -2 | As per annexure-2 | 10 | -1 |
| 3 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 4 | Reduction in fatal accidents- employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 5 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure -2 | As per annexure-2 | 10 | -1 |
| 6 | %age failure rate of defective power Transformer | Monthly | % | As per annexure -2 | As per annexure-2 | 10 | -1 |
| 7 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 5 | -1 |
| 8 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2 | Monthly | % | 100% | 20% | 5 | |
| 9 | Reply of Questionnaire received from Assembly /Parliament within 24 Hrs., RTI, RGDPS Act 2011& public representative letters in specified time (specified in annexure-2 | Monthly | % | 100% | 90% | 5 | |
| 10 | Inspection of sub-office/sub-Div./Div./Circle/33kV S/S as per target (specified in annexure-2) | Monthly | % | 100% | 40% | 10 | |
| 11 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 5% | 0% | 10 | -1 |
| 12 | Assist in disposal of cases of departmental work, augmentation/addition of 33 KV substations with, sanction of electrification of schemes/connections within 15 days | Monthly | % | 100% | 50% | 5 | |
| | Total | | | | | 100 | -10 |

Table No. 1.3: O&M–Sr AO (Zone)

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|------|--|-------------------------------|-----|-------------------|-------------------|------------|------------|
| 1 | Reduction in AT&C losses of Zone | Monthly | % | 100% | 0% | 20 | -2 |
| 2 | Implementation of billing system in planned manner | Monthly | % | 100% | 90% | 5 | -0.5 |
| 3 | Revenue realization | Monthly | % | 100% | 90% | 10 | -1 |
| 4 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 5 | To pass contractor bills for payment in time (within 3 working days) (as per target specified in annexure-2) | Monthly | % | 100% | 80% | 5 | -0.5 |
| 6 | Ensure vendor's registration and BG etc. their requisites, preparations, closure of works. | Monthly | % | 100% | 80% | 10 | -1 |
| 7 | Ensure maintaining monthly accounts of sub-division / division / circle of zone | Monthly | % | 100% | 25% | 10 | -1 |
| 8 | Ensure declaring monthly calculation of profit/loss of sub-division/division/circle level and analysis on basis of rate/unit | Monthly | % | 100% | 0% | 10 | -1 |
| 9 | Fixation of salary, annual increment, ACP of employees in time | Monthly | % | 100% | 95% | 10 | -1 |
| 10 | Monitoring of target of revenue works in subordinate sub-division offices | Monthly | % | 100% | 90% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.4: O&M-SE (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|-------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 3 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 4 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 5 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 6 | %age failure rate of defective power Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 7 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 10 | -1 |
| 8 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | |
| 9 | Reply of Questionnaire received from Assembly /Parliament within 24 Hrs., RTI, RGDPS Act 2011& public representative letters in specified time | Monthly | % | 100% | 90% | 5 | |
| 10 | Inspection of sub-office/sub-Div./Div./Circle/33kV S/S as per target | Monthly | % | 100% | 40% | 10 | |
| 11 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 5% | 0% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.5: O&M-TA to SE (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|-------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 3 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 4 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 5 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 6 | %age failure rate of defective power Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 7 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 10 | -1 |
| 8 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | |
| 9 | Reply of Questionnaire received from Assembly /Parliament within 24 Hrs., RTI, RGDPS Act 2011& public representative letters in specified time | Monthly | % | 100% | 90% | 5 | |
| 10 | Inspection of sub-office/sub-Div./Div./Circle/33kV S/S as per target | Monthly | % | 100% | 40% | 10 | |
| 11 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 5% | 0% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.6: O&M-AO (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|-------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 20 | -2 |
| 2 | Implementation of billing system in planned manner | Monthly | % | 100% | 90% | 5 | -0.5 |
| 3 | Revenue realization | Monthly | % | 100% | 90% | 10 | -1 |
| 4 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 5 | To pass contractor bills for payment in time (within 3 working days) (as per target specified in annexure-2) | Monthly | % | 100% | 80% | 5 | -0.5 |
| 6 | To pass PCB/salary and other bills for payment in time (within 3 working days) (as per target specified in annexure-2) | Monthly | % | 100% | 80% | 10 | -1 |
| 7 | Maintaining monthly accounts of sub-division/division/circle | Monthly | % | 100% | 25% | 10 | -1 |
| 8 | Monthly calculation of profit/loss of sub-division/division/circle level and analysis on basis of rate/unit | Monthly | % | 100% | 0% | 10 | -1 |
| 9 | Fixation of salary, annual increment, ACP of employees in time | Monthly | % | 100% | 95% | 10 | -1 |
| 10 | Monitoring of target of revenue works in subordinate sub-division offices | Monthly | % | 100% | 90% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.7: O&M–JDP/DDP (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|---------------|-----------------------|------------------|------------------|
| 1 | Disposal of employee grievances within 15 working days from date of receipt | Monthly | % | 100% | 70% | 15 | -2 |
| 2 | Ensure disposal of accidental cases in prescribed time period | Monthly | % | 100% | 95% | 10 | -1 |
| 3 | Ensure disposal of employee compensation within 30 days from date of accident | Monthly | % | 100% | 90% | 10 | -2 |
| 4 | Ensure disposal of application of appointment on preferential basis at circle level within one month | Monthly | % | 100% | 70% | 10 | -1 |
| 5 | Timely reply of matters related court | Monthly | % | 100% | 80% | 10 | |
| 6 | Ensure providing safety equipment to employee | Monthly | % | 100% | 90% | 10 | |
| 7 | Monthly inspection of 2 subdivisions/33 kV sub-stations for availability of safety equipment and employee grievances | Monthly | % | 100% | 40% | 10 | |
| 8 | Ensure disposal of ACP / probation clearance/leave encashment matters within one month from the date of receipt | Monthly | % | 100% | 80% | 5 | -1 |
| 9 | Ensure publication of seniority list of technical employees within 10 days from due date | Yearly | % | 100% | 80% | 5 | -1 |
| 10 | Timely execution of DPC | Yearly | % | 100% | 70% | 5 | -1 |
| 11 | Timely disposal of pension cases | Monthly | % | 100% | 70% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.8: O&M-PO (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weight age | -ve Marks |
|-------------|--|--------------------------------------|------------|---------------|-----------------------|-------------------|------------------|
| 1 | Disposal of employee grievances within 15 working days from date of receipt | Monthly | % | 100% | 70% | 15 | -2 |
| 2 | Disposal of accidental cases in prescribed time period | Monthly | % | 100% | 95% | 10 | -1 |
| 3 | Disposal of employee compensation within 30 days from date of accident | Monthly | % | 100% | 90% | 10 | -2 |
| 4 | Disposal of application of appointment on preferential basis at circle level within one month | Monthly | % | 100% | 70% | 10 | -1 |
| 5 | Timely reply of matters related court | Monthly | % | 100% | 80% | 10 | |
| 6 | Providing safety equipment to employee | Monthly | % | 100% | 90% | 10 | |
| 7 | Monthly inspection of 2 subdivisions/33 kV sub-stations for availability of safety equipment and employee grievances | Monthly | % | 100% | 40% | 10 | |
| 8 | Disposal of ACP matters within one month from the date of receipt | Monthly | % | 100% | 80% | 5 | -1 |
| 9 | Publication of seniority list of technical employees within 10 days from due date | Yearly | % | 100% | 80% | 5 | -1 |
| 10 | Timely execution of DPC | Yearly | % | 100% | 70% | 5 | -1 |
| 11 | Timely disposal of pension cases | Monthly | % | 100% | 70% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.9: O&M–APO (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|---------------|-----------------------|------------------|------------------|
| 1 | Disposal of employee grievances within 15 working days from date of receipt | Monthly | % | 100% | 70% | 15 | -2 |
| 2 | Disposal of accidental cases in prescribed time period | Monthly | % | 100% | 95% | 10 | -1 |
| 3 | Disposal of employee compensation within 30 days from date of accident | Monthly | % | 100% | 90% | 10 | -2 |
| 4 | Disposal of application of appointment on preferential basis at circle level within one month | Monthly | % | 100% | 70% | 10 | -1 |
| 5 | Timely reply of matters related court | Monthly | % | 100% | 80% | 10 | |
| 6 | Providing safety equipment to employee | Monthly | % | 100% | 90% | 10 | |
| 7 | Monthly inspection of 2 subdivisions/33 kV sub-stations for availability of safety equipment and employee grievances | Monthly | % | 100% | 40% | 10 | |
| 8 | Disposal of ACP matters within one month from the date of receipt | Monthly | % | 100% | 80% | 5 | -1 |
| 9 | Publication of seniority list of technical employees within 10 days from due date | Yearly | % | 100% | 80% | 5 | -1 |
| 10 | Timely execution of DPC | Yearly | % | 100% | 70% | 5 | -1 |
| 11 | Timely disposal of pension cases | Monthly | % | 100% | 70% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.10: O&M-AAO (O&M-Revenue)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weig htag e | -ve Mark s |
|-------------|--|--------------------------------------|------------|-------------------|-----------------------|--------------------|-------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 90% | 20 | -3 |
| 2 | First billing | Monthly | % | 100% | 90% | 5 | -1 |
| 3 | Implementation of billing system in planned manner | Monthly | % | 100% | 90% | 5 | -2 |
| 4 | Verification of consumer indexing | Per Day | % | 100% | 90% | 10 | 0 |
| 5 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 6 | To send EUDR notice of PDC consumers and send generated notice as per LR act. to office of Executive Engineer. | Monthly | % | 50% | 20% | 5 | 0 |
| 7 | Recovery of outstanding from PDC & DC consumers | Monthly | % | 20% | 5% | 5 | -1 |
| 8 | Realization of 100% assessment | Monthly | % | 100% | 90% | 20 | -1 |
| 9 | Inspection/tour regarding checking of revenue works of sub-division offices | Monthly | % | 100% | 50% | 10 | -1 |
| 10 | Monitoring of target of revenue works in subordinate sub-division offices | Monthly | % | 100% | 90% | 10 | 0 |
| | Total | | | | | 100 | -10 |

Table No. 1.11: O&M–XEN (O&M)

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weig htag e | -ve Mark s |
|-------------|---|--------------------------------------|------------|-------------------|-----------------------|--------------------|-------------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | Energy audit of 33&11 KV feeders | Monthly | % | 90% | 30% | 10 | |
| 3 | Verification of consumer indexing | Monthly | % | 100% | 90% | 10 | |
| 4 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 5 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 6 | Position of 33kV feeder tripping | Monthly | % | 100% | 95% | 5 | |
| 7 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 8 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 5 | -1 |
| 9 | %age failure rate of defective power Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 5 | -1 |
| 10 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 5 | -1 |
| 11 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | |
| 12 | Monitoring of new works of Sub office/Sub- Div./33 KV S/S as per target | Monthly | % | 100% | 40% | 5 | |
| 13 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 100% | 0% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.12: O&M–AEN (O&M)

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|------|---|-------------------------------|------|-------------------|-------------------|------------|------------|
| 1 | Reduction in AT&C losses of Circle | Monthly | % | 100% | 0% | 10 | -1 |
| 2 | Energy audit of 33&11 KV feeders | Monthly | % | 90% | 30% | 10 | |
| 3 | Verification of consumer indexing | Monthly | % | 100% | 90% | 5 | |
| 4 | Ensure replacement of defective/non functional/ no communicating feeder/DT meters from concerned agencies within 15 days. | Monthly | % | 100% | 50% | 5 | |
| 5 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 6 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 5 | -1 |
| 7 | Position of 11kV feeder tripping | Monthly | No.s | As per annexure-2 | As per annexure-2 | 5 | |
| 8 | Position of 33kV feeder tripping | Monthly | No.s | As per annexure-2 | As per annexure-2 | 5 | |
| 9 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 10 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 5 | -1 |
| 11 | %age failure rate of defective power Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 5 | -1 |
| 12 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 5 | -1 |
| 13 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | |
| 14 | Monitoring of Settlement committee, stayed court case (as per annexure-2) | Monthly | % | 100% | 90% | 5 | |
| 15 | Increase in ABR (after deducting of tariff hike element) Vs last year during the same period in per Unit Rs. | Monthly | % | 100% | 0% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.13: O&M-ARO (O&M)

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weig htag e | -ve Mark s |
|-------------|---|--------------------------------------|------------|-------------------|-----------------------|--------------------|-------------------|
| 1 | First billing | Monthly | % | 100% | 90% | 20 | -1 |
| 2 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 3 | 100% Posting of CC & AR in each billing cycle(within 24 hours before billing cycle) | Monthly | % | 100% | 60% | 10 | -1 |
| 4 | To send EUDR notice of PDC consumers and send generated notice as per LR act. to office of Executive Engineer. | Monthly | % | 50% | 20% | 5 | 0 |
| 5 | Recovery of outstanding from PDC & DC consumers | Monthly | % | 20% | 5% | 5 | -1 |
| 6 | Reduction in AT&C losses of Sub-Div. (as per target) | Monthly | % | 100% | 90% | 10 | -2 |
| 7 | Timely billing as per billing program prepared by AO | Monthly | % | 100% | 90% | 10 | -1 |
| 8 | Rectification of complaints registered at Centralized call center, Sugam and other portals(as per SoP& specified in annexure-2) | Monthly | % | 100% | 30% | 10 | -1 |
| 9 | Monitoring of Settlement committee, stayed court case | Monthly | % | 100% | 90% | 10 | -1 |
| 10 | Reconciliation of revenue receipts | Monthly | % | 100% | 100% | 10 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.14: O&M–JEN (O&M)

HoD: ZCE (O&M)

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|---|--------------------------------------|------------|-------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle (| Monthly | % | 100% | 0% | 10 | -1 |
| 2 | Verification of consumer indexing | Monthly | % | 100% | 90% | 10 | 0 |
| 3 | Information in respect to functionality of Feeder meters and DT meter to concerned AENs within 24 hours | Monthly | % | 100% | 50% | 5 | |
| 4 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 5 | Efforts to curb theft of energy & Vigilance | Monthly | % | 100% | 20% | 10 | -1 |
| 6 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -3 |
| 7 | %age failure rate of defective Distribution Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 8 | %age failure rate of defective power Transformer | Monthly | % | As per annexure-2 | As per annexure-2 | 5 | -1 |
| 9 | Replacement of Burnt Distribution Transformer (in prescribed period as per SOP) (as per annexure-2, Point-4) | Monthly | % | 100% | 80% | 10 | -1 |
| 10 | Release of all category of connections (in prescribed period as per SoP& specified in annexure-2) | Monthly | % | 100% | 20% | 5 | -0.5 |
| 11 | Position of 11kV feeder tripping | Monthly | No.s | As per annexure-2 | As per annexure-2 | 5 | -0.5 |
| 12 | Position of 33kV feeder tripping | Monthly | No.s | As per annexure-2 | As per annexure-2 | 5 | 0 |
| 13 | Recovery of outstanding from PDC & DC consumers (as per annexure-2) | Monthly | % | 20% | 5% | 5 | 0 |
| | Total | | | | | 100 | -10 |

Table No. 1.15: O&M–Feeder in-charge (O&M)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Weightage | -ve Marks |
|-------------|--|--------------------------------------|------------|-------------------|-----------------------|------------------|------------------|
| 1 | Reduction in AT&C losses of Circle (| Monthly | % | 100% | 0% | 30 | -3 |
| 2 | Verification of consumer indexing | Monthly | % | 100% | 90% | 20 | -2 |
| 3 | Information in respect to functionality of Feeder meters to concerned JENs within 24 hours | Monthly | % | 100% | 50% | 10 | |
| 4 | %age defective meters out of total | Monthly | % | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 5 | Position of 11kV feeder tripping | Monthly | No.s | As per annexure-2 | As per annexure-2 | 10 | -1 |
| 6 | Reduction in fatal accidents-employee & public (Zero target) | Monthly | No.s | 0 | 0 | 10 | -1 |
| 7 | Recovery of outstanding from PDC & DC consumers | Monthly | % | 20% | 5% | 5 | -1 |
| 8 | To provide List of unauthorized use of electricity by PDC in their premises to AEN/JEN | Monthly | % | 100% | 20% | 5 | -1 |
| | Total | | | | | 100 | -10 |

Table No. 1.16: O&M–Jr. Accountant (under PO)**HoD: SE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weig htage |
|-------------|---|-------------------------------------|------------|---------------|-----------------------|-------------------|
| 1 | Initiating ACP case within 3 days of receipt | Yearly | % | 100% | 90% | 30% |
| 2 | Initiating Pension cases within 3 days of receipt | Yearly | % | 100% | 90% | 30% |
| 3 | Salary of staff within time | Monthly | % | 100% | 90% | 40% |

Table No. 1.17: O&M–Jr. Legal Officer**HoD: Chief Personnel Officer**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weig htage |
|-------------|--|-------------------------------------|------------|---------------|-----------------------|-------------------|
| 1 | Appointment of OIC & Advocate within 5 days | Yearly | % | 100% | 70% | 20% |
| 2 | Disposal of decided case which need to be sent SE legal within 3 days of receipt | Monthly | % | 100% | 70% | 20% |
| 3 | Updation of case on LITES Portal daily | Monthly | % | 100% | 70% | 20% |
| 4 | Decision of appeal against order of lower court within 3 days of approval | Yearly | % | 100% | 70% | 20% |
| 5 | Disposal of contempt cases within given time | Yearly | % | 100% | 70% | 20% |

Table No. 1.18: O&M–JEN (P-I) O/o Zonal CE**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weightage |
|------|---|------------------------------|-----|--------|----------------|-----------|
| 1 | Compilation of 10 point monthly monitoring formats before 10 th of next month. | Monthly | % | 100% | 70% | 20% |
| 2 | Chaupal progress of every month before 10 th of next month. | Monthly | % | 100% | 70% | 20% |
| 3 | Compilation of information Senior Officers / VC / Zonal Review Meeting 2 days ahead of the meeting. | Monthly | % | 100% | 70% | 20% |
| 4 | Tour update of Zonal Chief Engineer (O&M-JZ) on Sampark Portal before 10 th of next month. | Monthly | % | 100% | 70% | 10% |
| 5 | Disposal of consumer grievance within prescribed limit. | Monthly | % | 100% | 70% | 15% |
| 6 | Disposal of consumer grievances received at Zonal Chief Engineer office within 7 working days. | Monthly | % | 100% | 70% | 15% |

Table No. 1.19 : O&M–JEN (P-II) O/o Zonal CE**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weightage |
|------|---|------------------------------|-----|--------|----------------|-----------|
| 1 | Daily information of supply, Preparation of day ahead schedule of load of Jaipur Discom, Daily information of burnt transformers and PSP-3. | Monthly | % | 100% | 70% | 20% |
| 2 | Compilation of monthly DO of Jaipur Zone before 10 th of next month for previous month. | Monthly | % | 100% | 70% | 20% |
| 3 | Issuing allotment / diversion of various materials to the circles. | Monthly | % | 100% | 70% | 10% |
| 4 | Compilation of preparation of information for SOP-1 to SOP-5 by 10 th of next month. | Monthly | % | 100% | 70% | 10% |
| 5 | Compilation / forecast of month wise requirement of load for upcoming years within 30 days. | Yearly | % | 100% | 70% | 20% |
| 6 | Forecast of requirement of material for upcoming financial year as per prescribed time limit. | Yearly | % | 100% | 70% | 20% |

Table No. 1.20: O&M–Statistical Officer (STO)**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weig htag e |
|-------------|---|-------------------------------------|------------|---------------|-----------------------|--------------------|
| 1 | Compilation of 10 point monthly monitoring formats before 10 th of next month. | Monthly | % | 100% | 70% | 20% |
| 2 | Compilation of monthly DO of Jaipur Zone before 10 th of next month for previous month. | Monthly | % | 100% | 70% | 20% |
| 3 | Compilation of progress of SOM by 10 th of every month. | Monthly | % | 100% | 70% | 20% |
| 4 | Compilation of progress of weekly defective meters within 3 days. | Monthly | % | 100% | 70% | 10% |
| 5 | Compilation of information / progress of CEA information / RGDPS information and various 33 KV work progress within prescribed limit. | Yearly | % | 100% | 70% | 10% |
| 6 | Disposal of questions and other information related to Rajasthan Assembly within 24 hours. | Monthly | % | 100% | 80% | 20% |

Table No. 1.21: O&M–Statistical Assistant**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weig htag e |
|-------------|---|-------------------------------------|------------|---------------|-----------------------|--------------------|
| 1 | Compilation of 10 point monthly monitoring formats before 10 th of next month. | Monthly | % | 100% | 70% | 20% |
| 2 | Compilation of monthly DO of Jaipur Zone before 10 th of next month for previous month. | Monthly | % | 100% | 70% | 20% |
| 3 | Compilation of progress of SOM by 10 th of every month. | Monthly | % | 100% | 70% | 20% |
| 4 | Compilation of progress of weekly defective meters within 3 days. | Monthly | % | 100% | 70% | 10% |
| 5 | Compilation of information / progress of CEA information / RGDPS information and various 33 KV work progress within prescribed limit. | Yearly | % | 100% | 70% | 10% |
| 6 | Disposal of questions and other information related to Rajasthan Assembly within 24 hours. | Monthly | % | 100% | 80% | 20% |

Table No. 1.22: O&M–Administration Officer**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weightage |
|-------------|---|-------------------------------------|------------|---------------|-----------------------|------------------|
| 1 | Regular checking of attendance and work progress submission by all staff under controlling officer | Monthly | % | 100% | 70% | 25% |
| 2 | Process of all claim of staff within prescribed time period | Monthly | % | 100% | 70% | 25% |
| 3 | Inspection of dead stock and other register related to establishment and redressal of employee grievances as per prescribed time schedule | Monthly | % | 100% | 70% | 25% |
| 4 | Timely arrangement for day-to-day stationery items for the office/staff within 2 days on requirement. | Monthly | % | 100% | 70% | 25% |

Table No. 1.23: O&M–Senior Assistant**HoD: ZCE (O&M)**

| S No | KPI – Definition | Evaluation (Monthly/ Yearly) | UOM | Target | Cut-off Target | Weightage |
|-------------|---|-------------------------------------|------------|---------------|-----------------------|------------------|
| 1 | Compilation of various daily / weekly and monthly information with respect to supply and transformer information on daily basis | Monthly | % | 100% | 70% | 20% |
| 2 | Ensure availability of staff in central control room for monitoring supply/sending messages/compilation of daily information | Monthly | % | 100% | 70% | 10% |
| 3 | Compilation of requirement of various items within prescribed time. | Monthly | % | 100% | 70% | 20% |
| 4 | Allotment / Diversion of material to the Circles / Stores within 24 hours on demand. | Monthly | % | 100% | 70% | 20% |
| 5 | Compilation of various daily / weekly information with respect to material section as per prescribed time. | Monthly | % | 100% | 70% | 20% |
| 6 | Compilation of requirement of material yearly basis within 30 days. | Yearly | % | 100% | 70% | 10% |

Table No. 1.24: O&M–AAO (O&M)**HoD: ZCE (O&M)**

| S.No. | Description of work | Evaluation (Monthly / Yearly) | UOM | Target | Cut-off Target | Max. Marks | Min. Marks |
|--------------|---|--------------------------------------|------------|---------------|-----------------------|-------------------|-------------------|
| 1 | Timely deduction and filing of all tax returns. | Monthly | % | 100% | 90% | 20 | -2 |
| 2 | To check & pass establishment claims for payment in time (within 3 working days) | Monthly | % | 100% | 90% | 10 | -1 |
| 3 | To pass PCB/salary and other bills for payment in time (within 3 working days) | Monthly | % | 100% | 90% | 20 | -2 |
| 4 | (i) Maintaining monthly accounts of sub-division/division/circle (ii) Reconciliation of various head | Monthly | % | 100% | 90% | 20 10 | -2 -1 |
| 5 | Monthly calculation of profit/loss of sub-division/division/circle level and analysis on basis of rate/unit | Monthly | % | 100% | 90% | 10 | -1 |
| 6 | Fixation of salary, annual increment, ACP of employees in time | Monthly | % | 100% | 90% | 10 | -1 |
| | Total | | | | | 100 | -10 |