



# RAJASTHAN RAJYA VIDYUT PRASARAN NIGAM LIMITED.

[Corporate Identity Number (CIN):L40109RJ20005GC016485]

(Regd. Office: VidyutBhawan, Jan Path, Jyoti Nagar, Jaipur - 302005)



**RVPN**  
An ISO 9008:2015  
Certified Company

**OFFICE OF THE SUPERINTENDING ENGINEER (QC, INSPECTION & MONITORING)**

e-mail: se.qc.insp@rvpn.co.in website:www.rvpn.co.in

No. RVPN/SE(QC Insp. Mont.)/XEN(QC, Montg./F.32/D. **426** Jaipur, Dated **1.10.2018**.

The Chief Engineer (T&C/Civil/LD/Contracts/Procurement/NPP&RA/ PP&D/ Comm./ IT/ MPT&S)  
The Chief Controller of Accounts, All Chief Accounts Officers  
All Superintending Engineer (T&C/Design/P&P/Automation/ Prot. Engg./ NPP&RA/HRD/ MIS, Proc./I/II,  
Contract-I/II, 765kV GSS Anta & Phagi/ Comm.-Corporate/Comm./EA/SCADA/REMC/SOLD)  
The Secretary (Admn.), Joint Director Personnel  
RVPN

### Sub: Approval of the Incentive KPIs and Targets for the FY 2018-19.

Pursuant to the approval of the Finance Department, GoR; the Incentive Scheme has been implemented in RVPN for the financial year 2017-18 onwards as per RVPN F&R No. 1197, order No. RVPN/AAO/F&R/F.86/D.32 dated 2.5.2018. As per the approved scheme, KPIs for Incentive Scheme would be reviewed every year which will be applicable for that financial year and will be approved by the CMD, RVPN.

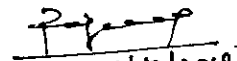
Accordingly, revised KPIs and Targets for Incentive scheme for the financial year 2018-19 have been approved by CMD, RVPN as per detailed attached hereunder:

S. No.	Particular	Refer attached Enclosure	Page No.
<b>I.</b>	<b>Incentive Scheme for FY 2018-19:</b>		
	(i) RVPN as a Company	<b>Appendix-1 &amp; 1A</b>	<b>1-3 &amp; 13-19</b>
	(ii) KPIs for Performance of the T&C Circles	<b>Appendix-2 &amp; 2A</b>	<b>4 &amp; 20-22</b>
	(iii) KPI for the Performance of CE(T&C)s	<b>Appendix-3</b>	<b>5</b>
<b>II.</b>	<b>Targets for KPIs of Incentive Scheme for FY 2018-19:</b>	<b>Appendix-4</b>	<b>6</b>
	(a) Completion of Capital Works	Annexure-I	7-8
	(b) Completion of Augmentation Works	Annexure-II	9-10
	(c) Completion of Numerical Bus-Bar Protection Scheme	Annexure-III	11
	(d) Capacity Building/Training	Annexure-IV	12
	(e) Laying of OPGW by replacing existing Earth-wire in Transmission System	<b>Appendix-4</b>	<b>6</b>

The Circle wise Targets of T&C Circles for Completion of Capital Works and Transformer Augmentation shall also be as per above Annexure-I & II.

In view of the above, all the concerned officers are requested to kindly make their efforts for achieving the aforesaid targets applicable for Incentive Scheme for FY 2018-19 and also maintain proper record of the same which will be required at the end of FY 2018-19 for calculation of KPIs for Incentive Scheme.

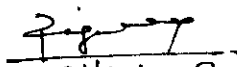
Encl: As above.

  
Superintending Engineer (QC, Insp. & Montg.)  
01/10/2018

Copy submitted/forwarded to the following for kind information and necessary action:

1. The SE-TA to CMD, RVPN, Jaipur.
2. The TA/PS to Director (Tech./Operation/Finance), RVPN, Jaipur.

Encl: As above.

  
Superintending Engineer (QC, Insp. & Montg.)  
01/10/2018

## KPI Calculator for the Performance of RVPN as Company

S.NO.	KPI	UNIT	TARGET LEVEL	FORMULA	MARKING SCHEME	MAX MARKS	INFORMATION PERTAINS TO
<b>(A) Technical Parameters :</b>						<b>50</b>	
1	Transmission Losses	Percent	3.50%	As per Energy Accounting calculation	As per Appendix-1A	15	SE (EA)
2	Availability of EHV-Lines	Percent	99.75%	Average duration (in Hrs.) of all lines when they remain healthy in $FY * 100 / (365 * 24)$	As per Appendix-1A	10	SE (T&C)s
3	Availability of EHV GSS	Percent	99.90%	Total Hrs. when 132kV Bus is healthy in $FY / (365 * 24) * 100$	As per Appendix-1A	10	CE (MPT&S), JAIPUR
4	Fatal Accident	No.	0	As per Reports of Accidents at RVPN GSS	As per Appendix-1A	2.5	SE (T&C)s
5	Non-Fatal Accident	No.	0	As per Reports of Accidents at RVPN GSS	As per Appendix-1A	2.5	SE (T&C)s
6	Timely Preventive Maintenance of Equipments	Percent	99% (As per the Maintenance Schedule completed)	(No. of Schedule whose Maint. is done/Total no. of Schedule) * 100	As per Appendix-1A	10	SE (T&C)s
<b>(B) Projects :</b>						<b>29</b>	
7	Completion of Capital Works	%	100% As per Target decided for FY	(Total No. of Capital works completed/Total No. of Target for FY)*100	As per Appendix-1A	15	SE (QC, Insp. & Montg.)
8	Completion of Augmentation Works	%	100% As per Target decided for FY	(Total No. of Augmentation works completed/Total No. of Target for FY) * 100	As per Appendix-1A	5	SE (QC, Insp. & Montg.)
9	Project Amount Utilization	%	100% As per Target decided for FY	(Amount Utilized / Capital investment approved by RERC for FY) * 100	As per Appendix-1A	5	CCOA
10	Laying of OPGW by replacing existing Earth-wire in transmission system	%	100% As per Target decided for FY	(Total target Achieved / Total target Approved for FY) * 100	As per Appendix-1A	2	SE (Automation & Spl Projects)

S.NO.	KPI	UNIT	TARGET LEVEL	FORMULA	MARKING SCHEME	MAX MARKS	INFORMATION PERTAINS TO
11	Completion of Numerical Bus-Bar protection Scheme	%	100% As per Target decided for FY	(Total target Achieved / Total target Approved for FY) * 100	As per Appendix-1A	2	CE (MPT&S), JAIPUR
<b>(C) Human Resource :</b>						<b>9</b>	
12	Publication of Promotion Lists (upto 31st July of every FY) for due cadres	Percent	100%	(No. of Cadres whose list is published/Total no. of Cadres) * 100	As per Appendix-1A	2.5	Secretary (Admn.) & JDP
13	Timely Finalization of ACP-Cases [After receiving the case by Sec. (Admn.) within 60 days]	Percent	100%	(No. of ACP-Cases finalized / Total no. of ACP-Cases received) * 100	As per Appendix-1A	2.5	Secretary (Admn.)
14	Capacity Building / Training	Percent	100%	(Training of Total Mandays / Target of Total Mandays Training ) * 100	As per Appendix-1A	4	SE (HRD & Training)
<b>(D) Information &amp; Technology :</b>						<b>5</b>	
15	Development & implementation of modules of SAP [Vendor Bill Tracking, Orderly Bills, Conveyance Bills, TA Bills, Shut-down module & its integration with STOMS]	Percent	100%	(No. of Implemented activities of all Modules /Total No. of activities of all modules) * 100	As per Appendix-1A	5	SE (MIS)
<b>(E) Finance :</b>						<b>5</b>	
16	Preparation & Publication of Half yearly accounts	Days	Within 45 days from the end of half year	Difference of Actual preparation/publication and stipulated days	As per Appendix-1A	1	CCOA
17	Preparation & approval of Annual Accounts (Balance Sheet and P&L Accounts)	Days	Arrange approval of the BoD upto 31st July	Difference of Actual preparation/approval and stipulated date	As per Appendix-1A	1	CCOA
18	Preparation & finalization of Budget of Company upto 31st March	Days	Upto 31st March	Difference of Actual finalisation and stipulated date	As per Appendix-1A	1	CCOA
19	Preparation and submission of Income Tax Return of Company upto due date i.e. 30th Sep.	Days	Upto 30th Sep every year	Difference of Actual submission and stipulated date	As per Appendix-1A	1	CCOA

S.NO.	KPI	UNIT	TARGET LEVEL	FORMULA	MARKING SCHEME	MAX MARKS	INFORMATION PERTAINS TO
20	Completion of Expenditure Audit of All units	Days	within financial year after preparation of accounts by accounting unit	Difference of Actual submission and stipulated date	As per Appendix-1A	1	CCOA
<b>(F) Procurement :</b>						<b>2</b>	
21	Purchase-ordering Cycle for contract more than 1.5-Crore	%	Within 90 days from the date of opening of tender	(No. of Work/Purchase order issued within 90 days/Total No. of work order) * 100	As per Appendix-1A	2	CE (Proc.), CE(Contract) & CE (PP&D)
<b>Grand Total Marks</b>						<b>100</b>	

- Note:**
1. For Serial No. 2, Non-availability duration of EHV line due to natural calamities, damage done by external agencies are to be excluded.
  2. For Serial No. 3, Non-availability of 132kV Bus-Bar due to natural calamities are to be excluded.
  3. For Serial No. 6, Non-availability of shut-down for maintenance are to be excluded.
  4. For Serial No. 7, 8, 10 & 11, Non-availability of shut-down for execution of work are to be excluded.
  5. For Serial No.12, promotion not done due to court-case(s)/stay are to be excluded.



**Appendix-2**

**KPI Calculator for the Performance of the T&C Circles**

S.NO.	KPI	UNIT	TARGET LEVEL	FORMULA	MARKING SCHEME	MAX MARKS
1	Safety (a) Fatal Accident	No.	0	As per Reports of Accidents at RVPN GSS	As per Appendix-2A	5
	Safety (b) Non-Fatal Accident	No.	0	As per Reports of Accidents at RVPN GSS	As per Appendix-2A	5
2	Healthiness of capacitor banks	Percent	95%	% Healthiness =(MVAR-Capacity healthy / MVAR-Capacity installed)*100	As per Appendix-2A	10
3	Construction work of lines, GSS, Transformer Augmentation	Percent	100%	(No. of works completed in scheduled time/Total no. of works)*100	As per Appendix-2A	10
4	Annual Average KPI Marks of all GSSs under T&C Circle [Q2, Q3, Q4 of Calender Yr. 2018 & Q1 of Yr. 2019] *	Percent	95%	Percentage annual average of KPI Marks of four Quarters of T&C circle	As per Appendix-2A	70
<b>Grand Total Marks</b>						<b>100</b>

**Note: 1. For Serial No. 3, Non-availability of shut-down for work execution are to be excluded.**

**2. For Serial No.3, if no construction of lines, GSS, Transformer augmentation work are involved in any T&C circle, then for award of marks of this KPI parameters, the annual average % of KPI marks of that circle shall be considered for award of marks of this KPI parameter also.**

**For Eg. : If a circle has no construction work of lines, GSS, Transformer augmentation involved in the FY and its annual average KPI marks is 82%, then its marks for Sr. No. 3 shall be taken as 8.2 out of 10 for calculation of incentive.**

**3. For Serial No.4, evaluation as per performance marking scheme of GSSs issued vide SE(QC, Insp. & Montg.) Jaipur letter No. 337 dated 07.09.18 (amended from time to time) is to be considered.**




(4)

**Appendix-3**

**KPI Calculator for the Performance of Zonal Chief Engineer(T&C), RVPN, AJMER/JAIPUR/JODHPUR**

S.NO.	KPI	UNIT	TARGET LEVEL	FORMULA	MARKING SCHEME	TOTAL MARKS
1	Average Marks of T&C circles under jurisdiction of concerned Zonal Chief Engineer	Marks	100%	Average Marks= Sum of KPI Marks of the T&C circles under jurisdiction of ZCE(T&C) / No. of T&C circles of Zone	Average Marks	100
<b>Grand Total Marks</b>						<b>100</b>



**Targets for KPIs Incentive scheme for FY 2018-19**

<b>S.No.</b>	<b>Particulars</b>	<b>Target</b>	<b>Enclosure</b>
1	Completion of Capital Works	20 Nos.	Annexure-I
2	Completion of Augmentation Works	40 Nos.	Annexure-II
3	Completion of Numerical Bus-Bar protection Scheme	40 Nos.	Annexure-III
4	Capacity Building / Training	20,000 Mandays	Annexure-IV
5	Laying of OPGW by replacing existing Earth-wire in transmission system	6000 Kms.	--

## Target of Capital Works During FY 2018-19

GSS	Plan Target (Achievable)	Remarks
400kV	2	Target for Incentive scheme shall be considered as per total achieved GSS in numbers out of the total list of GSS appended here under.
220kV	3	
132kV	15	
<b>Total</b>	<b>20</b>	

## Details of Working Targeted Capital Works During FY 2018-19:

S.No.	Scheme Name	Projects	Capacity (MVA)	Length (CkM)
<b>A)</b>	<b>400 kV GSS</b>			
1	Jaisalmer- 2	Jaisalmer- 2 400KV D/C Jaisalmer 2 - Barmer KFW	500	234
2	Jodhpur (New)	Jodhpur (New) 400 KV D/C Akal - Jodhpur(NEW) Line,	500	447
<b>B)</b>	<b>220kV GSS</b>			
1	Aklera	Aklera LILO of 220 kV S/C Jhalawar- Chhabra line LILO of 132 kV S/C Aklera- Manoharthana line	160	48.07 9.03
2	Bherunda	Bherunda 220 kV D/C , Ajmer (400kV) - Bherunda line	160	99.680
3	NPH (Jodhpur)	NPH (Jodhpur) 220 kV D/C 1line from 220 kV GSS Jodhpur - 220 kV GSS NPH using 220 kV towers & Tubular Monopoles(5.028 kM) & underground 220 kV cable through AIIMS premises(0.55 kM)	160	5.578
4	Halasar	Halasar LILO of One ckt of 220 KV D/C STPS- Ratangarh LILO of 132 KV Sardarsehar- Rajaisar at 220 kV GSS Halasar	160	7.240 9.07
<b>C)</b>	<b>132kV GSS</b>			
1	Mandrayal	Mandrayal 132 kV S/C Karauli-Mandrayal line	20/25	36.296
2	Dablana	Dablana 132 KV S/C Hindoli-Dablana Line	20/25	23.91



S.No.	Scheme Name	Projects	Capacity (MVA)	Length (CkM)
3	Gogelaw	Gogelaw	20/25	
		132KV LILO of Nagaur-Khinvsar line at 132KV GSS Gogelaw		22.194
4	Bana Ka Bas	Bana Ka Bas	20/25	
		LILO of 132 kV Tinwari-Osian line for 132 kV GSS Bana Ka Bas		35.336
5	Bakara	Bakara	20/25	
		LILO OF 132 KV D/C Jalore Sayla line for 132kV GSS Bakara		14.718
6	RD-710	RD-710	20/25	
		LILO of S/C Nokhadaiya - khajuwala line at 132kv GSS RD-710		14.55
7	Dabi	Dabi	20/25	
		LILO of RPS-Mandalgarh line for 132 kV GSS Dabi.		31.42
8	Bamanwas	Bamanwas	20/25	
		132 kV S/C Gangapurcity-Bamanwas line		22.08
9	Bahadurpur	Bahadurpur	20/25	
		LILO of 132 kV S/C Kishangarh Bas-Alwar Line		5.656
10	Telco Circle	Telco Circle	20/25	
		LILO of 132 kV S/C Alwar-Bansur Line		
11	Khairthal	Khairthal	20/25	
		LILO of 132 kV S/C Kishangarh Bas-Mundawar Line		0.92
12	Bari	Bari	20/25	
		LILO of 132 kV S/C Dholpur-Baseri Line		24.7
13	Dhoriya Chouraha	Dhoriya Chouraha	20/25	
		132 kV LILO of Nimbahera-Mangalwar line at 132 kV GSS Dhoriya Chauraha		3.640
14	Kotri	Kotri	20/25	
		LILO of 132 kV S/C Bhilwara-RPS I line		21.84
15	Patan	Patan	20/25	
		132 kV S/C Dudu-Patan line		26.97
16	Chohtan	Chohtan	20/25	
		132 kV S/C Sawa-Chohtan line		30
17	Fatehgarh	Fatehgarh	20/25	
		LILO of 132 kV S/C Suratgarh-Pilibanga - Hanumangarh line		20.92

*Signature*

## Target of Transformer Augmentation for Incentive scheme during FY 2018-19

S. No.	Projects	Remarks
<b>JAIPUR ZONE</b>		
<b>I SE(T&amp;C)Jaipur City:</b>		
1	132 kV GSS Sitapura 132 /33 kV (+) 20/25 MVA	
<b>II SE(T&amp;C)Jaipur Rural:</b>		
2	132 kV GSS Kaladera 132/33 kV (+40/50-20/25) MVA	
3	132 kV GSS Bilwadi 132/33 kV (+) 20/25 MVA	
4	132 kV GSS Andhi 132/33 kV (+) 10/12.5 MVA	
<b>III SE(T&amp;C)Sawaimdhopur:</b>		
5	220 kV GSS Duni 220/132 kV (+) 100, (-) 50 MVA	
6	220 kV GSS Gangapurcity 220/132 kV (+) 100 MVA	
<b>IV SE(T&amp;C)Kota:</b>		
7	220 kV GSS Jhalawar 220/132 kV(+)160 (-) 100 MVA	
8	132kV GSS Chippabarod 132/33 kV (+) 20/25 MVA	
9	132 kV GSS Mandana Town 132/33 kV(+) 10/12.5 MVA	
<b>V SE(T&amp;C)Alwar:</b>		
10	132kV GSS Tijara 132/33 kV (+) 40/50 MVA(-) 20/25 MVA	
11	220 kV GSS Khuskhera 220/132 kV (+160-100)MVA	
12	132kV GSS Thanagazi 132/33 kV (+) 20/25 MVA	
<b>VI SE(T&amp;C)Bharatpur:</b>		
13	132kV GSS Nangal Pyariwas 132/33 kV (+) 20/25 MVA	
14	132kV GSS Roopwaas 132/33 kV (+) 20/25 MVA	
<b>VII SE(T&amp;C)Hindaun:</b>		
15	220 kV GSS Hindaun 220/132 kV (+) 160, (-) 50 MVA	
16	132 kV GSS Kailadevi 132/33 kV (+) 10/12.5 MVA	
<b>AJMER ZONE</b>		
<b>I SE(T&amp;C)Ajmer:</b>		
17	132 kV GSS Nasirabad 132/33 kV 20/25 (-) 12.5/7.5/5 MVA	
<b>II SE(T&amp;C)Bhilwara:</b>		
18	132 kV GSS RIICO Hameergarh 132/33 kV(+) 40/50 (-) 20/25	
19	132KV GSS Asind (+20/25MVA, -10/12.5)	
<b>III SE(T&amp;C)Chittorgarh:</b>		
20	132 kV GSS Rashmi 132/33/11kV(+) 10/12.5 MVA	
21	132 kV GSS Baroli 132/33 kV (+20/25-10/12.5) MVA	
22	132 kV GSS Bassi 132/33/11kV(+) 10/12.5 MVA	

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S. No.	Projects	Remarks
<b>IV</b>	<b>SE(T&amp;C)Udaipur:</b>	
23	132 kV GSS Jhadol 132/33 kV (+) 10/12.5 MVA	
<b>V</b>	<b>SE(T&amp;C)Merta:</b>	
	NIL	
<b>VI</b>	<b>SE(T&amp;C)Sikar:</b>	
	NIL	
<b>VII</b>	<b>SE(T&amp;C)Babai:</b>	
	NIL	
	<b>JODHPUR ZONE</b>	
	<b>SE(T&amp;C)Jodhpur</b>	
24	220 kV GSS Baithwasia 220/132 kV (+) 160 MVA	
<b>II</b>	<b>SE(T&amp;C) Kankani:</b>	
	NIL	
<b>III</b>	<b>SE (T&amp;C) Bikaner:</b>	
25	220 kV GSS Bikaner220/132 kV (+) 160, (-) 100 MVA	
<b>IV</b>	<b>SE(T&amp;C)Ratangarh:</b>	
26	220 kV GSS Tehandesar220/132 kV (+) 100 MVA	
27	132 kV GSS Ratangarh132/33 kV(+) 20/25 MVA	
<b>V</b>	<b>SE(T&amp;C)Hanumangarh:</b>	
28	220 kV GSS Sriganganagar220/132 kV (+) 160, (-) 50 MVA	
29	220 kV GSS Bhadra220/132 kV (+) 100, (-) 50 MVA	
30	132KV GSS, AmrapurTheri 132/33 kV(+) 40/50 (-) 20/25	
31	132 kV GSS Rawatsar132/33 kV(+) 20/25 , (-) 12.5/7/5 MVA	
<b>VI</b>	<b>SE(T&amp;C)Sirohi:</b>	
32	220 kV GSS Jalore132/33 kV(+) 160 MVA , (-) 50 MVA	
33	132 kV GSS Bhadroona 132/33 kV(+) 40/50 (-) 20/25 MVA	
34	220 kV GSS Pindwara220/132 kV (+) 100 MVA	
35	220 kV GSS Sanchore220/132 kV (+) 100, (-) 50 MVA	
<b>VII</b>	<b>SE(T&amp;C)Barmer:</b>	
36	220 kV GSS Dhorimanna220/132 kV (+) 160, (-) 100 MVA	
37	132 kV GSS Sedwa 132/33 kV(+) 20/25 MVA	
38	132 kV GSS Siwana 132/33 kV(+)16/20 , (-) 10/12.5 MVA	
<b>VIII</b>	<b>SE(T&amp;C)Jaisalmer</b>	
	NIL	
<b>IX</b>	<b>SE(T&amp;C)Bhadla:</b>	
39	220 kV GSS Badisid 220/132 kV (+) 160 MVA	
40	132 kV GSS S S Nagar132/33 kV (+20/25) MVA	
<b>X</b>	<b>SE(T&amp;C)Ramgarh</b>	
	NIL	

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**Target of Completion of Numerical Bus Bar Protection Scheme for  
KPI Incentive scheme 2018-19**

S.No.	Concerned S.E.(MPT&S) Office	Count of GSS where Bus Bar to be commissioned
<b>A. M/s Danish</b>		
1	S.E.(MPT&S), RVPN, Jaipur	20
2	S.E.(MPT&S), RVPN, Kota	8
3	S.E.(MPT&S), RVPN, Ajmer	11
4	S.E.(MPT&S), RVPN, Udaipur	5
5	S.E.(MPT&S), RVPN, Jodhpur	5
6	S.E.(MPT&S), RVPN, Bikaner	2
	<b>Total</b>	<b>51</b>
<b>B. M/s Schneider</b>		
1	S.E.(MPT&S), RVPN, Jaipur	1
2	S.E.(MPT&S), RVPN, Udaipur	2
3	S.E.(MPT&S), RVPN, Jodhpur	14
4	S.E.(MPT&S), RVPN, Bikaner	6
	<b>Total</b>	<b>23</b>
	<b>Grand Total (A+B)</b>	<b>74</b>

Note: Target considered for completion of Numerical Bus Bar Protection Scheme during FY 2018-19 is 40 Nos. Out of total 74 Nos.



**Tentative Backup of Training Man-Days for 2018-19**  
**against target of 20,000 Man Days**

S.No.	Training Planner Name	No.of Trainees	Mandays
1	JMC -Jaipur	1100	5000
2	Circle-Level	14000	14000
3	MPTS Wing	100	200
4	Comm.(PLCC)Wing	300	300
5	Out Side of RVPN	100	200
6	SAP-TRG.(MIS-WING)	300	300
	<b>Total=</b>	<b>15900</b>	<b>20000</b>

*plc*  
*Dev (Trg)*

*[Signature]*  
 SE (HR & TRG)

*[Signature]*

## Appendix-1A

## 1. Transmission Losses

Within state lossess %	Marks	Within state lossess %	Marks	Within state lossess %	Marks
≤ 3.50	15.00	3.84	9.90	4.18	4.80
3.51	14.85	3.85	9.75	4.19	4.65
3.52	14.70	3.86	9.60	4.20	4.50
3.53	14.55	3.87	9.45	4.21	4.35
3.54	14.40	3.88	9.30	4.22	4.20
3.55	14.25	3.89	9.15	4.23	4.05
3.56	14.10	3.90	9.00	4.24	3.90
3.57	13.95	3.91	8.85	4.25	3.75
3.58	13.80	3.92	8.70	4.26	3.60
3.59	13.65	3.93	8.55	4.27	3.45
3.60	13.50	3.94	8.40	4.28	3.30
3.61	13.35	3.95	8.25	4.29	3.15
3.62	13.20	3.96	8.10	4.30	3.00
3.63	13.05	3.97	7.95	4.31	2.85
3.64	12.90	3.98	7.80	4.32	2.70
3.65	12.75	3.99	7.65	4.33	2.55
3.66	12.60	4.00	7.50	4.34	2.40
3.67	12.45	4.01	7.35	4.35	2.25
3.68	12.30	4.02	7.20	4.36	2.10
3.69	12.15	4.03	7.05	4.37	1.95
3.70	12.00	4.04	6.90	4.38	1.80
3.71	11.85	4.05	6.75	4.39	1.65
3.72	11.70	4.06	6.60	4.40	1.50
3.73	11.55	4.07	6.45	4.41	1.35
3.74	11.40	4.08	6.30	4.42	1.20
3.75	11.25	4.09	6.15	4.43	1.05
3.76	11.10	4.10	6.00	4.44	0.90
3.77	10.95	4.11	5.85	4.45	0.75
3.78	10.80	4.12	5.70	4.46	0.60
3.79	10.65	4.13	5.55	4.47	0.45
3.80	10.50	4.14	5.40	4.48	0.30
3.81	10.35	4.15	5.25	4.49	0.15
3.82	10.20	4.16	5.10	≥4.50	0.00
3.83	10.05	4.17	4.95		

*Palani*

## 2. Availability of EHV Lines

Availability%	Marks	Availability %	Marks	Availability %	Marks
<b>≥ 99.75</b>	<b>10.00</b>	99.08-99.07	6.60	98.40-98.39	3.20
99.74-99.73	9.90	99.06-99.05	6.50	98.38-98.37	3.10
99.72-99.71	9.80	99.04-99.03	6.40	98.36-98.35	3.00
99.70-99.69	9.70	99.02-99.01	6.30	98.34-98.33	2.90
99.68-99.67	9.60	99.00-98.99	6.20	98.32-98.31	2.80
99.66-99.65	9.50	98.98-98.97	6.10	98.30-98.29	2.70
99.64-99.63	9.40	98.96-98.95	6.00	98.28-98.27	2.60
99.62-99.61	9.30	98.94-98.93	5.90	98.26-98.25	2.50
99.60-99.59	9.20	98.92-98.91	5.80	98.24-98.23	2.40
99.58-99.57	9.10	98.90-98.89	5.70	98.22-98.21	2.30
99.56-99.55	9.00	98.88-98.87	5.60	98.20-98.19	2.20
99.54-99.53	8.90	98.86-98.85	5.50	98.18-98.17	2.10
99.52-99.51	8.80	98.84-98.83	5.40	98.16-98.15	2.00
99.50-99.49	8.70	98.82-98.81	5.30	98.14-98.13	1.90
99.48-99.47	8.60	98.80-98.79	5.20	98.12-98.11	1.80
99.46-99.45	8.50	98.78-98.77	5.10	98.10-98.09	1.70
99.44-99.43	8.40	98.76-98.75	5.00	98.08-98.07	1.60
99.42-99.41	8.30	98.74-98.73	4.90	98.06-98.05	1.50
99.40-99.39	8.20	98.72-98.71	4.80	98.04-98.03	1.40
99.38-99.37	8.10	98.70-98.69	4.70	98.02-98.01	1.30
99.36-99.35	8.00	98.68-98.67	4.60	98.00-97.99	1.20
99.34-99.33	7.90	98.66-98.65	4.50	97.98-97.97	1.10
99.32-99.31	7.80	98.64-98.63	4.40	97.96-97.95	1.00
99.30-99.29	7.70	98.62-98.61	4.30	97.94-97.93	0.90
99.28-99.27	7.60	98.60-98.59	4.20	97.92-97.91	0.80
99.26-99.25	7.50	98.58-98.57	4.10	97.90-97.89	0.70
99.24-99.23	7.40	98.56-98.55	4.00	97.88-97.87	0.60
99.22-99.21	7.30	98.54-98.53	3.90	97.86-97.85	0.50
99.20-99.19	7.20	98.52-98.51	3.80	97.84-97.83	0.40
99.18-99.17	7.10	98.50-98.49	3.70	97.82-97.81	0.30
99.16-99.15	7.00	98.48-98.47	3.60	97.80-97.79	0.20
99.14-99.13	6.90	98.46-98.45	3.50	97.78-97.77	0.10
99.12-99.11	6.80	98.44-98.43	3.40	≤ 97.76	0.00
99.10-99.09	6.70	98.42-98.41	3.30	-	-

## 3. Availability of EHV GSS

Availability %	Marks	Availability %	Marks	Availability %	Marks
≥ 99.90	10.00	98.79-98.75	6.55	97.64-97.60	3.10
99.89-99.85	9.85	98.74-98.70	6.40	97.59-97.55	2.95
99.84-99.80	9.70	98.69-98.65	6.25	97.54-97.50	2.80
99.79-99.75	9.55	98.64-98.60	6.10	97.49-97.45	2.65
99.74-99.70	9.40	98.59-98.55	5.95	97.44-97.40	2.50
99.69-99.65	9.25	98.54-98.50	5.80	97.39-97.35	2.35
99.64-99.60	9.10	98.49-98.45	5.65	97.34-97.30	2.20
99.59-99.55	8.95	98.44-98.40	5.50	97.29-97.25	2.05
99.54-99.50	8.80	98.39-98.35	5.35	97.24-97.20	1.90
99.49-99.45	8.65	98.34-98.30	5.20	97.19-97.15	1.75
99.44-99.40	8.50	98.29-98.25	5.05	97.14-97.10	1.60
99.39-99.35	8.35	98.24-98.20	4.90	97.09-97.05	1.45
99.34-99.30	8.20	98.19-98.15	4.75	97.04-97.00	1.30
99.29-99.25	8.05	98.14-98.10	4.60	96.99-96.95	1.15
99.24-99.20	7.90	98.09-98.05	4.45	96.94-96.90	1.00
99.19-99.15	7.75	98.04-98.00	4.30	96.89-96.85	0.85
99.14-99.10	7.60	97.99-97.95	4.15	96.84-96.80	0.70
99.09-99.05	7.45	97.94-97.90	4.00	96.79-96.75	0.55
99.04-99.00	7.30	97.89-97.85	3.85	96.74-96.70	0.40
98.99-99.95	7.15	97.84-97.80	3.70	96.69-96.65	0.25
98.94-98.90	7.00	97.79-97.75	3.55	96.69-96.65	0.10
98.89-98.85	6.85	97.74-97.70	3.40	≤ 96.64	0.00
98.84-98.80	6.70	97.69-97.65	3.25	-	-

## 4. and 5. Fatal &amp; Non-Fatal Accidents

Fatal Accidents (Nos.)	Marks	Non Fatal Accidents (Nos.)	Marks
0	2.50	0	2.50
1	2.00	1	2.25
2	1.50	2	2.00
3	1.00	3	1.75
4	0.50	4	1.50
5	0.00	5	1.25
		6	1.00
		7	0.75
		8	0.50
		9	0.25
		10	0.00



## 6. Timely Preventive Maintenance of Equipments

Maintenance %	Marks	Maintenance %	Marks	Maintenance %	Marks
≥ 99.00	10.00	82.99-82.00	6.60	65.99-65.00	3.20
98.99-98.00	9.80	81.99-81.00	6.40	64.99-64.00	3.00
97.99-97.00	9.60	80.99-80.00	6.20	63.99-63.00	2.80
96.99-96.00	9.40	79.99-79.00	6.00	62.99-62.00	2.60
95.99-95.00	9.20	78.99-78.00	5.80	61.99-61.00	2.40
94.99-94.00	9.00	77.99-77.00	5.60	60.99-60.00	2.20
93.99-93.00	8.80	76.99-76.00	5.40	59.99-59.00	2.00
92.99-92.00	8.60	75.99-75.00	5.20	58.99-58.00	1.80
91.99-91.00	8.40	74.99-74.00	5.00	57.99-57.00	1.60
90.99-90.00	8.20	73.99-73.00	4.80	56.99-56.00	1.40
89.99-89.00	8.00	72.99-72.00	4.60	55.99-55.00	1.20
88.99-88.00	7.80	71.99-71.00	4.40	54.99-54.00	1.00
87.99-87.00	7.60	70.99-70.00	4.20	53.99-53.00	0.80
86.99-86.00	7.40	69.99-69.00	4.00	52.99-52.00	0.60
85.99-85.00	7.20	68.99-68.00	3.80	51.99-51.00	0.40
84.99-84.00	7.00	67.99-67.00	3.60	50.99-50.00	0.20
83.99-83.00	6.80	66.99-66.00	3.40	≤ 49.99	0.00

## 7. Completion of Capital Works

Completion %	Marks	Completion %	Marks	Completion %	Marks
100.00	15.00	83.99-83.00	9.90	66.99-66.00	4.80
99.99-99.00	14.70	82.99-82.00	9.60	65.99-65.00	4.50
98.99-98.00	14.40	81.99-81.00	9.30	64.99-64.00	4.20
97.99-97.00	14.10	80.99-80.00	9.00	63.99-63.00	3.90
96.99-96.00	13.80	79.99-79.00	8.70	62.99-62.00	3.60
95.99-95.00	13.50	78.99-78.00	8.40	61.99-61.00	3.30
94.99-94.00	13.20	77.99-77.00	8.10	60.99-60.00	3.00
93.99-93.00	12.90	76.99-76.00	7.80	59.99-59.00	2.70
92.99-92.00	12.60	75.99-75.00	7.50	58.99-58.00	2.40
91.99-91.00	12.30	74.99-74.00	7.20	57.99-57.00	2.10
90.99-90.00	12.00	73.99-73.00	6.90	56.99-56.00	1.80
89.99-89.00	11.70	72.99-72.00	6.60	55.99-55.00	1.50
88.99-88.00	11.40	71.99-71.00	6.30	54.99-54.00	1.20
87.99-87.00	11.10	70.99-70.00	6.00	53.99-53.00	0.90
86.99-86.00	10.80	69.99-69.00	5.70	52.99-52.00	0.60
85.99-85.00	10.50	68.99-68.00	5.40	51.99-51.00	0.30
84.99-84.00	10.20	67.99-67.00	5.10	≤ 50.99	0.00

**8. Completion of Augmentation Works**

Completion %	Marks	Completion %	Marks
100	5.00	74.99-72.50	2.25
99.99-97.50	4.75	72.49-70.00	2.00
97.49-95.00	4.50	69.99-67.50	1.75
94.99-92.50	4.25	67.49-65.00	1.50
92.49-90.00	4.00	64.99-62.50	1.25
89.99-87.50	3.75	62.49-60.00	1.00
87.49-85.00	3.50	59.99-57.50	0.75
84.99-82.50	3.25	57.49-55.00	0.50
82.49-80.00	3.00	54.99-52.50	0.25
79.99-77.50	2.75	≤ 52.49	0.00
77.49-75.00	2.50	-	-

**9. Project Amount Utilization**

Utilization %	Marks
100	5.00
99.99-97.50	4.75
97.49-95.00	4.50
94.99-92.50	4.25
92.49-90.00	4.00
89.99-87.50	3.75
87.49-85.00	3.50
84.99-82.50	3.25
82.49-80.00	3.00
79.99-77.50	2.75
77.49-75.00	2.50
74.99-72.50	2.25
72.49-70.00	2.00
69.99-67.50	1.75
67.49-65.00	1.50
64.99-62.50	1.25
62.49-60.00	1.00
59.99-57.50	0.75
57.49-55.00	0.50
54.99-52.50	0.25
≤ 52.49	0.00

**10. Laying of OPGW by replacing existing Earth-wire**

Completion %	Marks
100	2.00
99.99-95.00	1.80
94.99-90.00	1.60
89.99-85.00	1.40
84.99-80.00	1.20
79.99-75.00	1.00
74.99-70.00	0.80
69.99-65.00	0.60
64.99-60.00	0.40
59.99-55.00	0.20
≤ 54.99	0.00

**Appendix-1A**

**11. Commissioning of Numerical Bus-Bar protection Scheme**

Completion %	Marks
<b>100</b>	<b>2.00</b>
99.99-95.00	1.80
94.99-90.00	1.60
89.99-85.00	1.40
84.99-80.00	1.20
79.99-75.00	1.00
74.99-70.00	0.80
69.99-65.00	0.60
64.99-60.00	0.40
59.99-55.00	0.20
≤ 54.99	0.00

**12. Publication of Promotion List upto 31st July**

Cadres %	Marks
<b>100</b>	<b>2.50</b>
99.99-95.00	2.25
94.99-90.00	2.00
89.99-85.00	1.75
84.99-80.00	1.50
79.99-75.00	1.25
74.99-70.00	1.00
69.99-65.00	0.75
64.99-60.00	0.50
59.99-55.00	0.25
≤ 54.99	0.00

**13. Finalisation of ACP cases within 60 days**

ACP Cases %	Marks
<b>100</b>	<b>2.5</b>
99.99-95.00	2.25
94.99-90.00	2.00
89.99-85.00	1.75
84.99-80.00	1.50
79.99-75.00	1.25
74.99-70.00	1.00
69.99-65.00	0.75
64.99-60.00	0.50
59.99-55.00	0.25
≤ 54.99	0.00

**14. Capacity Building / Training**

Completion %	Marks
<b>100</b>	<b>4.00</b>
99.99-95.00	3.60
94.99-90.00	3.20
89.99-85.00	2.80
84.99-80.00	2.40
79.99-75.00	2.00
74.99-70.00	1.60
69.99-65.00	1.20
64.99-60.00	0.80
59.99-55.00	0.40
≤ 54.99	0.00



15. Utilisation of SAP Modules

Utilisation %	Marks
100	5.00
80.00	4.00
60.00	3.00
40.00	2.00
20.00	1.00
0.00	0.00

16 to 20. Finance

Delay in Days	Marks
0	1.00
1-5	0.90
6-10	0.80
11-15	0.70
16-20	0.60
21-25	0.50
26-30	0.40
31-35	0.30
36-40	0.20
41-45	0.10
≤ 46	0.00

21. Purchase/Work order cycle

Purchase order issued %	Marks
100	2.00
99.99-95.00	1.80
94.99-90.00	1.60
89.99-85.00	1.40
84.99-80.00	1.20
79.99-75.00	1.00
74.99-70.00	0.80
69.99-65.00	0.60
64.99-60.00	0.40
59.99-55.00	0.20
≤ 54.99	0.00

**1. Fatal & Non-Fatal Accidents**

Fatal Accidents (Nos.)	Marks	Non Fatal Accidents (Nos.)	Marks
0	5.00	0	5.00
1	4.00	1	4.50
2	3.00	2	4.00
3	2.00	3	3.50
4	1.00	4	3.00
5	0.00	5	2.50
		6	2.00
		7	1.50
		8	1.00
		9	0.50
		10	0.00

**2. Healthiness of Capacitor Banks**

Healthiness %	Marks	Healthiness %	Marks
≥ 95.00	10.00	89.99-89.50	4.50
94.99-94.50	9.50	89.49-89.00	4.00
94.49-94.00	9.00	88.99-88.50	3.50
93.99-93.50	8.50	88.49-88.00	3.00
93.49-93.00	8.00	87.99-87.50	2.50
92.99-92.50	7.50	87.49-87.00	2.00
92.49-92.00	7.00	86.99-86.50	1.50
91.99-91.50	6.50	86.49-86.00	1.00
91.49-91.00	6.00	85.99-85.50	0.50
90.99-90.50	5.50	≤ 85.49	0.00
90.49-90.00	5.00	-	-

*Alam*

## 3. Construction works

Completion %	Marks	Completion %	Marks
100.00	10.00	79.99-79.00	4.75
99.99-99.00	9.75	78.99-78.00	4.50
98.99-98.00	9.50	77.99-77.00	4.25
97.99-97.00	9.25	76.99-76.00	4.00
96.99-96.00	9.00	75.99-75.00	3.75
95.99-95.00	8.75	74.99-74.00	3.50
94.99-94.00	8.50	73.99-73.00	3.25
93.99-93.00	8.25	72.99-72.00	3.00
92.99-92.00	8.00	71.99-71.00	2.75
91.99-91.00	7.75	70.99-70.00	2.50
90.99-90.00	7.50	69.99-69.00	2.25
89.99-89.00	7.25	68.99-68.00	2.00
88.99-88.00	7.00	67.99-67.00	1.75
87.99-87.00	6.75	66.99-66.00	1.50
86.99-86.00	6.50	65.99-65.00	1.25
85.99-85.00	6.25	64.99-64.00	1.00
84.99-84.00	6.00	63.99-63.00	0.75
83.99-83.00	5.75	62.99-62.00	0.50
82.99-82.00	5.50	61.99-61.00	0.25
81.99-81.00	5.25	≤ 60.99	0.00
80.99-80.00	5.00	-	-

*Polam*

## 4. KPI Marks (As per performance based marking scheme)

Circle Average KPI %	Marks	Circle Average KPI %	Marks
≥ 95.00	70.00	71.99-71.00	34.00
94.99-94.00	68.50	70.99-70.00	32.50
93.99-93.00	67.00	69.99-69.00	31.00
92.99-92.00	65.50	68.99-68.00	29.50
91.99-91.00	64.00	67.99-67.00	28.00
90.99-90.00	62.50	66.99-66.00	26.50
89.99-89.00	61.00	65.99-65.00	25.00
88.99-88.00	59.50	64.99-64.00	23.50
87.99-87.00	58.00	63.99-63.00	22.00
86.99-86.00	56.50	62.99-62.00	20.50
85.99-85.00	55.00	61.99-61.00	19.00
84.99-84.00	53.50	60.99-60.00	17.50
83.99-83.00	52.00	59.99-59.00	16.00
82.99-82.00	50.50	58.99-58.00	14.50
81.99-81.00	49.00	57.99-57.00	13.00
80.99-80.00	47.50	56.99-56.00	11.50
79.99-79.00	46.00	55.99-55.00	10.00
78.99-78.00	44.50	54.99-54.00	8.50
77.99-77.00	43.00	53.99-53.00	7.00
76.99-76.00	41.50	52.99-52.00	5.50
75.99-75.00	40.00	51.99-51.00	4.00
74.99-74.00	38.50	50.99-50.00	2.50
73.99-73.00	37.00	49.99-49.00	1.00
72.99-72.00	35.50	< 49.00	0.00

