

Quadrant	Key Performance Indicator	KPI Definition	Formula
Customer	% Sized coal dispatched by rail	Measures the quantity of sized or crushed coal dispatched relative to the total quantity of coal dispatched by rail mode. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Quantity of sized (crushed) coal dispatched (in tonnes) by rail / Total coal dispatched (in tonnes) by rail * 100
Customer	Coal delivered under E auction	Measures the amount of value paid orders refunded due to non supply of required quantity of coal during the year. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Total tonnes of order delivered / Total tonnes of coal booked under e auction * 100
Customer	Coal grade materialization	Measures the total amount of coal dispatched as per declared grade which shows improvement in coal quality. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Total tonnes of coal dispatched as per declared grade / Total tonnes of coal dispatched * 100
Customer	Dispatch target achievement by rail mode	Measures the percentage achievement of the dispatch target through road mode relative to the budgeted dispatch target. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual tonnes of coal dispatched through rail (in tonnes) / Budgeted tonnes of coal to be dispatched through rail (in tonnes) * 100
Customer	Dispatch target achievement by road mode	Measures the percentage achievement of the dispatch target through road mode relative to the budgeted dispatch target. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual tonnes of coal dispatched through road / Budgeted tonnes of coal to be dispatched through road * 100

Customer	Dispatch target achievement overall (quantity) %	Measures the sector wise despatch against the sector wise target. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual despatch (tonnes) / Targeted despatch (tonnes) * 100
Customer	Dust suppression & control through water spraying	Measures the number of cases of PM beyond permissible limits. Following rating scale to be adhered for rating : 5- If percentage is 0 % 4- If percentage is between 1% -10% 3- If percentage is between 11%-20% 2- If percentage is between 21%-30% 1- If percentage is more than 30%"	Number of cases of PM beyond permissible limits / Total number of sample * 100
Customer	Explosive Utilization	Measures the utilization of explosives which is determined by the quantity used vis a vis quantity demanded for use. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Quantity of explosives used (in tonnes) / Quantity of explosives demanded (in tonnes) * 100
Customer	HEMM Availability %	Measures the effectiveness with which HEMM equipments are being maintained for ensuring their optimum availability to produce OB & Coal. Following scale to be adhered to for rating: 5- if the actual availability is above the CMPDI norm 4- if the actual availability is equal to the CMPDI norm 3- if the actual availability is less than to the CMPDI norm by by to 5% 2- if the actual availability is less than to the CMPDI norm by 10% 1- if the actual availability is less than to the CMPDI norm by 15% or more	Actual availability x 100 Availability norm as per CMPDI

Customer	Inventory in terms of month's Consumption	Measures the number of months running for which inventory is being purchased and stocked. Note: Running inventory = Total inventory - Dead inventory. Following scale to be adhered to for rating: 5- if actual inventory (in months) is equal or less than the inventory norm 4- if actual inventory (in months) is upto 10% of the inventory norm 3- if actual inventory (in months) is between 11 to 20 % of the inventory norm 2- if actual inventory (in months) is between 21 to 30% of the inventory norm 1- if actual inventory (in months) is above 31% of the inventory norm	Inventory in value as on 31st March / Total consumption in value during the year * 12
Customer	Maturity of mining related tender	Measures the number of tenders which were finalized within validity period relative to the total number of tenders placed. Following scale to be adhered to for rating: 5- if the number of tenders finalized within validity period is 91% and above of the tenders floated 4- if the number of tenders finalized within validity period is between 81 to 90% of the tenders floated 3- if the number of tenders finalized within validity period is between 71 to 80% of the tenders floated 2- if the number of tenders finalized within validity period is between 61 to 70% of the tenders floated 1- if the number of tenders finalized within validity period is less than 60% of the tenders floated	Number of tenders finalized within the validity period x 100 Number of tenders floated during the year
Customer	OC Equipment utilization (on roll basis)	Measures the actual utilization of equipments by against the norm. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual utilization of OC equipments x 100 Utilization of OC equipments as per norm

Customer	Sand Stowing	Measures the degree to which the unsafe mining is minimised by doing appropriate sand stowing taking the statutory guidelines into consideration. Following rating scale to be adhered for rating : 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual Sand stowing done (in cubic meter) / Target Sand stowing to be done (in cubic meter) as per statutory requirement* 100
Customer	Sump Development	Measures the degree to which the implementation of Annual Action Plan for accumulation of water for pumping purpose has been implemented. Following rating scale to be adhered for rating : 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Installed motor capacity for water pumping / Planned motor capacity for water pumping * 100
Customer	UG Equipemnt Availability %	Measures the effectiveness with which UG equipments are being maintained for ensuring their optimum availability to produce OB & Coal. Following scale to be adhered to for rating: 5- if the actual availability is above the CMPDI norm 4- if the actual availability is equal to the CMPDI norm 3- if the actual availability is less than to the CMPDI norm by by to 5% 2- if the actual availability is less than to the CMPDI norm by 10% 1- if the actual availability is less than to the CMPDI norm by 15% or more	Actual availability x 100 Availability norm as per CMPDI
Customer	UG Equipment utilization (on roll basis)	Measures the actual utilization of equipments by against the norm. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual utilization of UG equipments x 100 Utilization of UG equipments as per norm

Customer	Utilization of manshift	<p>Measures the efficiency with which manshift hours are being utilized measured by the actual attendance rate during the period relative to the budgeted attendance.</p> <p>Following scale to be adhered to for rating: 5-</p> <p>If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual manshifts used during the period / Total budgeted manshifts during the period * 100</p>
Customer	Variation in physically measured OB & Reported OBR as per In-situ measurement	<p>Measures the degree to which the variation in physically measured OB & Reported OB removal is identified as per In-situ measurement keeping the guidelines of yellow book into consideration.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the variation is +1 or more than +1</p> <p>4- if the variation is +1 to -0</p> <p>3- if the variation is 0 to -1</p> <p>2- if the variation is -1 to -2</p> <p>1- if the variation is -2 or more than -2</p>	<p>Variation as identified as per In-situ measurement.</p>
Customer	Variation in Reported Mined out Coal & Coal Dispatched as per In-situ measurement	<p>Measures the degree to which the variation in Reported Mined out Coal & Coal Dispatched is identified as per In-situ measurement keeping the guidelines of yellow book into consideration.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the variation is +1 or more than +1</p> <p>4- if the variation is +1 to -1</p> <p>3- if the variation is -1 to -3</p> <p>2- if the variation is -3 to -4</p> <p>1- if the variation is -4 to -5 or more than -5</p>	<p>Variation as identified as per In-situ measurement.</p>
Customer	Welfare expenditure	<p>Measures the amount of expenditure incurred on welfare activities relative to the budgeted expenditure to be incurred on welfare activities.</p> <p>Following scale to be adhered to for rating:</p> <p>5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual welfare expenditure / Budgeted welfare expenditure * 100</p>

Financial	% Technical accuracy in scrutiny of bid documents	Measures the percentage of repair contracts which are re-tendered because of technical discrepancies in scrutiny of bid documents. Following scale to be adhered to for rating: 5- if no contracts were re-tendered due to technical discrepancies 4- if the number of contracts that were re-tendered is less than 5% of the total number of contracts 3- if the number of contracts that were re-tendered is between 6 to 10% of the total number of contracts 2- if the number of contracts that were re-tendered is between 11 to 15% of the total number of contracts 1- if the number of contracts that were re-tendered is more than 15% of the total number of contracts	Number of contracts re-tendered due to technical discrepancies in scrutiny of bid documents
Financial	% Technical accuracy of NIT specifications	Measures the percentage of contracts which are re-tendered because of technical discrepancies in NIT specifications. Following scale to be adhered to for rating: 5- if no contracts were re-tendered due to commercial discrepancies 4- if the number of contracts that were re-tendered is less than 5% of the total number of contracts 3- if the number of contracts that were re-tendered is between 6 to 10% of the total number of contracts 2- if the number of contracts that were re-tendered is between 11 to 15% of the total number of contracts 1- if the number of contracts that were re-tendered is more than 15% of the total number of contracts	Number of contracts re-tendered due to technical discrepancies in NIT specifications
Financial	Bonus earned against coal quantity despatched	Measures the total amount of bonus which is earned for despatching additional coal vis a vis threshold . Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual bonus (in Rs.) received during the year/Targeted bonus (in Rs.) to be received during the year*100

Financial	Coal transportation cost	<p>Measures the coal transportation cost incurred during the year relative to the budgeted coal transportation cost to be incurred.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the actual transportation cost is upto 80% of the budget</p> <p>4- if the actual transportation cost is between 81 to 85% of the budget</p> <p>3- if the actual transportation cost is between 86 to 90% of the budget</p> <p>2- if the actual transportation cost is between 91 to 95% of the budget</p> <p>1- if the actual transportation cost is above 95% of the budget</p>	<p>Budgeted coal transportation cost per tonne / Actual coal transportation cost per tonne * 100</p>
Financial	Demurrage free despatch	<p>Measures the percentage of dispatch schedule without any demurrage levied on it.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the proportional number of demurrage levied is 0 to 5% of total number of times demurrage levied on the subsidiary during the year</p> <p>4- if the proportional number of demurrage levied is 6 to 10% of total number of times demurrage levied on the subsidiary during the year</p> <p>3- if the proportional number of demurrage levied is 11 to 15% of total number of times demurrage levied on the subsidiary during the year</p> <p>2- if the proportional number of demurrage levied is 16 to 20% of total number of times demurrage levied on the subsidiary during the year</p> <p>1- if the proportional number of demurrage levied is 20% or more than 20% of total number of times demurrage levied on the subsidiary during the year</p>	<p>Proportional number of times demurrage levied due to non - availability of coal / Total number of times demurrage levied on the subsidiary during the year * 100</p>
Financial	Detonator factor for UG	<p>Measures the degree to which the explosives are optimally getting utilised to produce optimum level of fragmentation. Following scale to be adhered to for rating: 5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual Detonator factor / Targeted Detonator factor * 100</p>

Financial	Dispatch target achievement overall (Rs.) %	Measures the sector wise despatch against the sector wise target. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual despatch (Rs.) / Targeted despatch (Rs.) * 100
Financial	Explosive consumption per cubic metre of OBR	Measures the amount of explosives measured in kilograms used for dislocating one cubic metre of spoil broken from the solid rock. Following scale to be adhered to for rating 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual cubic metre of OB removed per kg of explosives consumed / Budgeted cubic metre of OB removed per kg of explosives consumed * 100
Financial	Inventory Obsolescence as a % of Total Inventory	Measures the detailed analysis that is getting carried out to track shelf life of inventory (expired, near to expiry) so that the inventory can be put to proper use. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Total inventory bought during the year - value of inventory that has been declared obsolete or loss / Total Mining inventory bought during the year * 100
Financial	OB Removal cost per cubic metre	Measures the expenditure registered at the end of the reporting period per cubic metre of mineral rocks or coal mined. Following scale to be adhered to for rating: 5- if the actual OB removal cost is less than or equal to 90% the budget 4- if the actual OB removal cost is between 91 to 95% of the budget 3- if the actual OB removal cost is between 96 to 100% of the budget 2- if the actual OB removal cost is between 101% to 105% of the budget 1- if the actual OB removal cost is above 105% of the budget	Budgeted cost per cubic metre / Actual cost per cubic metre * 100

Financial	Powder Factor	<p>Measures the degree to which the explosives are optimally getting utilised to produce optimum level of fragmentation. Following scale to be adhered to for rating:</p> <p>5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual Powder factor / Targeted Powder factor * 100</p>
Financial	Production cost per tonne	<p>Measures the expenditure registered at the end of the reporting period per ton of coal mined. Following scale to be adhered to for rating:</p> <p>5- if the actual production cost is less than or equal to 90%the budget</p> <p>4- if the actual production cost is between 91 to 95% of the budget</p> <p>3- if the actual production cost is between 96 to 100% of the budget</p> <p>2- if the actual production cost is between 101% to 105% of the budget</p> <p>1- if the actual production cost is above 105% of the budget</p>	<p>Budgeted cost per tonne / Actual cost per tonne * 100</p>
Financial	Production manshifts loss due to accidents	<p>Measures the total number of productive manshifts lost because of accidents or fatalities. Following scale to be adhered to for rating:</p> <p>5- if the number of shifts in which production could not be done because of accidents is zero</p> <p>4- if the number of shifts in which production could not be done because of accidents is upto 1% of the total shifts</p> <p>3- if the number of shifts in which production could not be done because of accidents is between 1 to 2% of the total shifts</p> <p>2- if the number of shifts in which production could not be done because of accidents is between 2 to 3% of the total shifts</p> <p>1- if the number of shifts in which production could not be done because of accidents is more than 3% of the total shifts</p>	<p>Number of shifts in which production could not be done because of accidents / Total number of manshifts * 100</p>

Financial	Production manshifts loss due to IR problems	<p>Measures the total number of productive manshifts lost because of IR problems</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the number of shifts in which production could not be done because of IR problems is zero</p> <p>4- if the number of shifts in which production could not be done because of IR problems is upto 1% of the total shifts</p> <p>3- if the number of shifts in which production could not be done because of IR problems is between 1 to 2% of the total shifts</p> <p>2- if the number of shifts in which production could not be done because of IR problems is between 2 to 3% of the total shifts</p> <p>1- if the number of shifts in which production could not be done because of IR problems is more than 3% of the total shifts</p>	<p>Number of shifts in which production could not be done because of IR problems / Total number of manshifts * 100</p>
Financial	Scrap generation/collection	<p>Measures the increase in the value of scrap being disposed off in current year relative to the value of scrap disposed off in previous year.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the scrap generated/collected in the current year is 2% or more than the previous year</p> <p>4- if the scrap generated/collected in the current year is 1% more than the scrap generated/collected the previous year</p> <p>3- if the scrap generated/collected in the current year is equal to the scrap generated/collected the previous year</p> <p>2- if the scrap generated/collected in the current year is less than the scrap generated/collected the previous year</p> <p>1- if no scrap has been generated</p>	<p>Value of scrap generated in the current year</p>

Financial	Shell/ Stone / Extraneous material compensation	<p>Measures the reduction in the total amount of Stone / Shale / Extraneous material compensation which has been paid to the customers.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if no Stone / Shale / Extraneous material compensation has been paid</p> <p>4- if the Stone / Shale / Extraneous material compensation per tonne is less than the last year's Stone / Shale / Extraneous material compensation</p> <p>3- if the Stone / Shale / Extraneous material compensation per tonne is equal to the last year's Stone / Shale / Extraneous material compensation</p> <p>2- if the Stone / Shale / Extraneous material compensation per tonne is more than the last year's Stone / Shale / Extraneous material compensation per tonne by 1%</p> <p>1- if the Stone / Shale / Extraneous material compensation per tonne is more than the last year's Stone / Shale / Extraneous material compensation per tonne by more than 1%</p>	<p>Stone / Shale / Extraneous material compensation paid (Rs./per tonne) in the previous year / Stone / Shale / Extraneous material compensation paid (Rs./per tonne) in the previous year in the current year * 100</p>
Financial	Store cost per tonne	<p>Measures the store cost incurred for per ton in the current year relative to the budgeted store cost.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the actual store cost is less than or equal to 90% the budget</p> <p>4- if the actual store cost is between 91 to 95% of the budget</p> <p>3- if the actual store cost is between 96 to 100% of the budget</p> <p>2- if the actual store cost is between is between 101% to 105% of the budget</p> <p>1- if the actual store cost over 105% of the budget</p>	<p>Budgeted store cost per tonne / Actual store cost per tonne * 100</p>

Financial	Variable Cost Index	<p>Measures the difference between the standard variable overheads absorbed in production and the actual variable overheads incurred.</p> <p>Note: Variable cost includes overtime, sunday deployment, power and POL.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the actual variable cost per tonne is less than or equal to 90% the budget</p> <p>4- if the actual variable cost per tonne is between 91 to 95% of the budget</p> <p>3- if the actual variable cost per tonne is between 96 to 100% of the budget</p> <p>2- if the actual variable cost per tonne is between 101% to 105% of the budget</p> <p>1- if the actual variable cost per tonne is over 105% of the budget</p>	<p>Budgeted variable cost per tonne / Actual variable cost per tonne* 100</p>
Financial	Wagon Under & Over loading charges per tonne	<p>Measures the actual charges of under and over loading incurred relative to the budgeted under and over loading charges to be incurred.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the actual under & over loading cost is less than or equal to 90% the budget</p> <p>4- if the actual under & over loading cost is between 91 to 95% of the budget</p> <p>3- if the actual under & over loading cost is between 96 to 100% of the budget</p> <p>2- if the actual under & over loading cost is between 101% to 105% of the budget</p> <p>1- if the actual under & over loading cost is over 105% of the budget</p>	<p>Budgeted under & over loading charges incurred per tonne / Actual under & over loading charges incurred per tonne * 100</p>
Financial	Utilisation of capital budget	<p>Measures the actual utilisation/expenditure against the provision made headwise.</p> <p>Following rating scale to be adhered for rating :</p> <p>5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual utilization of budget / Target budget utilization * 100</p>
Financial	% Back filing of technically reclaimed area	<p>Measures the percentage of land which has been back filed after coal has been extracted.</p> <p>Following scale to be adhered to for rating: 5-</p> <p>If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual volume (mm cube) of back filling / Targeted volume (mm cube) of back filling as per EMP * 100</p>

Financial	% Land restoration (plantation)	Measures proportion of land surface that was rehabilitated to its natural form by planting saplings in the backfilled & OB areas Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual plantation (in number per hectare) / Targeted plantation (in number per hectare) * 100
Financial	% Periodic medical examination achievement rate	Measures the % of employees that have undergone PME as against the targeted number of employees. Following scale to be adhered to for rating: 5- if the number of employees provided refresher training is 100% 4- if the number of employees provided refresher training is between 96% to 99% of the budgeted employees 3- if the number of employees provided refresher training is between 91 to 95% of the budgeted employees 2- if the number of employees provided refresher training is between 85 to 90% of the budgeted employees 1- if the number of employees provided refresher training is less than 85% of the budgeted employees	Actual number of employees undergone PME / Targeted number of employees * 100
Financial	% Utilisation of CSR budget	Measures the degree of delay in implementation of CSR initiatives within the measurement period. Following rating scale to be adhered for rating : 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual expenditure on CSR / Budgeted CSR amount * 100

Financial	Coal Exposure Ratio	<p>Measures the degree of exposed coal which is available at the year end as compared to beginning of the year.</p> <p>Note: Valid only for open cast mining.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the closing coal exposure is more than the opening exposure ratio by more than 5%</p> <p>4- if the closing coal exposure is more than the opening exposure ratio by upto 5%</p> <p>3- if the closing coal exposure is equal to the opening exposure ratio (i.e. 100%)</p> <p>2- if the closing coal exposure is less than opening exposure ratio by upto 5%</p> <p>1- if the closing coal exposure is less than the opening exposure ratio by more than 5%</p>	<p>Closing coal exposure ratio / Opening coal exposure ratio * 100</p>
Learning and Growth	Employee Satisfaction index	<p>Measures the employees' engagement in their work activities and responsibilities in terms of enthusiasm and commitment.</p> <p>Following scale to be adhered to for rating: 5-</p> <p>If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>No. of employees giving a rating of 4 or 5 on a 5 point scale instrument / Total survey population * 100</p>
Learning and Growth	Implementation of new projects / future projects	<p>Measures the number of milestones that have been achieved for new or future projects as against the planned number of milestones to be achieved.</p> <p>Following scale to be adhered to for rating: 5-</p> <p>If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	<p>Actual number of milestones achieved / Target number of milestones to be achieved * 100</p>
Learning and Growth	Reduction in fatality incidence related to Mining Operation	<p>Measures the percentage reduction in the total number of fatalities.</p> <p>Following scale to be adhered to for rating:</p> <p>5- if the number of fatal incidents in current year is zero</p> <p>1- if the number of fatal incidents in current year is 1 or more</p>	<p>Total number of fatalities in current year</p>

Learning and Growth	Reduction in reportable injuries related to Mining Operation	Measures the percentage reduction in the total number of reportable injuries. Following scale to be adhered to for rating: 5- if the number of reportable injuries in current year is zero 4- if the number of reportable injuries in current year is less than previous year 3- if the number of reportable injuries in current year is equal to previous year 2- if the number of reportable injuries in current year is more than previous year 1- if the number of reportable injuries in current year is double than previous year	Total number of reportable injuries in current year
Learning and Growth	Reduction in serious injury incidence related to Mining Operation	Measures the percentage reduction in the total number of serious injury. Following scale to be adhered to for rating: 5- if the number of serious injury incidents in current year is zero 4- if the number of serious injury incidents in current year is less than previous year 3- if the number of serious injury incidents in current year is equal to previous year 2- if the number of serious injury incidents in current year is more than previous year 1- if the number of serious injury incidents in current year is double than previous year	Total number of serious injury in current year
Learning and Growth	System capacity utilisation	Measures the degree to which the system capacity utilisation is happening vis a vis the plan. Following rating scale to be adhered for rating : 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual system capacity utilisation (in %) / Targeted system capacity utilisation (in %) * 100
Learning and Growth	Updation of employee skill	Measures the percentage of achieved training Mandays out of the total planned training Mandays. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of employees released for trainings by the HOD / Total number of employees nominated for trainings by HRD * 100

Learning and Growth	Vocational training index	Measures the % of achieved trained individuals, out of the total plant trained individuals. Following scale to be adhered to for rating: 5- if the number of employees provided refresher training is 100% 4- if the number of employees provided refresher training is between 96% to 99% of the budgeted employees 3- if the number of employees provided refresher training is between 91 to 95% of the budgeted employees 2- if the number of employees provided refresher training is between 85 to 90% of the budgeted employees 1- if the number of employees provided refresher training is less than 85% of the budgeted employees	Actual number of employees provided refresher training / Budgeted number of employees to be provided refresher training * 100
Learning and Growth	Year on year reduction in inventory of non moving items (excluding non obsolete items & non insurance items)	Measures the percentage reduction in inventory of non moving items (excluding non obsolete items & non insurance items) in current year as compared to previous year. Following scale to be adhered to for rating: 5- if the reduction in inventory is 10% or more 4- if the reduction in inventory is 7 to 9% or more 3- if the reduction in inventory is 4 to 6% or more 2- if the reduction in inventory is 1 to 3% or more 1- if the reduction in inventory is 0%	Value of non moving items (excluding non obsolete items & non insurance items) in the start of current year — Value of non moving items (excluding non obsolete items & non insurance items) at the end of year / Closing value of non moving items (excluding non obsolete items & non insurance items) in previous year * 100
Learning and Growth	Year on year reduction in overall inventory	Measures the percentage reduction in overall inventory value in current year as compared to previous year. Following scale to be adhered to for rating: 5- if the reduction in inventory is 10% or more 4- if the reduction in inventory is 7 to 9% or more 3- if the reduction in inventory is 4 to 6% or more 2- if the reduction in inventory is 1 to 3% or more 1- if the reduction in inventory is 0%	Value of overall inventory (excluding obsolete inventory) in start of the current year — Value of overall inventory (excluding obsolete inventory) in end of the current year / Value of overall inventory (excluding obsolete inventory) at the end of the previous year * 100

Learning & Growth	No. of trainings conducted on new concepts	Measures the no. of training conducted for employees of the department on new concepts against the no. of programmes planned. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of trainings conducted/ total no. of programmes planned) * 100
Learning & Growth	No. of employees trained on new concepts	Measures the no. of employees covered under training conducted on new concepts against the no. of employees planned to be covered. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of employees covered/ total no. of employees planned to be covered) * 100
Learning & Growth	Mentoring	Measures the no. of executives (mentees) covered under mentoring process against the target. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of mentees covered/ total no. of target mentees) * 100
Learning & Growth	Mentoring	Measures the no. of executives (mentees) guided under mentoring scheme in a year. For guiding 5 mentees– 5 For guiding 4 mentees– 4 For guiding 3 mentees– 3 For guiding 2 mentees– 2 For guiding 1 mentees– 1	Total no. of mentees guided successfully in a year
Learning & Growth	Training hours	Measures the no. of under-reports (sub-ordinates) completed the planned hours of training in a year against the total no. of under-reports 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of under-reports completed the planned training hours/ total no. of under-reports) * 100

Learning & Growth	Internal Trainer Certification (ITC) <i>(The department should encourage developing a pool of internal trainers for the discipline for training programmes at MDIs, IICM etc.)</i>	Measures the no. of under-reports who have obtained ITC in a year against the total no. of under-reports 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of under-reports obtained ITC/ total no. of under-reports) * 100
Learning & Growth	Quality Circle (QC) <i>(Department is expected to form Quality Circles for process/ cost improvement and undertake QC projects on relevant themes. A QC project should be completed within 6 months)</i>	Measures the no. of quality circle projects completed in a year against the planned no. of QC projects 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(No. of QC projects completed/ total no. QC projects planned) * 100
Learning & Growth	Quality Circle (QC)	Measures the no. of quality circle projects implemented in a year against the no. of QC projects completed. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(No. of QC projects implemented/ total no. QC projects completed) * 100
Learning & Growth	Developing best practices <i>(Department is expected to undertake continuous process improvement projects for improving efficiency, saving cost, reducing wastage & loss etc. A 'Process Improvement' will be judged as Best practice in the company through a mechanism of Best practice competition to be organized at company level)</i>	Measures the no. of processes developed/ improved as best practices. If atleast 1 process is improved as best practice and implemented - 5 If atleast 1 process is improved as best practice- 4 If atleast 2 processes significantly improved - 3 If atleast 1 process is significantly improved - 2 If atleast 1 process is improved marginally - 1	No. of processes developed/ improved as best practices.
Learning & Growth	Organizing conferences/ seminars/ workshops/ evening lectures	Measures the no. of learning programs organized on relevant themes of the discipline for knowledge/ skill updation If the no. of programs organized is 4 or more- 5 If the no. of programs organized is 3 - 4 If the no. of programs organized is 2 - 3 If the no. of programs organized is 1 - 2	No. of learning programs organized on relevant themes of the discipline for knowledge/ skill updation

Learning & Growth	Acredition	Measures the percentage of work completed for certification/ acredition against the activities planned for the phase. 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(Number of initiatives implemented/ Total no. of initiatives planned) * 100
Learning & Growth	Training module development & upgradation	Measures the number of new training modules developed/upgraded existing modules against the targeted number of module development/upgradation Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of new training modules developed/upgraded/Targeted Number of training modules to be developed/upgraded *100
Learning & Growth	Standar Operating Practice (SOP)development/upgradation	Measures the number of SOP developed/upgraded existing modules against the targeted number of SOP development/upgradation Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of new SOP developed/upgraded/Targeted Number of SOP to be developed/upgraded *100
Learning & Growth	ERP implementation	Measures the percentage of work completed for ERP implementation against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed
Process	Mine Capacity addition	Measures the enhancement in mine capacity over and above the previous year capacity. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Additional capacity added in the current year (million tonnes) / Mine capacity planned to be added * 100

Process	Rehabilitation of Project affected people (PAP)	Measures the total number of families which have been shifted relative to the targeted number of families. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual number of families rehabilitated / Targeted number of families planned to be rehabilitated * 100
Process	Mine development	Measures the degree to which the pre-planned mine development work has actually been implemented. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual number of milestones achieved / Target number of milestones to be achieved * 100
Process	New districts added	Measures the effectiveness with which the planned number of new districts have been added in the production zone. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of new districts added / Number of new districts planned to be added * 100
Process	Physical possession of land	Measures the actual hectares of land which has been possessed relative to the target given by head quarter. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual hectares of land possessed / Targeted hectares of land to be possessed * 100
Process	% Departmental OC coal production	Measures the total percentage of actual coal production being done from open cast mines relative to the budgeted open cast production. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual OC production / Budgeted OC production * 100

Process	% Departmental Quarterly Coal Production schedule adherence	Measures the degree to which production targets were achieved on quarterly basis during the measurement period of time. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	No. of quarters in which targets were achieved / 4 * 100
Process	% Departmental UG coal production	Measures the total percentage of actual coal production being done from under ground mines relative to the budgeted under ground production. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual UG production / Budgeted UG production * 100
Process	% Hired HEMM OC coal production	Measures the total percentage of actual coal production being done from open cast mines relative to the budgeted open cast production. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual OC production / Budgeted OC production * 100
Process	% Hired HEMM Quarterly Coal Production schedule adherence	Measures the degree to which production targets were achieved on quarterly basis during the measurement period of time. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	No. of quarters in which targets were achieved / 4 * 100

Process	% Technical accuracy in scrutiny of bid documents	Measures the percentage of repair contracts which are re-tendered because of technical discrepancies in scrutiny of bid documents. Following scale to be adhered to for rating: 5- if no contracts were re-tendered due to technical discrepancies 4- if the number of contracts that were re-tendered is less than 5% of the total number of contracts 3- if the number of contracts that were re-tendered is between 6 to 10% of the total number of contracts 2- if the number of contracts that were re-tendered is between 11 to 15% of the total number of contracts 1- if the number of contracts that were re-tendered is more than 15% of the total number of contracts	Number of contracts re-tendered due to technical discrepancies in scrutiny of bid documents
Process	Coal stock measurement - annually/half yearly/monthly	Measures the actual number of coal stock measurements which have been done and the report for same has been sent to the HQ on time relative to the targeted number of measurements to be carried out. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of coal stock measurements carried out & reports sent to the HQ within schedule time / Total number of coal stock measurements to be carried out * 100
Process	Coal stock reduction	Measures the % reduction in stock of coal in current year as compared to last year. Note: this KPI won't apply for new mines. Following scale to be adhered to for rating: 5- if the coal stock is less than that of previous year 4- if the coal stock is equal to previous year 3- if the coal stock is not more than 5% from previous year 2- if the coal stock is not more than 10% from previous year 1- if the coal stock is not more than 15% from previous year	Coal stock in previous year / Coal stock in current year * 100

Process	Compliance of violations of DGMS/ISO/Safety Committee	Measures the adherence to compliance with regards to the DGMS/Safety Committee/ISO violations relative to the total number of violations identified. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of DGMS/ISO/Safety Committee violations complied / Total number of DGMS /ISO/Safety Committee violations identified * 100
Process	Construction of preparatory stoppings & Sectionalisation of the U/G area	Measures the sectionisation of u/g section after completion of development or as per the programme if the section is not being simultaneously depillered. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual number of stoppings completed within the defined timeframe / Targeted number of stoppings to be completed * 100
Process	Departmental Output per man shift - Overall	Measures the actual overall output per manshift relative to the budgeted overall output. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual OMS / Budgeted OMS * 100
Process	Finalization of coal transportation contract	Measures the efficiency in finalizing the coal transportation contracts before the expiry of the same relative to total number of contracts in place. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of contracts finalized before expiry of the existing contract / Total number of coal transport contracts that are required to be renewed * 100
Process	Finalization of contract	Measures the number of orders or contracts which were finalized due to correct technical specifications relative to the total number of orders placed. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of work orders placed - Number of orders failed/ Total number of tenders issued * 100

Process	Hired HEMM Output per man shift - Overall	Measures the actual overall output per manshift relative to the budgeted overall output. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual OMS / Budgeted OMS * 100
Process	Machine Idle Hour due to non availability of coal	Measures the actual time which for which machine is kept idle due to non availability of coal. Following scale to be adhered to for rating: 5- if the number of idle hours due to non availability of coal is less than 1% of the total available working hours 4- if the number of idle hours due to non availability of coal is more than 1% but less than 2% of the total available working hours 3- if the number of idle hours due to non availability of coal is more than 2% but less than 3% of the total available working hours 2- if the number of idle hours due to non availability of coal is more than 3% but less than 4% of the total available working hours 1- if the number of idle hours due to non availability of coal is more than 4% of the total available working hours	Actual idle hours per day due to non availability of coal / Available hours – (Breakdown hours + maintenance hours + travel time)* 100
Process	Maintenance of siding stock / Coal safety stock	Measures the percentage improvement in the stockout situations occurring in the current year relative to the stockout situations occurring in the previous year. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	a. Number of times stockout situation occurred during previous year - Number of times stockout situation occurred during current year / Number of times stockout situation occurred during previous year * 100 b. Actual reduction % of siding stock / Targeted reduction % of siding stock * 100
Process	Maturity of mining related tender	Measures the number of tenders which were finalized within validity period relative to the total number of tenders placed. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of tenders finalized within the validity period / Number of tenders floated during the year * 100

Process	OC Equipment utilization (on roll basis)	Measures the actual utilization of equipments by against the norm. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual utilization of OC equipments / Utilization of OC equipments as per norm * 100
Process	OC Machine productivity (on roll basis) - HEMM	Measured the daily coal production by the machines on working basis. Following scale to be adhered to for rating: 5- if the UG machine production is more than the previous year 4- if the UG machine production is equal to the previous year 3- if the UG machine production is between 91 to 99% of the previous year 2- if the UG machine production is between 81 to 90% of the previous year 1- if the UG machine production is less than 80% of the previous year	UG Machine productivity in previous year / UG Machine productivity in current year * 100
Process	Production mandays loss due to accidents	Measures the total number of productive mandays lost because of accidents or fatalities. Following scale to be adhered to for rating: 5- if the number of shifts in which accidents occur is zero 4- if the number of shifts in which accidents occur is upto 1% of the total shifts 3- if the number of shifts in which accidents occur is between 1 to 2% of the total shifts 2- if the number of shifts in which accidents occur is between 2 to 3% of the total shifts 1- if the number of shifts in which accidents occur is more than 3% of the total shifts	Number of shifts in which accidents occurred / Total number of manshifts * 100

Process	Production mandays loss due to IR challenges	Measures the total number of productive mandays lost because of industrial disputes such as strikes and work disruptions due to administrative related problems. Following scale to be adhered to for rating: 5- if the number of mandays lost is zero 4- if the number of mandays lost is less than previous year's 3- if the number of mandays lost is equal to previous year's 2- if the number of mandays lost is more than but upto double of previous year's 1- if the number of mandays lost is double than previous year's. Note: if previous year's loss is 0 and current year's loss is also 0, then only scale 5 would be applicable	Number of mandays lost due to IR challenges in current year
Process	Safety Budget utilization	Measures the actual safety expenditure incurred during the year relative to budgeted safety budget expenditure. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual safety budget utilized / Budgeted safety budget utilized * 100
Process	Tender finalization	Measures the number of mining tenders which have been finalized relative to the number of mining NITs issued. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of mining tenders finalized / Number of mining NITs issued * 100
Process	Timely preparation & submission of material budget	Measures the preparation of material budget and its submission to head quarter within scheduled time period. Following scale to be adhered to for rating: 5- On or before time 4- if delayed by a week 3- if delayed by 2 weeks 2- if delayed by 3 weeks 1- If never submitted. Note: The target for submission is August.	Delay measured in days

Process	Timely preparation of Manpower Budget.	Measures the timeliness and efficiency with which manpower budget is formulated and the delay is measured in terms of mandays. Following scale to be adhered to for rating: 5- On or before time 4- if delayed by a week 3- if delayed by 2 weeks 2- if delayed by 3 weeks 1- If never submitted.	Delay measured in terms of Mandays
Process	Timely renewal of AMC / RC / statutory licenses	Measures the percentage of AMC / RC / Licences that are renewed within 2 months of the expiry date. Note: 31st March is the deadline for each year. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Number of AMCs renewed within 2 months of the expiry date / Total number of AMCs renewed * 100
Process	UG Equipemnt Availability %	Measures the effectiveness with which UG equipments are being maintained for ensuring their optimum availability to produce OB & Coal. Following scale to be adhered to for rating: 5- if the actual availability is above the CMPDI norm 4- if the actual availability is equal to the CMPDI norm 3- if the actual availability is less than to the CMPDI norm by by to 5% 2- if the actual availability is less than to the CMPDI norm by 10% 1- if the actual availability is less than to the CMPDI norm by 15% or more	Actual availability / Availability norm as per CMPDI * 100
Process	UG Equipment utilization (on roll basis)	Measures the actual utilization of equipments by against the norm. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Actual utilization of UG equipments / Utilization of UG equipments as per norm * 100

Process	UG Machine productivity (on roll basis) - SDL, LHD, UDM	<p>Measured the daily coal production by the machines on working basis. Following scale to be adhered to for rating:</p> <p>5- if the UG machine production is more than the previous year</p> <p>4- if the UG machine production is equal to the previous year</p> <p>3- if the UG machine production is between 91 to 99% of the previous year</p> <p>2- if the UG machine production is between 81 to 90% of the previous year</p> <p>1- if the UG machine production is less than 80% of the previous year</p>	UG Machine productivity in previous year / UG Machine productivity in current year * 100
Process	Updation of face support	<p>Measures the number of roof bolts installed and % completion against face progress. Following scale to be adhered to for rating: 5- If percentage is 100%</p> <p>4- If percentage is between 90 %-99%</p> <p>3- If percentage is between 80%-89%</p> <p>2- If percentage is between 60%-79%</p> <p>1- If percentage is less than 60%</p>	No of roof bolts installed / No. of bolts required to be installed as per support plan * 100
Process	Utilisation of revenue budget	<p>Measures the actual utilisation/expenditure against the provision made headwise. Following rating scale to be adhered to for rating :</p> <p>5- If percentage is 91% and above</p> <p>4- If percentage is between 81%-90%</p> <p>3-If percentage is between 71%-80%</p> <p>2- If percentage is between 71%-60%</p> <p>1- If percentage is less than 60</p>	Budgeted revenue cost per cubic metre / Actual revenue cost per cubic metre * 100
Process	Ventilation compliance adherence	<p>Measures the degree to which the ventilation level at mine meets the defined statutory norms. Following scale to be adhered to for rating:</p> <p>5- if number of violations in current year is zero</p> <p>4- if number of violations in current year is less than previous year</p> <p>3- if number of violations in current year is equal to previous year</p> <p>2- if number of violations in current year is more than previous year</p> <p>1- if number of violations in current year is double than previous year</p>	No. of violations identified in ventilation survey report

Process	Ventilation Index	Measures the completion of ventilation stoppings and providing adequate ventilation in the district. Following scale to be adhered to for rating: 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	No. of ventilation stoppings completed / No. of ventilation stoppings required * 100
Process	Achieving MoU score	Measures the timely completion of MoU related projects/activities 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	(no. of MoU projects/activities completed in time/ total no. of MoU projects) * 100
Process	New initiative	Measures the percentage of work completion on new initiatives planned in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed
Process	Initiatives for system improvement	Measures the percentage of system improvement work completed against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed
Process	Quality Management System	Measures the percentage of work completed for Quality Management System against the planned activities in a year 5- If percentage is 100% 4- If percentage is between 90 %-99% 3- If percentage is between 80%-89% 2- If percentage is between 60%-79% 1- If percentage is less than 60%	Percentage equivalent of work completed