

Memorandum of Understanding

between

Power System Operation Corporation Limited

&

Ministry of Power, Govt. of India

(FY 2019-20)

MoU for FY 2019-20 between Power System Operation Corporation Limited (POSOCO) and Ministry of Power, Govt. of India

Sl. No.	Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 Years	MoU Target for the year 2019-20					%age Improvement
						Excellent	V.Good	Good	Fair	Poor	
Mandatory Parameters - Part A											
I	Turnover										
	Revenue from Operations (Net)	₹ crore	10	248	202.71	280	250	230	210	200	0.81%
II	Operating Profit										
	Operating Profit as percentage of Revenue from Operations (Net)	%	20	1.13	24.54	1.25	1.15	1.05	1.00	0.50	1.77%
III	Return on Investment										
	PAT as percentage of Average Net Worth	%	20	9.34	29.95	7.5	6.5	6	5.5	5	-30.40%
	Sub-Total (A)		50								
Other Parameters - Part B											
IV	Capacity Utilization										
A	Monitoring of Interconnection meter error and submission of report on weekly basis by Friday for the previous week to Regional Power Committees	No.	5	51	Not Applicable	52	51	49	48	47	-
B	Reporting of Grid Incidents and Grid Disturbance on monthly basis to CERC by 5th of the every month	No.	5	12	Not Applicable	12	11	10	9	8	-8.33%
C	Availability of Real-Time data to the Operators at RLDCs/NLDC from Main/Back-up SCADA System	%	5	99.97	99.99	99.99	99.97	99.92	99.90	99.85	-0.01%
V	Production Efficiency Parameter										
	Processing (Approval / Denial) of the shut down requests having all India impact for taking an element in or out of the system within three days of receipt of the request	%	5	99.97	100	100	95	90	89	88	-4.97%

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VI	R&D, Innovation, Technology up-gradation parameter:										
a	Development & operationalization of techniques to analyse and effectively utilize the data from Wind and Solar Forecasting Models in collaboration with Space Applications Centre, Indian Space Research Organisation (SAC/ISRO) or any other agency	Date	3	Not Applicable	31.1.20	15.2.20	28.2.20	15.3.20	31.3.20		
b	Conceptualization & Design of the National Open Access Registry (NOAR) for Indian Electricity Market and Award of contract	Date	4	Not Applicable	31.1.20	15.2.20	28.2.20	15.3.20	31.3.20		
c	Development & operationalization of Tool for Short Term Load Forecasting using Artificial Neural Network (ANN)	Date	3	Not Applicable	31.1.20	15.2.20	28.2.20	15.3.20	31.3.20		
VII	Human Resource Management										
A	Achievement of HR parameters of continuous nature as per the list given below:	No. of Parameters	5	Not Applicable	6	5	4	3	2		
	i										Continuation of online submission of ACR/APAR in respect of all executives (E0 and above) along with compliance of prescribed timelines w.r.t. writing of ACR/APAR
	ii										Continuation of Online Quarterly vigilance clearance updation for Senior Executives (E5 and above)
	iii										Regular updation of succession plan and its approval by Board of Directors
	iv										Continuation of holding of DPC without delay for executive (E0 and above level)
	v										Continuation of talent management and career progression by imparting at least one week training of at least 10% of the executives in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI etc.
	vi										Review and its implementation of employee performance on the lines of FR(56)j and submitting a compliance report to Board of Directors at the end of the year

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[Signature]

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B	Initiatives for women employees for work life balance as well as leadership development	No. of Initiatives	5	Not Applicable	10	9	8	7	6		
VIII Other sector specific result oriented measurable parameters											
A	International Cooperation with at least 2 countries through capacity building programs	Date	5	Not Applicable	31.1.20	15.2.20	28.2.20	15.3.20	31.3.20		
B	Organizing no of trainings/ workshops of Forum of Load Dispatchers for sharing of best practices with minimum participants of 12 control centres	No.	5	Not Applicable	6	5	4	3	2		
	Sub-Total (B)		50								
	Total (A+B)		100								
Notes:											
1	In working out achievements for the year 2019-20, quantified qualification of CAG/ Statutory Auditors would be adjusted in case of overstatement of Revenue/ Profit/ Surplus or understatement of Loss/ Deficit in addition to the negative marks prescribed in MoU guidelines.										
2	Targets decided in MoU are unconditional and no offset will be allowed on any ground. Further evaluation would be subject to compliance of additional eligibility criteria as contained in MoU guidelines.										



(K.V.S.Baba)

Chairman and Managing Director, POSOCO



(Ajay Kumar Bhalla)

Secretary, Ministry of Power, Govt. of India