

Scoring Criteria for Divisional KPI (Key Performance Indicators)

A. For following items, score obtained = $\frac{\text{Cumulative performance} * \text{Maximum score}}{\text{Proportionate target}}$

Safety Works

- Elimination of manned LC gate
- Interlocking of manned LC gates
- Track renewal in Km
- Deep screening of plane track in Km
- Deep screening of turn outs in number

Business and financial performance

- Total revenue
- Sundry earnings
- Originating freight loading
- Originating passenger traffic

Mobility throughput and capacity utilization

- Removal of permanent speed restriction

Note: When no target is there for any item for a division the evaluation will be done only on the basis of performance on items for which target given as the evaluation is based on percentage basis. So while calculating percentage system excludes those items where no target given.

B. For other items where comparison is done w.r.t. Last Year Performance and also for Ordinary Working Expenses (OWE) where comparison is w.r.t. target, scoring methods have been kept where better performance is awarded higher marks while deterioration in performance is given lower marks. Percentage variation bands have been set and percentage of maximum marks is awarded according to the band under which the performance has been there for a Division.

Items where improvement means reduction

Business and financial performance

- Ordinary Working Expenses (OWE)
- Performance Efficiency Index

← Improvement in Performance			0	Deterioration in performance →		
Below -10%	-10% to -5%	-5%	+5%	5% to 15%	15% to 25%	Above 25%
100%	90%	80%		70%	60%	30%

Mobility throughput and capacity utilization

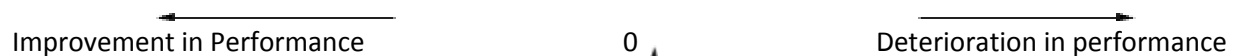
- Wagon Turnaround



Below-10%	-10% to -5%	-5%	+5%	5% to 15%	15% to 25%	Above 25%
100%	95%	85%	75%	65%	50%	

Asset Reliability

- Signal Failure
- Rail Failures
- Weld Failures
- D/Loco Failure
- E/Loco Failure
- Coach Detachment
- OHE Failures



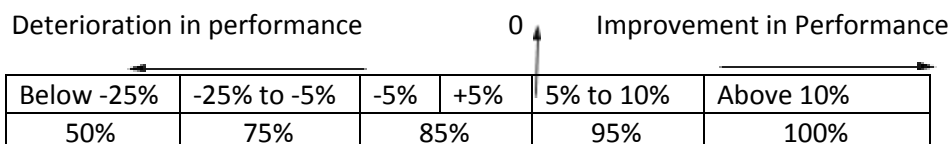
Below -50%	-25% to -50%	-25% to -5%	-5%	+5%	5% to 15%	15% to 25%	Above 25%
100%	95%	90%	80%	70%	60%	40%	

NOTE: Zero Failure will give Full Score

Items where improvement means increase

Mobility throughput and capacity utilization

- Average interchange of Trains
- NTKms/wagon/day
- Average speed of freight trains



Punctuality performance

- Punctuality Performance of Mail Express (Data will be fetched from PAM)

(a) CY performance is equal to and above 90%

And also more than LY performance will fetch 100% score, else 95%.

(b) CY performance is equal to and above 80% but less than 90%

Deterioration in performance				0	Improvement in Performance	
Below -25%	-25% to -10%	-10% to -1%	-1%	+1%	1% to 10%	Above 10%
60%	70	80%	85%		90%	95%

(c) Punctuality performance is less than 80%

Deterioration in performance				0	Improvement in Performance		
Below -25%	-25% to -10%	-10% to -1%	-1%	+1%	1% to 10%	10% to 20%	Above 20%
50%	60%	70%	75%		80%	85%	90%