

Scoring Criteria for Divisional KPI (Key Performance Indicators)

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

1. Safety Works

- 1.1 Elimination of manned LC gate
- 1.2 Interlocking of manned LC gates
- 1.3 Track renewal in Km
- 1.4 Deep screening of plane track in Km
- 1.5 Deep screening of turn outs in number

2. Business and financial performance

- 2.1 Total revenue
- 2.2 Sundry earnings
- 2.3 Originating freight loading
- 2.4 Originating passenger traffic

3. Mobility throughput and capacity utilization

- 3.4 (a) Removal of permanent speed restriction
- (b) Relaxation of permanent speed restriction

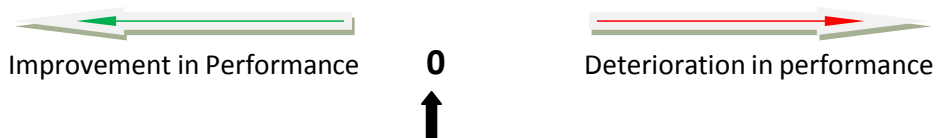
Note: When no target is there for any item for a division the evaluation will be done only on the basis of performance on items for which target given as the evaluation is based on percentage basis. So while calculating percentage system excludes those items where no target given.

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.

1. Items where improvement means reduction

2. Business and financial performance

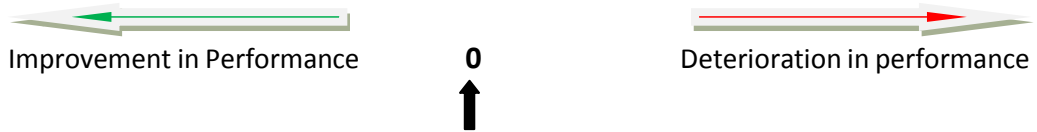
- 2.5 Ordinary Working Expenses (OWE)
- 2.6 Performance Efficiency Index



Performance	Below -10%	-10% to -5%	-5%	+5%	5% to 15%	15% to 25%	Above 25%
Marks	100%	90%	80%	70%	60%	30%	

3. Mobility throughput and capacity utilization

3.3 Wagon Turnaround

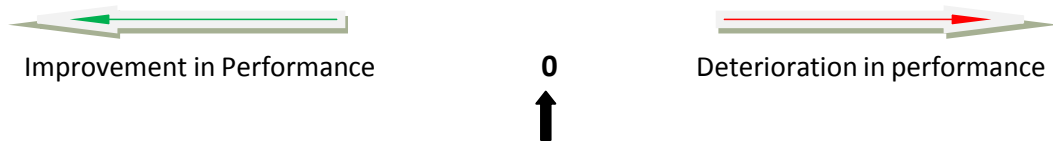


Performance	Below-10%	-10% to -5%	-5%	+5%	5% to 15%	15% to 25%	Above 25%
Marks	100%	95%	85%		75%	65%	50%

4. Asset Reliability(Territorial basis & Ownership basis both)

- 4.1 Signal Failure
- 4.2 Rail Failures
- 4.3 Weld Failures
- 4.4 Electric Loco Failure

- 4.5 Diesel Loco Failure
- 4.6 OHE Failures
- 4.7 Coach Detachment



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

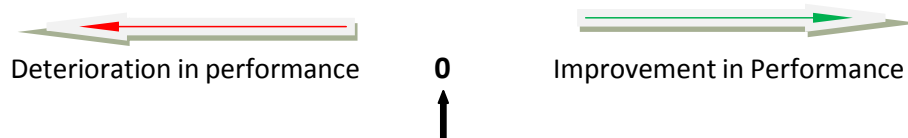
NOTE: (i) Zero Failure will give Full Score.
(ii) Marks of OHE failure will be excluded for Non-RE Areas (Division).

c. Items where improvement means increase

3. Mobility throughput and capacity utilization

- 3.1 Average interchange of Trains
- 3.2 NTKms/wagon/day

3.5 Average speed of freight trains



Performance	Below -25%	-25% to -5%	-5%	+5%	5% to 10%	Above 10%
Marks	50%	75%	85%		95%	100%

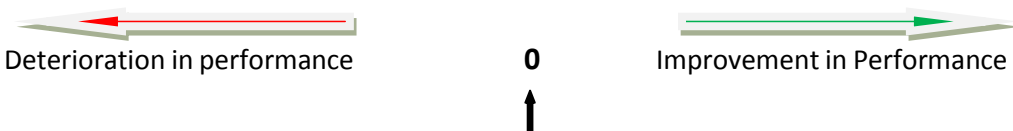
5. Punctuality performance

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

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

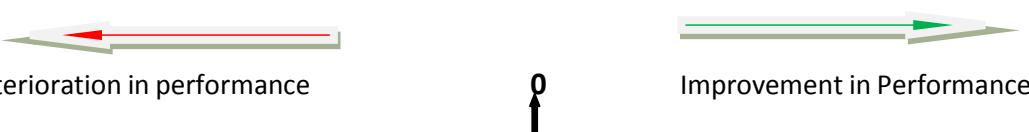
And also more than LY performance will fetch 100% score, else 95%.

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



Performance	Below -25%	-25% to -10%	-10% to -1%	-1%	+1%	1% to 10%	Above 10%
Marks	60%	70	80%	85%	90%	95%	

(c) Punctuality performance is less than 80%



Performance	Below -25%	-25% to -10%	-10% to -1%	-1%	+1%	1% to 10%	10% to 20%	Above 20%
Marks	50%	60%	70%	75%	80%	85%	90%	

5.2 Reporting of train timings (Mail/Express & Passenger) at terminating through automatic sources

Marks awarded = Maximum Marks * % of Reporting of train timings (Mail/Express & Passenger) at terminating through automatic sources

NOTE:- Marks allotted to KPI will be excluded from total marks in case of target not allotted or NIL target, wherever performance is being evaluated against the target .