

NATIONAL SEEDS CORPORATION LIMITED
MOU for the year 2017-18

Annex-II

In fulfillment of the objectives set out NSC undertakes to achieve the various performance targets for 2017-18 as detailed below :

PART - A

S.No	Performance Criteria	Unit	Marks	MoU Target													
				Current year (Estimate)	Best in 5 years	Excellent	Very Good	Good	Fair	Poor							
1	Turnover- Revenue from Operations																
	Revenue from Operations	Rs. Crore	10	825	875	880	840	820	800	780							
2	Operating Profit / Revenue from operation (Profitsurplus before Tax excluding Other Income, Extraordinary and Exceptional Items)	%	20	2.39	3.17 8.88(*)	2.12	2.02	1.92	1.82	1.73							
	Operating profitsurplus as a percentage of revenue from operations (net)																
3	Return on Investment: PAT or Surplus/ Average Net Worth	%	20	6.35	10.00 22.40(*)	5.14	4.89	4.65	4.42	4.20							
	Total (Part-A)		50														

PART - B

4	Development or Revenue from new products or product with new features:	Date	5	NA	NA	15.02.2018	28.02.2018	10.03.2018	20.03.2018	31.03.2018
	Production of fish Seed- first billing									
5	Production efficiency parameters									
	Increase in area under cultivation of land over previous year	Ha.	7	Presently 18194 Ha./Non- cultivated 2247 Ha.)	NA	200.00	180.00	160.00	140.00	120.00
6	CAPEX	Rs. Crore	10	25	34	22	20	19	18	17
7	Percentages of value of CAPEX contracts/projects running/ completed during the year without time /cost overrun to total value of CAPEX contracts running/ completed during the year	%	5	NA	NA	100	90	80	70	60
8	Trade receivables (Net) as number of days Revenue from Operations (Gross)	No. of Days	5	115	96	100	110	120	130	140
9	Reduction in claims against the Company not acknowledged as debt over the previous year (Others)	%	5	4 (Rs. 35.36 Crore - "Others")	2	5	4	3	2	1

S.No	Performance Criteria	Unit	Marks	MoU Target										
				Current year (Estimate)	Best in 5 years	Excellent	Very Good	Good	Fair	Poor				
10	Sector specific result oriented measurable parameter. Additional increase in the area to be covered under Micro Irrigation System	Ha.	5	150.00 (Total area-1687 Ha. Upto Feb.-17)	NA	250	80	225	60	200	40	175	20	150
11	HRM Parameter:													
	a) On-line submission of ACR/APAR in respect of all executive (E0 and above) along with compliance of prescribed timelines w.r.t writing of ACR/APAR (% of number of executives)	%	1	NA	NA	100		95		90		85		80
	b) Online Quarterly vigilance clearance updation for Senior Executives (E6 and above) (% of number of senior executives)	%	1	NA	NA	100		95		90		85		80
	c) Preparation of succession plan and its approval by board of Directors	Date	2	NA	NA	30.09.17		15.10.17		31.10.17		15.11.17		30.11.17
	d) Holding of DPC without delay for executive (E0 and above level)	%	2	NA	NA	100		95		90		85		80
	e) Talent management and career progression by imparting at least one week training in Centre of Excellence e.g. IITs, IIMS, NITS, ICAL, MANAGE etc. (% of executives)	%	2	NA	NA	100		95		90		85		80
	Total (Part-B)		50											5

(*) For best in five years standard, NSC has considered figures from F.Y. 2014-15 onwards, which is the year when SFCI merged with NSC.

Note: 1) It was agreed that the targets recommended by the IMC are based on estimates submitted by the CPSE for the year 2016-17. In case of better performance of the CPSE as per final result as compared to estimates, the difference shall be added to the targets for the year 2017-18

2) It was agreed that targets decided in MoU are unconditional and no offset will be allowed. Further evaluation would be subject to compliance of additional eligibility criteria as contained in para 14.2 of MoU guidelines 2017-18

Jendrey

Chairman & Managing Director
National Seeds Corporation Limited

Date: 6.5.2017
Place: New Delhi

Sudhakar

Secretary
Ministry of Agriculture & Farmers Welfare