



MOU

2019-20

BETWEEN

MINISTRY OF RAILWAYS

AND

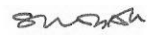
RAILTEL CORPORATION OF INDIA LTD.

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**Mandatory Parameters
PART A**

S.No.	Financial Performance Criteria	Unit	Marks	Current Year (Estimate)	Best in 5 years	MOU Target for the year 2019-20					% Improvement
						Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%	
1	Turnover Revenue from Operations (Net)	Rs. Crore	10	1010	984	1200	1100	1000	950	900	8.91%
2	Operating Profit / Loss Operating profit as percentage of Revenue from operations (net)	In %age	20	15.81	21.68	17.00	16.60	15.81	15.02	14.27	5.00%
3	Returns on investment: PAT as percentage of Average Net Worth	In %age	20	9.21	16.14	11.30	10.50	9.00	8.60	8.20	14.01%
Total (A)			50								


 (Puneet Chawla)
 Chairman & Managing Director
 RailTel Corporation of India Ltd.

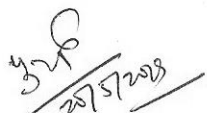

 (Sushant Kumar Mishra)
 Secretary
 Railway Board

Dated : 20/05/2019

RAILTEL CORPORATION OF INDIA LTD.

Other Parameters (PART-B)

SN	Performance Criteria	Unit	Mark s	Documentary Evidence	Current Year est.	Best in 5 yrs	MOU Target for the year 2019-20					Improve ment
							Ex. 100	V.G 80	Good 60	Fair 40	Poor 20	
1	Capacity Utilisation											
a	Utilisation of Lambdas in DWDM Core	% of capacity used in Gbps	5	NOC report	55	55	65	60	56	54	52	9.09%
b	Utilisation of MPLS Core Network	% of Ports utilised	5	NOC report	60	65	65	62	60	58	56	3.33%
2	New Orders Received during the Year											
a	New confirmed orders received during the Year from new clients (except existing client)	in Rs. Cr.	6	Report Summary	155	149	180	165	160	150	140	6.45%
3	Production efficiency parameter											
a	Increase in OFC Network during the year	in RKM	5	Report Summary	New	New	1000	950	900	850	800	New
4	Completion of milestone of clients orders/ agreements without time overrun											
a	Completion of milestone of clients orders/ agreements without time overrun (All orders above Rs.50 crore)	In % age	4	Report Summary	-	-	100	90	80	70	60	New
5	Trade Receivables (Net) as number of days of Revenue from Operations (Gross)											
a	Trade Receivables (Net) as number of days of Revenue from Operations (Gross)	No of Days	5	Report Summary	220	124	150	200	220	240	260	10.0%
6	Reduction in claims against the company not acknowledged as debt											
a	Reduction in claims against the company not acknowledged as debt (Overall)	In % age	3	Report Summary	-	-	10	8	6	4	2	-
7	Milestones with respect to subsidiary CPSEs not signing MoUs separately											
a	Return on investment in equity in Subsidiaries	In % age	3	Annual Report	16	15.9	17.5	16.5	16	15.5	15	-
9	Human Resource Management											
a	Acheivement of HR parameters of continous nature as per Annexure-I	In number	3	Report Summary	-	-	7	6	5	4	3	-
b	Initiatives for women employees for work life balance as well as leadership development	Number of initiatives	3	Report Summary	-	-	5	4	3	2	1	New
10	Other sector specific result-oriented measurable parameters											
a	Closed User Group Coverage along track on Indian Railway	In % age	3	Report Summary	-	New	95	93	91	89	85	New
b	Implementation of Video Surveillance System at 2000 Stations	In % age	3	Report Summary	-	New	100	90	80	70	60	New
c	Adoption of two ITIs	In date	2	Report Summary	-	New	31-Jan-20	15-Feb-20	29-Feb-20	15-Mar-20	31-Mar-20	New
	TOTAL		50									


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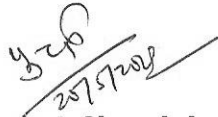

 (Sushant Kumar Mishra)
 Secretary
 Railway Board

Dated : 20/05/2019

Annexure- I

List of HR parameters of continuous nature

SI No	Parameter
1	Online submission ACR/APAR in respect to all Employees (E-0 & above) along with compliance of prescribed timeline w.r.t. writing of ACR/APAR.
2	Online Quarterly Vigilance Clearance updation for all Senior Executives (E5 & above).
3	Updation of Succession Plan and its approval by Board of Directors.
4	Holding of DPC in all cases without delay for Executives (E0 and Above).
5	Talent Management & career progression by imparting at least 1 week training of at least 10% Executives (E0 & above) in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI, etc.
6	Regular updation of Online Human Resource Management System (HRMS).
7	Review & 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.



(Puneet Chawla)
Chairman & Managing Director
RailTel Corporation of India Ltd.



(Sushant Kumar Mishra)
Secretary
Railway Board

Dated : 20/05/2019