

NATIONAL HANDICAPPED FINANCE AND DEVELOPMENT CORPORATION
MEMORANDUM OF UNDERSTANDING FOR FINANCIAL YEAR 2017-18

Mandatory Parameters

Sl. No.	Financial Performance Criteria	Unit	Marks	Current Year 2016-17 (Estimate)	Best in 5 years	MoU Targets for the year 2017-18				% Improvement*	
						Excell ent	V.G.	Good	Fair		Poor
1.	Turnover Revenue from Operations	Rs. Crore	10	11.48	NA	14.00	13.00	12.50	12.00	11.50	(+) 13.24
2.	Operating Profit/Loss Operating profit/surplus as a percentage of Revenue from operations (Net)	%	20	20.11	7.80	22.90	21.40	20.50	20.00	19.50	(+) 6.41
3.	Return on investment PAT or Surplus/Average Net Worth	%	20	0.89	2.17	1.16	1.08	1.03	0.98	0.94	(+) 21.35
Total			50								

Other Parameters

Sl. No.	Performance Criteria	Unit	Marks	Current Year 2016-17 (estimate)	Best in 5 years	MoU Targets for the year 2017-18				% Improvement	
						Excell ent	V.G.	Good	Fair		Poor
1.	Loans Disbursed/ Total Funds Available	%	10	80.32	77.38	90.28	89.00	88.00	85.00	84.00	(+) 10.81
2.	Loan disbursed to Micro Finance Beneficiaries as a % Total Disbursement	%	10	37.73	57.85	40.00	38.00	37.00	35.00	32.00	(+) 0.72
3.	Overdue Loans/Total Loans (Net)	%	10	29.98	23.97	27.00	29.98	30.50	31.00	31.50	0.00
4.	NPA/ Total Loans (Net)	%	10	0.30	0.32	0.28	0.29	0.30	0.31	0.32	(+) 3.33
Any Other Sector specific result oriented parameters											
5.	No. of Target group provided Entrepreneurship development/Skill Development programme out of CPSE's own Fund	Nos.	5	700	NA	710	700	690	680	670	0.00
Total			45								

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HRM Parameters	Unit	Marks	Excellent	V. Good	Good	Fair	Poor
Online submission of ACR/APAR in respect of all Executives (E-0 and above) alongwith compliance of prescribed time lines w.r.t. writing of ACR/APAR	% of number of Executives	1	100	95	90	85	80
Online Quarterly Vigilance Clearance updation for Senior Executives [AGM(E-5) and above]	% of number of Senior Executives	1	100	95	90	85	80
Preparation of Succession Plan and its approval by the Board of Directors	Date	1	30/09/2017	15/10/2017	31/10/2017	15/11/2017	30/11/2017
Holding of DPC without delay for Executives (E-0 and above level)	%	1	100	95	90	85	80
Talent Management and Career progression by imparting atleast one week training in Centre of Excellence within India, e.g. IITs, IIMs, NITs, ICAI etc.	Nos. of Executives	1	4	3	2	1	-
Total		5					
Grand Total : (Mandatory Parameters+ Other Parameters + HRM Parameters)		100					

Notes:

- CPSE will update land holdings on Government Land Information System (GLIS)
- 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 results as compared to estimates, the difference shall be added to the targets for the year 2017-18.
- 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.


(P.C.DAS)

Chairman-cum-Managing Director

National Handicapped Finance and Development Corporation


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(N.S. KANG)
Secretary,

Department of Empowerment of Persons with Disabilities (Divyangjan)
Ministry of Social Justice & Empowerment

Government of India

Date : 05.10.17.2017