

**MEMORANDUM**

OF

**UNDERSTANDING**

BETWEEN

**MINISTRY OF RAILWAYS**

AND

**IRCON INTERNATIONAL LIMITED**

FOR THE YEAR

**2019 - 20**



**MEMORANDUM OF UNDERSTANDING  
BETWEEN MINISTRY OF RAILWAYS AND IRCON INTERNATIONAL LIMITED  
(2019-20)**

**PERFORMANCE CRITERIA**

Sl. No	Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 years	MoU Target					% Improvement
						Excellent 100%	Very Good 80%	Good 60%	Fair 40%	Poor 20%	
<b>(A) Mandatory Parameters (Part-A)</b>											
1	<b>Turnover --</b>	Rs. crore	10	4380	3912	5200	4700	4300	4000	3700	7.31
	Revenue from Operations (Net)										
2	<b>Operating Profit --</b>	%	20	7.70	21.62	8.10	7.70	7.50	7.25	7.00	0.00
	Operating Profit / Revenue from operations (Net)										
3	<b>Return on Investment --</b>	%	20	9.10	34.25	11.00	9.50	9.00	8.50	8.00	4.40
	PAT / Average Net Worth										
<b>(B) Other Parameters (Part- B)</b>											
4	<b>Capacity Utilization --</b>										
	Udhampur – Srinagar – Baramula (USBRL) Rail Line Project in J&K – Expenditure during the year on the Project	Rs. crore	3	--	--	1800	1400	1300	1200	1100	--
	Udhampur – Srinagar – Baramula (USBRL) Rail Line Project in J&K – Tunnel Excavation	Km.	1	--	--	22	19	16	14	12	--
	Udhampur – Srinagar – Baramula (USBRL) Rail Line Project in J&K – Tunnel Lining	Km.	1	--	--	18	15	12	9	6	--
	Algeria – Track Linking of New Main Line from Yellel to Watsaly (Cumulative).	Km.	2	--	--	90	85	80	75	70	--
	Completion of formation for Track in doubling Projects	Km.	3	--	--	200	150	120	115	110	--
	Completion of Track in Doubling Projects	Km.	2	--	--	140	100	50	45	40	--
5	<b>Completion of milestone of clients orders/ agreements without time overrun:</b>										
	Track Linking from Korechapar to Dharamjaygarh including feeder line	Km.	4	--	--	40	35	33	32	30	--
	Construction of Rail link (Gauge conversion between Jaynagar-Bijalpura) – Completion between Kurtha to Bijalpura	Date	3	--	--	28.02.20	07.03.20	15.03.20	22.03.20	31.03.20	--
	Completion of Katni – Singrauli Railway Electrification – OHE wiring	Date	2	--	--	31.10.19	31.12.19	31.01.20	28.02.20	31.03.20	--
6	<b>Trade Receivables (Net) as Revenue from Operation (Gross)</b>	Days	3	51	52	45	51	60	65	70	0
7	<b>Reduction in Claims against the Company not acknowledged as debt (overall)</b>	%	5	--	--	15	12	10	8	6	--
8	<b>Milestones with respect to Subsidiary CPSEs not signing MoU separately --</b>										
	IRCON Davanagere - Haveri Highway Limited - Turnover (Cumulative)	Rs. crore	2	--	--	600	500	450	400	375	--
	IRCON Vadodara Kim Expressway Limited - Turnover (Cumulative)	Rs. crore	2	--	--	600	550	500	450	400	--

*Swathi*

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Sl. No	Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 years	MoU Target					% Improvement
						Excellent 100%	Very Good 80%	Good 60%	Fair 40%	Poor 20%	
9	<b>Human Resource Management--</b>										
(A)	Introducing Psychometric Test for recruitment for the post of DGM and above officials	Date	2	--	--	15.12.19	15.02.20	28.02.20	15.03.20	31.03.20	--
(B)	Implementation of People Capability Maturity Model as per approval of BoD (Level 2)	Date	3	--	--	15.12.19	15.02.20	28.02.20	15.03.20	31.03.20	--
(C)	Achievement of HR Parameter of continuous nature	No. of parameters	3	--	--	7	6	5	4	3	--
<b>The list of parameters of continuous nature is as below (as per Sl. No. 9 C):</b>											
1	Online submission ACR/APAR in respect to all Employees (E0 & above) along with compliance of prescribed timeline										
2	Online Quarterly Vigilance Clearance updation for all Senios Executives (AGM & 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 & 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 & its implementation of Employee performance on the lines of FR (56) (J) and submitting a Compliance Repot to Board of Directors at the end of year										
10	<b>Other sector specific result oriented measurable parameters:</b>										
	Completion of work of Loco Shed:	No. of Cities	3	--	--	3	2	1	-	-	--
	(a) Visakhapatnam										
	(b) Daund										
	(c) Bondamunda										
	Sevok Rangpo Project - Tunnel Excavation (5 Km)	%	3	--	--	100	90	80	70	60	--
	Completion of milestone with respect to CPSE Conclave - 2018 as per Action Taken Report submitted to DPE (Nos.) - As per Annexure - 'A#	Nos.	3	--	--	4	3	2	1	0	--
	<b>Total</b>		<b>100</b>								

# If CPSE does not achieve any milestone, then zero marks will be awarded.

**Notes:**

- In working out achievements for the year 2019-20, quantified qualifications of CAG/ Statutory Auditors would be adjusted in case of overstatement of Revenue/ Profit/ Surplus or understatement of Loss/ Deficit in addition to the negative marks prescribed in MOU guidelines.
- Targets decided are unconditional and no offset will be allowed on any ground. Further evaluation would be subject to compliance of Additional Eligibility criteria as contained in MOU guidelines.



(S.K. Chaudhary)  
Chairman & Managing Director  
Ircn International Limited  
New Delhi



(Sushant Kumar Mishra)  
Secretary, Railway Board  
Ministry of Railways  
New Delhi

List of Milestones with respect to CPSE Conclave 2018

Sl. No	Action Plan	Milestone	Milestone Date
1	Develop strategic partnerships with International Companies	Signing of MoU with a Company from Thailand	31.07.2019
2	Fifteen Number of International Pre-Qualification/Tender to be submitted individually/ in consortium	Ten Number of International Pre-Qualification/ Tenders	31.03.2020
3	Securing 3 (three) Number of International Contracts	Securing One International Tender	30.06.2019
4	Sharing of Infrastructure among CPSEs	i) Commissioning of Building ii) Sharing of Training Centre with CPSEs	31.07.2019 31.03.2020

*ENR*

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