



ALIMCO



ISO 9001: 2015

सहमति ज्ञापन

वर्ष के लिए (2019-2020)

**MEMORANDUM OF UNDERSTANDING
FOR THE YEAR (2019-2020)**

भारतीय कृत्रिम अंग निर्माण निगम

भारत सरकार, सामाजिक न्याय एवं अधिकारिता मंत्रालय,
दिव्यांगजन सशक्तीकरण विभाग के अधीन सार्वजनिक क्षेत्र का 'मिनीरत्न- II' उपक्रम
जी.टी. रोड, कानपुर-२०६२१७
आई.एस.ओ. ६००९:२०१५

ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF INDIA

A Govt. of India, "Miniratna-II" CPSU under Department of Empowerment of Persons with Disabilities (Divyangjan) Ministry of Social Justice & Empowerment

G.T. Road, Kanpur-209217
An ISO 9001:2015 Company



ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF
INDIA

MOU 2019-20

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MEMORANDUM OF UNDERSTANDING

BETWEEN

GOVERNMENT OF INDIA

MINISTRY OF SOCIAL JUSTICE AND
EMPOWERMENT

DEPARTMENT OF EMPOWERMENT OF
PERSONS WITH DISABILITIES

AND

ARTIFICIAL LIMBS MANUFACTURING
CORPORATION OF INDIA

FOR THE YEAR

2019-20

ARTIFICIAL LIMBS MANUFACTURING CORPORATION OF INDIA**MEMORANDUM OF UNDERSTANDING
FOR THE FINANCIAL YEAR 2019-20****PART - I****MISSION AND OBJECTIVES OF ALIMCO****1.1 MISSION/ VISION:**

Empowerment of persons with disabilities and restoration of their dignity by way of manufacturing and supplying durable, sophisticated, scientifically manufactured, modern and ISI-standard quality assistive aids and appliances that can promote physical, psychological, social, economic and vocational rehabilitation by reducing the effect of disabilities and enhancing potential for self-dependence.

OBJECTIVES

Main objectives of ALIMCO for the year under MOU are:-

- Improve coverage of its presence by organizing more assessment and distribution camps, thereby increasing the total number of beneficiaries.
- Giving thrust to coverage in North East Region.
- Diversification in to new markets.
- Enhance product profile by investing in R&D activities for developing new aids and appliances.
- Commence modernization activity to increase the deliverables to PwD.

PART - II**COMMITMENTS/ASSISTANCE FROM GOVERNMENT**

- Efforts will be made for allocations of funds under ADIP Scheme, not less than the actual expenditure of 2018-19.

PART - III**EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF FINANCIAL POWERS**

All powers delegated to MOU signing PSEs vide OM No. BPE 1(18)/88-Fin. (PPU) dated 19.10.88 and subsequent amendments and guidelines issued from time to time will be available to ALIMCO.

Continued....

:2:

PART-IV**ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MOU**

The performance of ALIMCO will be reviewed against the targets given in the MOU on half yearly basis by the Ministry of Social Justice and Empowerment, Government of India and evaluated by DPE at the end of the Year.

Signed at New Delhi on _____


D.R.SARIN

CHAIRMAN & MANAGING DIRECTOR
ALIMCO


SHAKUNTALA D GAMLIN , IAS

SECRETARY
Department of Empowerment of
Persons with Disability
MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT
GOVERNMENT OF INDIA

Brief about the CPSE

1	Name of the CPSE	Artificial Limbs Manufacturing Corporation of India		
2	Status (Please tick): As per DPE guidelines	Sick/ Incipient Sick / weak/ None		
3	Reasons of Sickness, if applicable	Not Applicable		
4	Whether registered with BIFR, If yes, details	Not Applicable		
5	Schedule of the CPSE (Please tick)	A/B/C/D/ none C Schedule		
6	Purpose for which CPSE has been setup and the main business now	To provide quality aids & assistive devices to Persons with disabilities for their rehabilitation		
7	Number and Name of subsidiary companies along with amount invested and share in its profit during last five years		NIL	
	Year*	Name of subsidiary	Amount invested (Rs.)	Share in its profit (Rs.)
	2014-15			
	2015-16			
	2016-17			
	2017-18			
8	Number and Name of Joint Venture companies along with amount invested and share in its profit during last five years		NIL	
	Year*	Name of Joint Venture	Amount invested (Rs.)	Share in its profit (Rs.)
	2014-15			
	2015-16			
	2016-17			
	2017-18			
2018-19				
9	Details of revival plan approved earlier	Not Applicable		

*Note: For each succeeding year of MoU, one more year may be added after the MoU 2017-18 and the first year deleted so that total data available is for the past five years.

M/s Artificial Limbs Manufacturing Corporation of India

Annex -II

Mandatory parameters

PART A

(Applicable to all CPSEs except CPSEs Distributing Government grant)

Sl. No.	Financial Performance Criteria	Unit	2018-19 (Estimate)	Best in 5 years	Marks	MoU Target for the year 2019-20 as per PNC				
						Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%
1	Turnover Revenue from Operations (Net of GST)	Rs. crore	319.00	238.32	10	319.00	300.00	280.00	260.00	240.00
2	Operating Profit/Loss									
	CPSEs with operating profit (Profit/ Surplus before Tax excluding other Income, Extraordinary and Exceptional Items):- Operating profit/ surplus as a percentage of Revenue from operations (net).	%	12.03%	19.67%	20	13.00%	12.00%	11.50%	11.00%	10.50%
3	Return on investment:									
	Profit Earning CPSEs with no accumulated losses: PAT or Surplus / Average Net Worth	%	18.56%	63.40%	20	17.00%	15.00%	14.50%	14.00%	13.50%
	Total (A)				50					

D. Singh

Jain

M/s Artificial Limbs Manufacturing Corporation of India

Annex -II

Other Parameters

Applicable to all Operating CPSEs except CPSEs in Finance Sector

PART B

Sl. No.	Performance Criteria	Unit	Best in 5 years	Marks	MoU Target for the year 2019-20 after PNC				
					Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%
1	Production in absolute quantities								
	Tricycles & Wheel Chair	Nos	146005	6	147000	145000	140000	135000	132000
	Hearing Aid	Nos	121367	4	150000	120000	110000	105000	100000
2	Development of 2 new products with first billing in 2019-20	Date		4	1-Feb-20	28-Feb-20	10-Mar-20	20-Mar-20	31-Mar-20
3	CAPEX (Rs. Crore)	Rs Crore	40	4	40.00	37.00	35.00	32.50	30.00
4	Inventory of finished goods and work in progress to Revenue from operations (Net)	Days	40.00	5	43	44	48	49	50
5	Trade receivables (Net) as a percentage of Gross Sales (Days)	Days	20.00	5	20	21	24	25	26
6	Reduction in Claims against Company not acknowledged as Debts (base 31.03.2019)	Percent Reduction		4	15	12	10	8	6
7	HR Related parameters								
A)	Achievement of HR parameters of continuous nature as per list given below	Number		5	7	6	5	4	3
i	Online submission ACR/APAR in respect of all executives (E-0 and above) alongwith compliance of prescribed timelines w.r.t. writing of ACR/APAR								
ii	Online Quarterly Vigilance Clearance updation for Senior Executives (DGM and above).								
iii	Updation of succession plan and its approval by Board of Directors								
iv	Holding of DPC without delay for Executives (E-0 and above level)								
v	Talent management and career progression by imparting at least 1 week training of at least 10% Executives (E-0 and above) in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI etc.								
vi	Regular Updation of Online Human Resources Management System.								

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[Signature]

M/s Artificial Limbs Manufacturing Corporation of India

Annex -II

Other Parameters

PART B

Applicable to all Operating CPSEs except CPSEs in Finance Sector

Sl. No.	Performance Criteria	Unit	Best in 5 years	Marks	MoU Target for the year 2019-20 after PNC				
					Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%
vii	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								
B)	Capability Development Programs for executives to build their technical & managerial competencies for higher positions with special focus on Web learning programs	Number of Programs		5	5	4	3	2	1
8	Innovation Cells to be set up in the Company:-			3	3	2	1	-	-
i	Prosthesis & Orthosis Development Cell								
ii	RVY Products Development Cell for Senior Citizens								
iii	Mobility Aid and Writing Aid Development Cell								
9	Increase in Number of Appliances distributed in ADIP and RVY Schemes over previous years	Percentage		5	10	9	8	7	6
				50					

D. Singh

[Signature]

SELF DECLARATION /CERTIFICATION BY ALIMCO

It is hereby certified that the targets and actual achievements in respect of MoU parameters have been worked out as per MoU Guidelines by adopting the norms and definitions laid down in MoU Guidelines for the year 2017-18. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per MoU Guidelines. CPSE has no right of claim in this regard.



CHAIRMAN & MANAGING DIRECTOR
ALIMCO

भारत सरकार

सामाजिक न्याय एवं अधिकारिता मन्त्रालय

दिव्यांगजन सशक्तिकरण विभाग

तथा

भारतीय कृत्रिम अंग निर्माण निगम

के मध्य

वर्ष 2019-20

समझौता ज्ञापन पत्र

भारतीय कृत्रिम अंग निर्माण निगम

समझौते का ज्ञापन पत्र
वित्त वर्ष 2019-20 के लिए

भाग- I

एलिम्को के का मिशन और उद्देश्य

1.1 मिशन/दृष्टि:

ऐसे आधुनिक और आईएसआई- मानक गुणवत्ता वाले सहायक साधनों का निर्माण करना और आपूर्ति करना जो टिकाऊ, परिष्कृत, वैज्ञानिक रूप से निर्मित हो और जो अशक्त व्यक्तियों को सशक्त करे और उनके आत्म-सम्मान को अक्षुण्ण रखे और जो अशक्यता के प्रभाव को न्यून करे और आत्म-निर्भरता हेतु क्षमता संवर्धन करके शारीरिक, मनोवैज्ञानिक, सामाजिक, आर्थिक व व्यावसायिक पुनर्वास करे ।

1.2 उद्देश्य :

एलिम्को के समझौता ज्ञापन के अंतर्गत इस वर्ष के मुख्य उद्देश्य हैं:-

- मूल्यांकन और वितरण के अधिक शिविर आयोजित करके हितलाभकारियों की कुल संख्या बढ़ाकर इसकी विधमानता का क्षेत्र व्यापक करना ।
- पूर्वोत्तर क्षेत्र में विविधीकरण ।
- नए बाजारों विविधीकरण ।
- नवीन औजारों और उपकरणों के विकास हेतु अनुसंधान व विकास कार्यकलापों में निवेश करके उत्पाद संरचना संवर्धित करना ।
- दिव्यांगजन को प्रदेय बढ़ाने के लिए आधुनिकता कार्य कलाप प्रारंभ करना ।

भाग - 2

सरकार से प्रतिबद्धता/सहायता:-

- एडिप योजना के अंतर्गत निधियों के आवंटन हेतु जो वर्ष 2018-19 के वास्तविक व्यय से कम नहीं हो, प्रयास किए जाएंगे ।

जारी....

भाग-3**अधिक स्वायत्ता और वित्तीय शक्तियों के प्रत्यायोजन का प्रयाग**

कार्यालय ज्ञापन संख्या बीपीई 1(18)/88 फिन (पीपीयू) दिनांक 19.10.88 और तत्पश्चात संशोधनों और समय-समय पुर जारी सार्वजनिक क्षेत्र उद्यमों के प्रत्यायोजित सभी शक्तियां एलिम्को को उपलब्ध होगी।

भाग-4**समझौता ज्ञापन के कार्यान्वयन और निगरानी हेतु कार्य योजना**

एलिम्को के कार्य निष्पादन की समीक्षा सामाजिक न्याय एवं अधिकारिता मंत्रालय, भारत सरकार द्वारा अर्धवार्षिक आधार पर एमओयू में प्रदत्त लक्ष्यों के विरुद्ध की जायेगी और इसका मूल्यांकन वर्ष के अंत में लोक उद्यम विभाग द्वारा किया जाएगा।

नई दिल्ली में दिनांक _____ को हस्ताक्षरित

डी.आर.सरीन
अध्यक्ष तथा प्रबन्ध निदेशक
एलिम्को

शकुन्तला डी गैमलिन

शकुन्तला डी गैमलिन, आईएएस
सचिव - दिव्यांगजन सशक्तिकरण विभाग
सामाजिक न्याय एवं अधिकारिता मन्त्रालय
भारत सरकार

भारतीय कृत्रिम अंग निर्माण निगम

परिशिष्ट-I

सीपीएसई का संक्षिप्त विवरण			
1	सीपीएसई का नाम	भारतीय कृत्रिम अंग निर्माण निगम	
2	स्थिति (कृपया सही का निशान लगायें) : डीपीई दिशा-निर्देशों के अनुसार	रूग्ण /आरम्भ से रूग्ण /दुर्बल	कोई नहीं
3	रूग्णता का कारण, यदि प्रयोज्य हो	प्रयोज्य नहीं	
4	क्या बीआईएफआर से संबद्ध, यदि हाँ, तो विवरण दें	प्रयोज्य नहीं	
5	सीपीएसई की अनुसूची (कृपया सही का निशान लगायें)	ए/बी /सी/डी/ कोई नहीं	सी अनुसूची
6	उद्देश्य जिसके लिए सीपीएसई का स्थापना की गयी तथा अब मुख्य व्यवसाय	दिव्यांग व्यक्तियों के पुनर्वास हेतु गुणवत्तापूर्ण सहायता तथा सहायक उपकरण उपलब्ध करने के लिए	
	गत पाँच वर्षों के दौरान निवेशित राशि तथा इसके लाभ में अंशभगिता सहित सहायक कंपनियों की संख्या तथा नाम	रिक्त	
	वर्ष*	सहायक कम्पनी का नाम	निवेशित राशि (रु.) इसके लाभ में अंश (रु.)
7	2014-15		
	2015-16		
	2016-17		
	2017-18		
	2018-19		

सक-र-र

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गत पाँच वर्षों के दौरान निवेशित राशि तथा इसके लाभ में अंशभगिता सहित संयुक्त उपक्रम कम्पनियों की संख्या तथा नाम		रिक्त	
वर्ष*	संयुक्त उपक्रम का नाम	निवेशित राशि (रु.)	लाभ में अंश (रु.)
8	2014-15	-	-
	2015-16	-	-
	2016-17	-	-
	2017-18	-	-
	2018-19	-	-
9	हाल ही में अनुमोदित पुनर्जीवन योजना का विवरण	प्रयोज्य नहीं	
*नोट : एमओयू के प्रत्येक अनुवर्ती वर्ष हेतु 2017-18 के एमओयू के पश्चात एक वर्ष और जोड़ा जाना है और प्रथम वर्ष को समाप्त किया जाना है ताकि कुल उपलब्ध डाटा गत पाँच वर्षों हेतु हो ।			

व्यक्ति

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भारतीय कृत्रिम अंग निर्माण निगम

परिशिष्ट-II

अनिवार्य मानदण्ड

भाग - क

(सीपीएसई वितरक सरकारी अनुदान को छोड़कर समस्त सीपीएसई के लिए प्रयोज्य)

क्रम सं.	वित्तीय निष्पादन मानदण्ड	इकाई	2018-19 (अनुमान)	5 वर्षों में सर्वोत्तम	अंक	वर्ष 2019-20 हेतु एमओयू लक्ष्य				
						उत्कृष्ट	उत्तम	अच्छा	संतोषजनक	निकृष्ट
						100%	80%	60%	40%	20%
1	कारोबार	रु.	319.00	238.32	10	319.00	300.00	280.00	260.00	240.00
	प्रचालनों से राजस्व (सकल जीएसटी)	करोड़								
2	प्रचालनात्मक लाभ/हानि									
	प्रचालन लाभ सहित सीपीएसई (अन्य आय, असाधारण तथा अद्वितीय मदों को छोड़कर कर पूर्व लाभ / अधिशेष):-	%	12.03%	19.67%	20	13.00%	12.00%	11.50%	11.00%	10.50%
	प्रचालनों से राजस्व के प्रतिशत के रूप में प्रचालनात्मक लाभ/अधिशेष (सकल)									
3	निवेशों से लाभ:									
	संचयी हानियों से रहित लाभ अर्जक सीपीएसई:	%	18.56%	63.40%	20	17.00%	15.00%	14.50%	14.00%	13.50%
	पीएटी अथवा अधिशेष / औसत कुल मूल्य									
	योग (क)				50					

प्रचालन

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भारतीय कृत्रिम अंग निर्माण निगम

परिशिष्ट-II

अन्य मानदण्ड

वित्तीय क्षेत्र के सीपीएसई को छोड़कर समस्त प्रचालनात्मक सीपीएसई हेतु प्रयोज्य

भाग ख

क्रम सं.	निष्पादन मानदण्ड	इकाई	2018-19 (अनुमान)	5 वर्षों में सर्वोत्तम	अंक	वर्ष 2019-20 हेतु एमओयू लक्ष्य				
						उत्कृष्ट 100%	उत्तम 80%	अच्छा 60%	संतोषजनक 40%	निकृष्ट 20%
1	सम्पूर्ण उत्पादन मात्रा									
	ट्राइसाइकिल तथा हवील चैयर	संख्या		146005	6	147000	145000	140000	135000	132000
	श्रवण यन्त्र	संख्या		121367	4	150000	120000	110000	105000	100000
2	2019-20 में प्रथम बिलिंग सहित 2 नये उत्पादों का विकास	तिथि			4	1-फर.-20	28-फर.-20	10-मार्च-20	20-मार्च-20	31-मार्च-20
3	कैपेक्स (रु. करोड़)	रु. करोड़		40	4	40.00	37.00	35.00	32.50	30.00
4	प्रचालनों से राजस्व हेतु तैयार माल की इन्वेंट्री तथा जारी कार्य (कुल) - दिनों की संख्या	दिन		40.00	5	43	44	48	49	50
5	प्रचालनों से राजस्व के दिनों की संख्या के रूप में व्यापार प्राप्तियाँ (कुल) - दिन	दिन		20.00	5	20	21	24	25	26

व्यक्ति

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6	कम्पनी के विरुद्ध दावों में कमी जिसे ऋण के रूप में नहीं लिया गया (केन्द्र सरकार के अतिरिक्त)	प्रतिशत कमी			4	15	12	10	8	6
7	एचआर सम्बन्धी मानदण्ड									
A)	निचे दी गयी सूची के अनुसार सतत प्रकृति के एचआर मानदंड की उपलब्धि				5	7	6	5	4	3
i.	एसीआर/ एपीएआर लिखत के परिप्रेक्ष्य में निर्धारित समय सीमा के अनुपालन सहित समस्त कार्यपालकों (E-0) तथा इससे ऊपर) के परिप्रेक्ष्य में एसीआर/ एपीएआर ऑनलाइन जमा									
ii.	वरिष्ठ कार्यपालकों (डीजीएम तथा इससे ऊपर) हेतु ऑनलाइन त्रैमासिक सतकर्ता अनापत्ति अपडेशन									
iii.	आगामी योजना का उन्नतीकरण तथा निदेशक मंडल द्वारा इसका अनुमोदन									

पुस्तक

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iv.	कार्यपालकों (E-0 तथा इससे ऊपर) हेतु अविलम्ब डी पी सी का गठन								
v.	भारत में उत्कृष्टता केंद्र जैसे आईआईटी, आईसीएआई आदि में न्यूनतम 10% कार्यपालकों (E-0 तथा इससे ऊपर) का न्यूनतम 1 सप्ताह के प्रशिक्षण में भागीदारी द्वारा प्रतिभा प्रबंधन तथा कैरियर उत्थान ।								
vi.	ऑनलाइन मानव संसाधन प्रबंधन तंत्र का नियमित उन्नतीकरण								
vii.	एफआर (56) के अनुसार कर्मचारी कार्य निष्पादन की समीक्षा तथा क्रियान्वयन और वर्ष के अंत में निदेशक मंडल के समक्ष अनुपालन आख्या प्रस्तुत करना								
B)	अधिकारियों के तकनीकी एवं प्रबंधकीय क्षमताओं के निर्माण के लिए क्षमता विकास कार्यक्रम करना जो विशेषतः वेव लर्निंग			5	5	4	3	2	1

घलरिन



	कार्यक्रम पर केंद्रित हो									
8.	कंपनी संस्थापित किये जाने वाले नवाचारी प्रकोष्ठ :-			3	3	2	1	-	-	
i.	प्रोस्थेसिस तथा ऑर्थोसिस विकास प्रकोष्ठ									
ii.	वरिष्ठ नागरिकों के लिए आरवीवाई उत्पाद विकास प्रकोष्ठ									
iii.	मोबिलिटी सहायता उपकरण तथा लेखन सहायक विकास प्रकोष्ठ									
9.	गत वर्षों में एडीआईपी तथा आरवीवाई योजना में वितरित उपकरणों की संख्या में वृद्धि			5	10	9	8	7	6	
				50						

एससी



एलिम्को की आत्म घोषणा/प्रमाणन

एतद्वारा प्रमाणित किया जाता है कि वर्ष 2017-18 हेतु एमओयू दिशा-निर्देशों में निर्धारित मानदण्डों तथा परिभाषाओं को स्वीकार करके एमओयू दिशा-निर्देशों के अनुसार एमओयू मानदण्डों के परिप्रेक्ष्य में लक्ष्यों तथा वास्तविक उपलब्धियों का निर्धारण कर लिया गया है। यदि किसी कारणवश कार्य निष्पादन के मूल्यांकन के समय कोई विसंगति पाई जाती है तो लोक उदयम विभाग समझौता जापन के दिशा-निर्देशों के अनुसार मूल्यांकन करने के लिए स्वतन्त्र है। केंद्रीय सार्वजनिक क्षेत्र उदयम को इस सम्बन्ध में दावा करने का कोई अधिकार नहीं है।



अध्यक्ष तथा प्रबन्ध निदेशक
एलिम्को

Block No.14, 4th Floor,
CGO Complex, Lodhi Road,
New Delhi-110003
Dated: 07th May, 2019.

OFFICE MEMORANDUM

Subject: Minutes of the IMC Meeting on MoU 2019-20 held on 26.04.2019.

The Undersigned is directed to forward herewith a copy of the minutes of IMC meeting held on 26.04.2019 to discuss MoU Target for the year 2019-20 in respect **Artificial Limbs Manufacturing Corporation of India (ALIMCO)**.

2. It is requested that the MoU may please be signed as per Para 12 of MoU guidelines.
3. A copy of the signed MoU along with the soft copy may please be sent to this Department for record.
4. The signed copy of the MoU for the year 2019-20 may be placed in Parliament as prescribed in statement on Industrial Policy dated July 24, 1991.
5. The Administrative Ministry and the CPSE may consider posting the copy of the MoU 2019-20 on their website.


(Amit Rastogi)

Director (MoU)

Tel: 011-24360736

Email: mou-dpe@nic.in

To,

1. Secretary (Ms. Shakuntala D. Gamlin), Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment, Shastri Bhawan, Dr. Rajendra Prasad Road, New Delhi-110001.
2. CMD, Artificial Limbs Manufacturing Corporation of India (ALIMCO).

Copy to:

1. Secretary (Smt. Seema Bahuguna), Department of Public Enterprises.
2. Secretary (Shri Pravin Srivastava), Ministry of Statistics & Programme Implementation, S. P. Bhawan, Parliament Street, New Delhi-110001.
3. Special Secretary (Shri Yaduvendra Mathur), NITI Aayog, Yojana Bhawan, Sansad Marg, New Delhi-110001

MoU targets setting for the year 2019-20
Minutes of Inter- Ministerial Committee (IMC) meeting

CPSE : **Artificial Limbs Manufacturing Corporation of India**
Date & Time : 26.04.2019 at 11:30 A.M.
Venue : Chamber of Secretary, DPE Room - 305,
 New Delhi – 110 003.

1. List of participants is at Annexure-A. It was observed that representatives of MoSPI and NITI Aayog did not attend the meeting.
2. Chairperson welcomed all the participants and requested Adviser (MoU) to start the meeting. It was informed that the draft MoU of ALIMCO was received within time (13.12.2018).
3. Adviser (MoU) informed that the following have been clarified in the PNC Meeting:
 - a) Under-pitching of actual achievement for the year 2018-19: Pro-rata adjustment may be made in the targets in case of improvement in actual performance over the estimated performance in the base year.
 - b) It is the responsibility of Administrative Ministry to ensure that targets should be realistic, growth oriented, aspirational and not less than given in Annual Plan/ Corporate Plan and Budget of the CPSE. This was also confirmed by Administrative Ministry.
 - c) It is the responsibility of CPSE and Administrative Ministry to ensure that targets should be aligned with the challenges and other related issues addressed during CPSE Conclave by Honorable Prime Minister and with the action taken report submitted by CPSE. This was also confirmed by Administrative Ministry.
 - d) As requested by M/o MSME, CPSE/Administrative Ministry are requested to follow ZED scheme of GoI for procurement from ZED rated MSMEs.
 - e) MoU negotiation and evaluation would be done according to MoU Guidelines and clarifications issued by DPE from time to time.
4. IMC requested CMD, ALIMCO to present his viewpoint on the targets recommended by Pre-Negotiation Committee (PNC) specifically where PNC

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had recommended the targets lower than achievement for the year 2018-19 and Best in last 5 years.

5. Adviser (MoU) informed IMC that in Pre-Negotiation Meeting following was informed by ALIMCO:
 - a. Artificial Limbs Manufacturing Corporation of India is a Schedule-C, Miniratna - II CPSE under the administrative control of Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment and was incorporated to provide quality aids & assistive devices to Persons with Disabilities for their rehabilitation.
 - b. ALIMCO works in the disability sector catering to needs of low value high volume category. CPSE is nodal agency for GOI scheme — ADIP and Rashtriya Vayoshri Yojana.
 - c. CMD, ALIMCO had informed PNC that ALIMCO has no subsidiary or joint venture.
 - d. The score and MoU rating of CPSE for last 5 years is as follows:

Year	Score	Rating
2013-14	1.117	Excellent
2014-15	1.46	Excellent
2015-16	93.8	Excellent
2016-17	90.85	Excellent
2017-18	78.17	Very Good

- e. CPSE had provided the following financial information which had formed the basis for target setting:

(Amount in Rs. Cr.)

Sl. No.	Particulars	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
							Actual Upto Sep.'18	Est.
1.	Revenue from Operations (Gross) #	165	163	189	238	226	152	337
2.	Revenue from Operations (Net)	165	163	189	238	217	140	319

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Sl. No.	Particulars	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
							Actual Upto Sep.'18	Est.
3.	Surplus before Tax	31.47	31.65	46.20	55.74	50.79	26.43	57.56
4.	Extraordinary & Exceptional items e.g. Income/ (Expenditure)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5.	Prior Period Items e.g. Income/ (Expenditure)	0.00	0.00	(0.77)	0.00	0.00	0.00	0.00
6.	Other Incomes	7.72	10.71	19.34	8.39	27.13	9.78	19.25
7.	Operating Surplus (3-4-5-6)	23.75	20.94	27.63	47.35	23.66	16.65	38.31
8.	Operating Surplus as percentage of Revenue from operations (%)	14.4	12.9	14.7	19.9	10.9	11.9	12.03
9.	Surplus after Tax (Profit for the year)	31.47	31.65	46.20	55.74	50.79	26.43	57.56
10.	Paid-up Share Capital	1.97	1.97	54.10	54.10	54.10	54.10	54.10
11.	Reserve & Surplus (Other Equity)	63.31	82.18	128.37	219.67	270.46	253.66	284.79
12.	Reserves not created out of profits e.g. OCI, Revaluation Reserve etc.*	0.00	0.00	0.00	35.56	43.23	0.00	0.00
13.	Net Worth at year end (10+11-12) *	65.28	84.15	182.47	238.21	281.33	307.76	338.89
14.	Buyback Amount	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Date of Buyback	-	-	-	-	-	-	-
15.	Issue of Share Capital	0.00	0.00	52.13	0.00	0.00	0.00	0.00
	Date of Issue	-	-	6-7-15	-	-	-	-
16.	Average Net Worth *	49.54	74.72	133.31	210.34	259.77	294.55	310.11
17.	Surplus / Avg. Net Worth (%) *	63.5	42.4	34.7	26.5	19.6	9.0	18.56



Sl. No.	Particulars	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
							Actual Upto Sep.'18	Est.
18.	Finished Goods and Work in Progress	20.01	20.47	22.05	26.16	35.43	32.00	38.25
19.	Inventory of finished goods and work in progress to Revenue from Operations (Net) (Days)	44	46	43	40	59	83	44
20.	Trade Receivables (Net)	32.43	29.44	10.18	12.78	15.28	15.00	19
21.	Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (Days) #	72	66	20	20	25	18	21
22.	Dividend paid/ declared for the year, excluding Dividend Tax	0	0	0	0	0	0	0
23.	GoI Share (%)	100	100	100	100	100	100	100
24.	Long Term Borrowings	0	0	0	0	0	0	0
25.	Cash and Bank Balance and equivalent	82.16	123.69	206.08	283.91	314.26	316.99	336.25
26.	Balance in Current account	0.00	4.04	12.66	6.36	9.41	10.14	17.15
27.	Cash credit/ Over-draft loan/ Short-Term Borrowings	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Discount will not be considered as part of Revenue from Operations (Gross) for the purpose of calculation of Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (Days).

* Capital Reserve has not been considered for calculation of Net Worth.

6. IMC went through the parameters and targets recommended by PNC. Targets finalized by IMC are as under:

A. Compulsory parameters:

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i. Turnover- Revenue from Operations (Rs. Cr.) (10 Marks):

(a.) Trend:

Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
						Actual upto Sep. '18	Est.
Estimated Achievement*	-	-	189	200	195	-	220
MoU Target (EX)	90	145	145	200	210	220	
Actual	165	163	189	238	217	140	-

* Given at the time of target setting / draft MoU.

(b.) Target proposed by CPSE / Administrative Ministry:

2018-19 (Est.)	Best in 5 years'	MoU Targets				
		Ex	VG	Good	Fair	Poor
220	238.32	225	210	200	190	180

During the PNC meeting, CMD, ALIMCO had informed that the estimated achievement for 2018-19 for this parameter was Rs.300 crore as against Rs.220 crore informed earlier.

PNC had observed that CPSE had proposed low target as compared to estimated achievement for the current year 2018-19. CMD, ALIMCO had informed that this was an exceptional achievement for the CPSE due to organizing unexpected number of Mega Camps in the last quarter of the year which had resulted in higher achievement against this parameter and the same could not be expected in 2019-20 and had requested to retain the targets forwarded by Administrative Ministry. Administrative Ministry had also strongly supported the request of the CPSE.

Considering this, PNC had recommended the targets as under:

(c.) Targets recommended by PNC:

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
300	238	240	230	220	210	200	-23.3

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During the IMC meeting, the CPSE informed that the estimated achievement for this parameter for 2018-19 is Rs.319 crore as against Rs.300 crore informed earlier.

IMC opined that considering the increase in estimates the targets need to be revised upwards. **CMD, ALIMCO stated that it will be difficult to achieve the increased targets as 2018-19 was an exceptional year for the CPSE.**

After detailed deliberations, the following targets were finalized by IMC:

(d.) Targets finalized by IMC:

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
319	238	319	300	280	260	240	-6.0

ii. Operating Profit/Surplus as percentage of Revenue from operations (Net) (%) (20 Marks):

(a.) Trend:

Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
						Actual upto Sep. '18	Est.
Estimated Achievement*	-	-	14.10	14.37	14	-	10.9
MoU Target (EX)	-	-	-	14.20	14.5	15.5	
Actual	14.4	12.9	14.7	19.9	10.9	11.9	-

* Given at the time of target setting / draft MoU.

(b.) Targets proposed by CPSE/Administrative Ministry:

2018-19 (Est.)	Best in 5 years'	MoU Targets				
		Ex	VG	Good	Fair	Poor
10.90	19.87	12	11.50	11	10.50	10

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During the PNC meeting, CMD, ALIMCO had informed that the estimated achievement for 2018-19 for this parameter is 15.51% as against 10.90% informed earlier.

PNC had observed that CPSE had proposed low target as compared to estimated achievement for the current year 2018-19 and best in last 5 years' achievement. CMD, ALIMCO had informed that CPSE had estimated higher profitability during the year 2018-19 due to unexpected increase in revenue from operations with same level of fixed costs and leading to higher achievement against this parameter which could not be expected in 2019-20 and had requested to retain the targets forwarded by Administrative Ministry. Administrative Ministry had also strongly supported the request of the CPSE.

Considering this, PNC had recommended the targets as under:

(c.) Targets recommended by PNC:

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
15.51	19.9	13	12	11.5	11	10.5	-22.6

During the IMC meeting, the CPSE informed that the estimated achievement for this parameter for 2018-19 is 12.03% as against 15.51% informed earlier.

Considering this, IMC agreed with the targets recommended by PNC as under:

(d.) Targets finalized by IMC:

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
12.03	19.9	13	12	11.5	11	10.5	-0.2

iii. PAT / Average Net worth (%) (20 Marks):

(a.) Trend:

Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
						Actual upto Sep. '18	Est.
Estimated Achievement*	-	-	25.32	20.64	11.25	-	14.5

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Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
						Actual upto Sep. '18	Est.
MoU Target (EX)	-	-	-	17.24	17.50	17.50	
Actual	63.5	42.4	34.7	26.5	19.6	9.0	-

* Given at the time of target setting / draft MoU.

(b.) Targets proposed by CPSE/Administrative Ministry:

2018-19 (Est.)	Best in 5 years'	MoU Targets				
		Ex	VG	Good	Fair	Poor
14.53	42.37*	15	14.50	14	13.50	13

* Correct figure is 63.5

During the PNC meeting, CMD, ALIMCO had informed that the estimated achievement for 2018-19 for this parameter was 20.46% as against 14.53% informed earlier. Further, it was also informed that Capital Reserve had not been considered as part of Net Worth.

PNC had observed that CPSE had proposed low target as compared to estimated achievement for the current year 2018-19 and best in last 5 years' achievement. CMD, ALIMCO had informed that the proposed targets were lower due to the reasons already explained in para ii above and had requested to retain the targets forwarded by Administrative Ministry. Administrative Ministry had also strongly supported the request of the CPSE.

Considering this, PNC had recommended the targets as under:

(c.) Targets recommended by PNC:

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
20.46	63.5	16	15	14.5	14	13.5	-26.7

During the IMC meeting, the CPSE informed that the estimated achievement for this parameter for 2018-19 is 18.56% as against 20.46% informed earlier.

IMC opined that the CPSE should take aspirational targets for this parameter. CMD, ALIMCO stated that it will be difficult to achieve the increased targets as 2018-19 was an exceptional year for the CPSE.

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After detailed deliberations, the following targets were finalized by IMC:

(d.) **Targets finalized by IMC:**

2018-19 (Est.)	Best in 5 years'	MoU Targets					%Improvement
		Ex	VG	Good	Fair	Poor	
18.56	63.5	17	15	14.5	14	13.5	-19.2

B. **Optional Parameters:**

i. **Capacity Utilization:**

(a.) **Trend:**

Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
						Actual upto Sep. '18	Est.
Production in absolute quantities							
Tricycles (Nos.)			Installed Capacity – 78000 Nos.				
Estimated Achievement*	-	-	80488	84240	71450	-	80500
MoU Target (EX)	-	-	-	85800	89700	80500	
Actual	95089	77012	80490	92970	91938	-	-
Wheel Chairs (Nos.)			Installed Capacity – 30000 Nos.				
Estimated Achievement	-	-	41310	42000	37500	-	38000
MoU Target (EX)	-	-	-	45000	42600	38000	
Actual	50916	34722	41309	48905	46044	-	-
Hearing Aid (Nos.)			Installed Capacity – 85200 Nos.				
Estimated Achievement*	-	-	48547	93720	90000	-	105000
MoU Target (EX)	-	-	-	68160	102240	105000	
Actual	103035	77685	48544	121367	108710	-	-

* Given at the time of target setting / draft MoU.

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(b.) Parameters & Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets				
				Ex	VG	Good	Fair	Poor
Production in absolute quantities								
Tricycles (Nos.)	4	80500	95089	80500	76500	72700	69100	65700
Wheel Chairs (Nos.)	3	38000	50916	38000	36100	34500	33000	31500
Hearing Aid (Nos.)	3	105000	121367	105000	95000	91000	87000	83000

During the PNC meeting, CMD, ALIMCO had informed that the estimated achievement for 2018-19 for tricycles & wheel chairs is 131288 nos.(approx.) as against 118500 nos. informed earlier.

PNC had observed that CPSE had proposed low target as compared to estimated achievement for the current year 2018-19 and best in last 5 years' achievement. CMD, ALIMCO had informed that the production is done as per the requirement of demand of which is based on the assessment in the camps organized throughout the country. There had been a drop in the demand of tricycles whereas wheelchairs had witnessed the growth in demand. Looking into the substitution of tricycles by wheelchair in demand scenario, CMD ALIMCO had requested for consolidating these quantities. The Administrative Ministry had supported the request of the CPSE.

Considering this, PNC had recommended the parameters and targets as under:

(c.) Parameters & Targets recommended by PNC:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Production of Tricycles and Wheel Chairs (Nos.)	6	131288	146005	140000	138000	136000	134000	132000	5.1
Production of Hearing Aid (Nos.)	4	105000	121367	120000	115000	110000	105000	100000	9.5

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During the IMC meeting, the CPSE informed that the estimated achievement for tricycles and wheelchairs for 2018-19 is 147000 nos. as against 131288 nos. informed earlier and for hearing aid it is 150000 nos. as against 105000 nos. informed earlier.

After detailed deliberations, the following parameters & targets were finalized by IMC:

(d.) Parameters & Targets finalized by IMC:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Production of Tricycles and Wheel Chairs (Nos.)	6	147000	146005	147000	145000	140000	135000	132000	-1.4
Production of Hearing Aid (Nos.)	4	150000	121367	150000	120000	110000	105000	100000	-20

ii. **New Orders received during the year:** Not proposed by CPSE/ Administrative Ministry.

iii. **Exports as percentage of Revenue from Operations:** Not proposed by CPSE/ Administrative Ministry.

iv. **Development or Revenue from new products or product with new features:**

(a.) **Trend:** Not Applicable.

(b.) **Parameter and Targets proposed by CPSE/Administrative Ministry:**

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Development of 2 new products with first billing in 2019-20 (Date)	10	01.02.20	28.02.20	10.03.20	20.03.20	31.03.20

After deliberations, PNC had agreed with the parameter and targets proposed by CPSE/Administrative Ministry as under:

(c.) **Parameter and Targets recommended by PNC:**

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Development of 2 new products with first billing in 2019-20 (Date)	4	01.02.20	28.02.20	10.03.20	20.03.20	31.03.20

IMC opined that the parameter should be modified to include the specific products to be developed. CPSE informed that they will be developing automatic hand for persons with disability and one other product for senior citizens.

After detailed deliberations, the following parameter & targets were finalized by IMC:

(d.) **Parameter & Targets finalized by IMC:**

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Development of automatic hand for persons with disability and one product for senior citizens with first billing of both (Date)	4	01.02.20	28.02.20	10.03.20	20.03.20	31.03.20

- v. **Production Efficiency Parameter:** Not proposed by CPSE/ Administrative Ministry.
- vi. **Completion of milestone of clients' orders/ agreements without time overrun (%):** Not proposed by CPSE/ Administrative Ministry.
- vii. **R&D, Innovation, Technology up-gradation parameter:** Not proposed by CPSE/ Administrative Ministry.
- viii. **Increase in Market Share:** Not proposed by CPSE/ Administrative Ministry.
- ix. **CAPEX:**

(a.) **Trend:**

Parameter	Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
							Actual upto Sep. '18	Est.
CAPEX (Rs. Cr.)	MoU Target (EX)	-	-	-	18.5	25	40	
	Actual	1.16	1.94	14.36	20.37	26.96	-	40.00 (Est.)

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(b.) Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets				
				Ex	VG	Good	Fair	Poor
CAPEX (Rs. Cr.)	4	40	40	40	37	35	32.50	30

After deliberations, PNC had agreed with the targets proposed by CPSE/ Administrative Ministry as under:

(c.) Targets recommended by PNC:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
CAPEX (Rs. Cr.)	4	40	37	35	32.50	30

IMC agreed with the targets recommended by PNC.

- x. Percentage 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: Not proposed by CPSE/ Administrative Ministry.
- xi. Inventory of finished goods and work in progress to Revenue from Operations (Net) (No. of days):

(a.) Trend:

Parameter	Target/ Actual	2013- 14	2014- 15	2015- 16	2016- 17	2017- 18	2018-19	
							Actual upto Sep. '18	Est.
Inventory of finished goods and work in progress to Revenue from Operations (Net) (No. of days)	Estimated Achievement *	-	-	41	50.8	44	-	63
	MoU Target (EX)	-	-	-	50	46	40	
	Actual	44	46	43	40	59	83	-

* Given at the time of target setting / draft MoU.

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(b.) Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets				
				Ex	VG	Good	Fair	Poor
Inventory of finished goods and work in progress to Revenue from Operations (Net) (No. of days)	5	58.38 *	40	55	56	57	58	59

* Correct figure is 63

During the PNC meeting, CMD, ALIMCO had informed that the estimated achievement for 2018-19 against this parameter was 47 days as against 58 days informed earlier.

PNC had informed that the target at 'Very Good' level could not be worse than the estimated achievement for 2018-19. Considering this, PNC had recommended the targets as under:

(c.) Targets recommended by PNC:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Inventory of finished goods and work in progress to Revenue from Operations (Net) (No. of days)	4	47	40	46	47	48	49	50	-

During the IMC meeting, the CPSE informed that the estimated achievement for this parameter for 2018-19 is 44 days as against 47 informed earlier.

After detailed deliberations, the following targets were finalized by IMC:

(d.) Targets finalized by IMC:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Inventory of finished goods and work in progress to Revenue from Operations (Net) (No. of days)	5	44	40	43	44	48	49	50	-

xii. Reduction in Inventory of more than one year old to Revenue from operations: Not proposed by CPSE/ Administrative Ministry.

xiii. Trade Receivables (Net) as number of days of Revenue from Operations (Gross):

(a.) Trend:

Parameter	Target/ Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
							Actual upto Sep. '18	Est.
Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (No. of days)	Estimated Achievement*	-	-	44	-	37	-	23
	MoU Target (EX)	-	-	-	46	-	29	-
	Actual	72	66	20	20	25	18	-

* Given at the time of target setting / draft MoU.

(b.) Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets				
				Ex	VG	Good	Fair	Poor
Trade Receivables (Net) as number of days of Revenue from Operation (Gross) (No. of days)	5	22.9	19*	27	29	31	33	35

PNC had informed that the target at 'Very Good' level could not be worse than the estimated achievement for 2018-19. Further, PNC had informed that discount would not be considered as part of Revenue from Operations (Gross) for the purpose of calculation of Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (Days).

Considering this, PNC had recommended the targets as under:

(c.) **Targets recommended by PNC:**

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (No. of days)	4	23	20	22	23	24	25	26	-

During the IMC meeting, the CPSE informed that the estimated achievement for this parameter for 2018-19 is 21 days as against 23 informed earlier.

After detailed deliberations, the following targets were finalized by IMC:

(d.) **Targets finalized by IMC:**

Parameter	Marks	2018-19 (Est.)	Best in 5 years	MoU Targets					%Improvement
				Ex	VG	Good	Fair	Poor	
Trade Receivables (Net) as number of days of Revenue from Operations (Gross) (No. of days)	5	21	20	20	21	24	25	26	-

xiv. **Reduction in Claims against the Company not acknowledged as debt:**

(a.) **Trend:**

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Parameter	Unit	Target / Actual	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	
								Actual upto Sep.'18	Est.
Claims against the Company not acknowledged as debt raised by:									
Central Government Departments	Rs. Cr.	Actual	Not Provided	10.31	18.02	32.33	38.48	22.00	22.00
State Governments/ Local Authorities		Actual	Not Provided	1.17	1.20	0.76	0.70	0.66	0.07
CPSEs		Actual	Not Provided	-	-	-	-	-	-
Others		Actual	Not Provided	0.54	0.35	0.29	0.37	0.39	0.39
Total	Rs. Cr.	Actual	Not Provided	12.02	19.57	33.38	39.55	23.05	22.46
		MoU (EX)	-	-	-	5%	-	50% (Other than Central Govt.)	

(b) **Parameter & Targets proposed by CPSE/Administrative Ministry:**

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Reduction in Claims against the Company not acknowledged as debt (% Reduction)	3	5	4	3	2	1

After deliberations, PNC had recommended the parameter and targets as under:

(c) **Parameter & Targets recommended by PNC:**

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Reduction in Claims against the Company not acknowledged as debt -- Overall (%)	3	5	4	3	2	1

After detailed deliberations, the following parameter and targets were finalized by IMC:

(d.) Parameter & Targets finalized by IMC:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Reduction in Claims against the Company not acknowledged as debt – Overall (%)	4	15	12	10	8	6

xv. Return (share of profit/loss) on Investment in JV: Not applicable.

xvi. Milestones with respect to subsidiary CPSEs not signing MoUs separately: Not applicable.

xvii. Parameter pertaining to milestones of Revival: Not applicable.

xviii. Human Resource Management:

(a.) Trend: Not applicable.

(b.) Parameter & Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
HR related parameters	10	(To be decided in PNC)				

After PNC meeting, list of HR parameter was suggested and it was recommended that parameters in respect of HRM might be finalized by IMC.

After deliberations, IMC finalized the following HR parameters and targets:

(c.) Parameters and Targets finalized by IMC:

Particulars	Marks	MoU Target				
		Ex	V.G.	Good	Fair	Poor
Achievement of HR parameters of continuous nature as per list given below (No. of parameters)	5	7	6	5	4	3

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Particulars	Marks	MoU Target				
		Ex	V.G.	Good	Fair	Poor
Capability development programs for executives to build their technical & managerial competencies for higher positions with special focus on Web learning programs (No. of programs)	5	5	4	3	2	1

The list of HR parameters of continuous nature is as below:

Sr. No.	Parameter
i.	Online submission ACR/APAR in respect of all executives (E0 & above) along with compliance of prescribed timeline w.r.t. writing of ACR/APAR.
ii.	Online Quarterly vigilance clearance updation for Senior executives (DGM and above)
iii.	Updation of succession plan and its approval by Board of Directors
iv.	Holding of DPC without delay for Executives (E0 & above level).
v.	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.
vi.	Regular updation of Online Human Resource Management System (HRMS).
vii.	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

xix. Other sector specific result oriented measurable parameters:

(a.) Trend:

Parameter	Target/ Actual	2013- 14	2014- .15	2015- 16	2016- 17	2017- 18	2018-19	
							Actual upto Sep. '18	Est.
Appliances distributed in ADIP and RVY Schemes (Nos.)	Actual	Not Provided	178019	198160	243623	275581	-	270000

(b.) Parameter and Targets proposed by CPSE/Administrative Ministry:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Registration of new MSE Vendors/ Entrepreneurs (Nos.)	3	15	14	13	12	11

PNC had recommended that instead of this parameter, CPSE should take a parameter in respect of action taken report submitted for CPSE Conclave 2018 as under:

(c.) Parameters and Targets recommended by PNC:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Completion of milestone with respect to CPSE Conclave – 2018 as per Action Taken Report submitted to DPE (Nos.) – As per Annexure 'C' of PNC minutes	6	6	5	4	3	2

PNC had recommended that the CPSE/Administrative Ministry would confirm the correctness/ completeness of the milestones with respect to CPSE Conclave for the year 2019-20 before IMC meeting.

PNC had further recommended that CPSE might propose result oriented parameter of 5 marks before the IMC meeting through their Administrative Ministry.

In the IMC meeting, the CPSE/Administrative Ministry confirmed that the milestones with respect to CPSE Conclave are correct and complete.

IMC reviewed the milestones in respect of CPSE Conclave for the year 2019-20 and decided that milestone in respect of innovation cells may be retained.

IMC further observed that CPSE has proposed a new parameter as under:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Number of Appliances distributed in ADIP and RVY Schemes (Nos.)	5	300000	290000	280000	270000	260000

After deliberations, IMC finalized the parameter and targets as under:

(d.) Parameters and Targets finalized by IMC:

Parameter	Marks	MoU Targets				
		Ex	VG	Good	Fair	Poor
Innovation Cells to be set up in the company *						
(i) Prosthesis and Orthosis Development Cell	3	3	2	1	-	-
(ii) RVY Products Development Cell for Senior Citizens						
(iii) Mobility Aid and Writing Aid Development Cell (Nos.)						
Increase in number of Appliances distributed in ADIP and RVY Schemes over previous year (%)	5	10	9	8	7	6

* If no innovation cell is set up, zero marks will be given.

7. 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.
8. It was agreed that 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.

The meeting ended with a vote of thanks to the chair.

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- A. List of Members of Inter-Ministerial Committee (IMC) present at meeting held on 26th April, 2019 to discuss and fix targets for MoU 2019-20 of Artificial Limbs Manufacturing Corporation of India (ALIMCO):

1.	Smt. Seema Bahuguna, Secretary (DPE)	Chairperson
2.	Shri Prabodh Seth, Joint Secretary, Department of Empowerment of Persons with Disabilities	Member
3.	Representative of MoSPI.	Not Attended
4.	Representative of NITI Aayog.	Not Attended
5.	Shri S. K. Goyal, Adviser (MoU)	

- B. Artificial Limbs Manufacturing Corporation of India (ALIMCO):

1. Shri D. R. Sarin, CMD

- C. In Attendance:

1. Shri Amit Rastogi, Director (MoU), DPE
 2. Shri Gori Shankar, Assistant Director, DPE
 3. Shri Vikas Kaushal, Member Resource Group