

National Handicapped Finance and Development Corporation
Memorandum of Understanding 2019-20

Mandatory Parameters

Sl. No.	Financial Performance Criteria	Unit	Marks	Current Year 2018-19 (Provisional)	Best in 5 years	MoU Targets for the year 2019-20					% Improvement
						Excellent	V.G.	Good	Fair	Poor	
1.	Turnover Revenue from Operations (Net)	Rs. Crore	10	9.59	10.19	10.00	9.60	9.00	8.50	8.00	0.10
2.	Operating Profit/ Loss Operating profit/surplus as a percentage of revenue from operations (Net)	%	20	24.00	6.60	25.00	24.00	22.00	20.00	18.00	0.00
3.	Return on investment Surplus as percentage of Average Net worth	%	20	1.35	2.32	1.30	1.20	1.10	1.00	0.90	-11.11
Sub-Total (1+2+3)			50								

Optional Parameters

4.	Loan disbursed/ Total Funds Available	%	10	47.25	80.48	75.00	67.00	65.00	63.00	61.00	41.80
5.	Loan disbursed to Micro Finance Beneficiaries as a % of Total disbursement	%	10	38.95	54.21	45.00	40.00	39.00	38.00	37.00	2.70
6.	Overdue Loans/Total Loans (Net)	%	10	27.15	25.22	22.00	23.00	27.00	28.00	29.00	15.30
7.	NPA/ Total Loans (Net)	%	10	0.28	0.30	0.23	0.24	0.26	0.27	0.29	14.30
Sub-Total (4+5+6+7)			40								

Human Resource Management

8.	Parameters	Marks	Excellent	V.G.	Good	Fair	Poor
a)	Achievement of HR Parameters of continuous nature as per list given below (No. of Parameters)	5	8	7	6	5	4
b)	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
Total (1 to 8)		100					

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CMD, NHFDC

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Secretary, DEPwD, Ministry of S.J.&E., GoI

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HR Parameters of continuous nature referred at Para 8 (a) above.

<u>Sl. No.</u>	<u>Parameter</u>
(i)	Online submission of ACR/APAR in respect of all Executives (E0 and above) alongwith compliance of prescribed timelines w.r.t. writing of ACR/APAR.
(ii)	Online Quarterly Vigilance Clearance updation for Senior Executives (E-5 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 atleast 4 % Executives (E-0 and 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)	Implementation of board decision on recommendations of HR Audit.
(viii)	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.

Notes:

1. 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.
2. 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.


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(Rajan Sehgal)

Chairman-cum-Managing Director

National Handicapped Finance and Development Corporation

Date : 21st May, 2019


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(Shakuntala D. Gamlin)
Secretary,

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