



Bangladesh Oil, Gas & Mineral Corporation (Petrobangla)

Annual Performance Agreement (APA)

Between

The Chairman,

Bangladesh Oil, Gas & Mineral Corporation (Petrobangla)

And

The Managing Director,

Bangladesh Petroleum Exploration & Production Company Limited (BAPEX)

2014-2015

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Preamble

The Annual Performance Agreement is made and entered into on -----

BETWEEN

The Managing Director, Bangladesh Petroleum Exploration & Production Company Limited (BAPEX).

AND

The Chairman, Bangladesh Oil, Gas & Mineral Corporation (Petrobangla).

The parties hereto agree as follows:

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Section 1:

BAPEX's Vision, Mission, Strategic Objectives and Functions

1.1 Vision

Conducting expeditious exploration and exploitation of oil/gas for the sustainable economic growth of Bangladesh.

1.2 Mission

- ✚ Geological and geophysical investigation, drilling for the purpose of exploration, development and production of oil/gas.
- ✚ Other business that support BAPEX for becoming a financially sound and self reliant company.

1.3 Functions

1. Conducting geological survey, 2-D & 3-D seismic survey to identify and locate new prospect area for oil/gas exploration.
2. Conducting exploratory & development drilling including work-over operation.
3. Ensuring uninterrupted gas production from the gas fields of the Company.
4. Implementing of development programmes /projects related to seismic, exploration & development wells as well as production facilities.
5. Liaison with national & international companies including matters related to provide service & JVA.

1.4 Strategic Objectives

1. Conducting geological survey, 2-D & 3-D seismic survey.
2. Enhancing gas reserve and augmentation of gas production.
3. Enhancing the performance of human resources in adapting new technologies.

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Section 2:

Strategic Objectives, Activities, Performance Indicators and Targets

Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
BAPEX's Strategic Objectives										
1) Conducting geological survey, 2-D & 3-D seismic survey	45.00	1.1) Geological survey	Geological survey conducted	LKM	15	70	63	56	49	42
		1.2) 2-D seismic survey	2-D seismic survey conducted	LKM	15	500	450	400	350	300
		1.3) 3-D seismic survey	3-D seismic survey conducted	Sq.KM	15	500	450	400	350	300
2) Enhancing gas reserve and augmentation of gas production	30.00	2.1) Exploratory well drilling	Exploratory well drilled	No	2	2	-	-	-	-
		2.2) Development well drilling	Development well drilled	No	16	6	5	4	3	2
		2.3) Work-over	Workover completed	No	4	1	-	-	-	-
		2.4) Gas production	Gas produced	BCF	5	38.88	34.99	31.10	27.21	23.33
		2.5) Condensate production	Condensate produced	ML	3	3.709	3.338	2.967	2.596	2.225
3) Enhancing the performance of human resources in adapting new technologies	10.00	3.1) Human resource development	Personnel trained	No	10	105	94	84	73	63

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Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
Mandatory Strategic Objectives										
Improve Service delivery to the Public	6.00	Implementation of Citizens Charter (CC)	Preparation and approval of CC by BAPEX	Date	1.00	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
			Publication of CC in website of others means	Date	1.00	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
		Implementation of Grievance Redress system (GRS) System	Publishing names and contact details of GRS focal point in the website	Date	1.00	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
			Sending GRS report(s) to the Petrobangla from January 2015	No	1.00	5	4	3	2	1
		Implementing Innovations	Implemented decisions of the innovation team	%	1.00	100	80	50	30	-
			Unicode used in all official activities	Date	1.00	28/02/2015	31/03/2015	30/04/2015	31/05/2015	30/06/2015
Improve governance	4.00	Compliance with RTI Act and proactive disclosure	Percentage of information mentioned in the RTI Act and related regulations, disclosed in the website	%	2.00	80	70	60	50	40
		Preparation and implementation of the National Integrity Strategy work Plan	Preparation of NIS work plan for 2015 and get approved by the ethics Committee	Date	2.00	28/02/2015	31/03/2015	30/04/2015	31/05/2015	30/06/2015

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Strategic Objectives	Weight of Strategic Objective	Activities	Performance Indicator (PI)	Unit	Weight of PI	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
Mandatory Strategic Objectives										
Improve Financial Management	3.00	Improve compliance with the Terms of Reference of the Budget management Committee (BMC)	Budget Implementation Plan (BIP) prepared and Quarterly Budget implementation Report (QIMR) submitted to Petrobangla meeting requirements	No	1.00	4	4	3	2	1
			Actual achievements against performance targets are monitored by the BMC on a quarterly basis	No	1.00	4	3	2	1	-
		Improve audit performance	Percentage of outstanding audit objections disposed off during the year.	%	1.00	70	55	40	30	20
Efficient Functioning of the Annual Performance Agreements (APA) System	2.00	Timely submission of Draft APA for 2014-2015	On time submission	Date	2.00	15/04/2015	18/04/2015	19/04/2015	22/04/2015	23/04/2015

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Section 3:

Tend Values of the Performance Indicators

Strategic Objectives	Activities	Performance Indicators	Unit	Actual Value for FY 2012-13	Actual Value for FY 2013-14	Target Value for FY 2014-15	Projected Value for FY 2015-16	Projected Value for FY 2016-17
1) Conducting geological survey, 2-D & 3-D seismic survey	1.1) Geological survey	Geological survey conducted	LKM	52	85	70	85	85
	1.2) 2-D seismic survey	2-D seismic survey conducted	LKM	118	358	500	400	700
	1.3) 3-D seismic survey	3-D seismic survey conducted	Sq.KM	77	485	500	500	500
2) Enhancing gas reserve and augmentation of gas production	2.1) Exploratory well drilling	Exploratory well drilled	No.	02	01	02	03	04
	2.2) Development well drilling	Development well drilled	No.	02	03	06	04	03
	2.3) Work-over	Workover completed	No.	02	01	01	03	02
	2.4) Gas production	Gas produced	BCF	31.77	41.106	41.52	58.80	58.73
	2.5) Condensate production	Condensate produced	ML	2.961	4.301	3.709	4.949	4.00
3) Enhancing the performance of human resources in adapting new technologies	3.1) Human resource development	Personnel trained	No.	87	135	105	110	120

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Section 4:

Description of Performance Indicators, Implementing Department/Agencies and Measurement Methodology

Sl. No	Performance Indicators	Description	Implementing Department/Agencies	Measurement and Source of Data	General Comments
1	Geological Survey	Geological survey will be completed of Khagrachari district	BAPEX	MIS, Monthly report, Annual Report etc.	
	2-D seismic survey	2-D seismic survey will be completed of Sherpur, Jamalpur, Mymensingh districts	BAPEX	MIS, Monthly report, Annual Report etc.	
	3-D seismic survey	3-D seismic survey will be completed of Shabazpur and Srikail gas fields	BAPEX	MIS, Monthly report, Annual Report etc.	
	Exploratory well	Drilling of exploratory well of Mubarakpur #1, Chattak east #1	BAPEX	MIS, Monthly report, Annual Report etc.	
	Development well	Drilling of development well will be completed of Shahbazppur #3, 4; Begumgonj #3, Saldanadi# 4, Kailashtila# 7, Fenchugonj #5	BAPEX	MIS, Monthly report, Annual Report etc.	
	Workover	Workover will be completed of Bakhrabad #5	BAPEX	MIS, Monthly report, Annual Report etc.	
	Gas production	Gas production will be continue from Saldanadi, Fenchugonj, Shabazpur, Srikail, Semutang, Sundalpur and Begumgonj gas fields	BAPEX	MIS, Monthly report, Annual Report etc.	
	Personnel trained	Training will be continue of BAPEX's Personnel	BAPEX	MIS, Monthly report, Annual Report	

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Section 5:

Specific Performance Requirements from other Ministries/Divisions

Organization Type	Organization Name	Relevant Performance Indicator	What is your requirement from this organization	Justification for this requirement	Requirement form this Organization	What happened if your requirement is not met
Government	Energy and Mineral Resources Division	Geological Survey, 2-D seismic survey, 3-D seismic survey, Exploratory well, Development well, Workover, Gas production, Personnel trained	Project approval, Administrative approval	As per government rule	Project approval, Administrative approval	Oil/gas exploration and production will be hampered
	Planning Commission					
	Ministry of Environment & Forest					
	Ministry of Finance					
	Petrobangla		Forward to Ministry for project and administrative approval		Guideline for project and administrative approval	Oil/gas exploration and production will be hampered

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Section 6:

Outcomes of BAPEX

Outcome/impact	Jointly responsible for influencing this outcome/impact with the following organization (s)/division (s)/ministry(les)	Performance Indicator (s)	Unit	Actual FY 12-13	Actual FY 13-14	Target FY 14-15	Projected FY 15-16	Projection FY 16-17
1. Increase gas reserve and production	Energy and Mineral Resources Division, Planning Commission, Ministry of Environment & Forest, Petrobangla	Quantity of gas production increased	BCF	31.77	41.106	41.52	58.80	58.73
		Quantity of condensate production increased	ML	2.961	4.301	3.709	4.949	4.00

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Whereas,

I, the Managing Director, Bangladesh Petroleum Exploration & Production Company Limited (BAPEX) commit to the Chairman Bangladesh Oil, Gas & Mineral Corporation (Petrobangla) to deliver the results described in this agreement.

I, the Chairman, Bangladesh Oil, Gas & Mineral Corporation (Petrobangla) commit to the Managing Director, Bangladesh Petroleum Exploration & Production Company Limited (BAPEX) to provide necessary support for delivery of the results described in this agreement,

Signed,

Managing Director
BAPEX.

Date

Chairman
Pertobangla

Date