



Bangladesh Oil, Gas and Mineral Corporation
Annual Performance Agreement (APA)

Between

The Chairman, Bangladesh Oil, Gas and Mineral Corporation
(Petrobangla)

and

The Managing Director, Barapukuria Coal Mining Company Limited
(BCMCL)

2014 - 2015

Table of Contents

Preamble
Section 1: BCMCL's Vision, Mission, Strategic Objectives and Functions
Section 2: Strategic Objectives, Activities, Performance Indicators and Targets
Section 3: Trend Values of the Performance Indicators
Section 4: Description of the Performance Indicators, Implementing Department, Agency/Organization/Companies and Measurement Methodology
Section 5: Specific Performance Requirements from other Organization/Companies
Section 6: Outcome of the BCMCL

Preamble

The Annual Performance Agreement is made and entered into on

BETWEEN

The Managing Director, Barapukuria Coal Mining Company Limited (BCMCL)

AND

The Chairman, Bangladesh Oil, Gas and Mineral Corporation (PETROBANGLA)

The Parties hereto agree as follows:

Section 1:

BCMCL's Vision, Mission, Strategic Objectives and Functions

1.1 Vision

- Extraction of Coal for energy security to the country.

1.2 Mission

- Developing Coal resources as supplement to natural Gas.
- Taking care of the environment while coal production.

1.3 Functions

- Ensuring planned/target coal production from the mine.
- Undertaking development projects/activities for enhancing indigenous coal production from other coal field in Bangladesh..
- Ensuring industry-friendly environment by maintaining congenial management-employee relation.
- Providing to local people under the Corporate Social Responsibility (CSR).

1.4 Strategic Objectives

- Enhancing coal production and ensuring proper marketing of coal.
- Starting open pit coal mine at northern part of Barapukuria coal basin and Exploration/ Feasibility study on new coal field.
- Developing human recourses for coal sector management.

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%
Company Strategic Objectives										
[1] Enhancing coal production and ensuring proper marketing of coal.	60.00	[1.1] Face Development	[1.1.1] Face develop	No.	10.00	2	1.8	1.7	1.6	1.5
		[1.2] Underground Roadway Development	[1.2.1] Roadway Develop	m	10.00	3500	3200	3000	2800	2500
		[1.3] Extraction of coal	[1.3.1] Quantity of coal extracted	mMT	20.00	1.1	0.9	0.7	0.5	0.3
		[1.4] Coal sell to PDB	[1.41] Coal sell to PDB	mMT	10.00	0.55	0.50	0.45	0.40	0.35
		[1.5] Coal sell to other buyer	[1.5.1] Coal sell to other buyer	mMT	10.00	0.3	0.29	0.28	0.27	0.26

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%
Company Strategic Objectives										
[2] Starting open pit coal mine at northern part of Barapukuria coal basin & Exploration/Feasibility study on new coal field.	17.00	[2.1] Water modeling by IWM	[2.1.1] Water modeling	Report	10.00	1	--	--	--	--
		[2.2] Completion of study/survey proposal for starting of feasibility study at Dighipara coal field	[2.2.1] Submission of survey proposal to Petrobangla	Survey Proposal	7.00	1	--	--	--	--
[3] Developing human resources for coal sector management	8.00	[3.1] Organization of training program	[3.1.1] Trained Person	No.	8.00	97	95	90	85	80

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%
Mandatory Strategic Objectives										
* Improve Service Delivery to the Public	6.00	Implementation of Citizens' Charter (CC)	Preparation and approval of CC by the BCMCL	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
			Publication of CC in website or others means	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
		Implementation of Grievance Redress System (GRS)	Publishing names and contract details of GRS focal point in the website	Date	1.0	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	Number of report(s)	1.0	5	4	3	2	1
		Implementing Innovations	Implemented Decisions of the innovation team	%	1.0	70	60	50	30	--
			Unicode used in all official activities	Date	1.0	31/12/2014	31/01/2015	28/02/2015	31/03/2015	30/04/2015
* 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	%	2.0	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	2.0	28/02/2015	31/03/2015	30/04/2015	31/05/2015	30/06/2015

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%
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 Finance Division (FD) meeting FD requirements	Number of report	1.0	5	4	3	2	1
			Actual achievements against performance targets are monitored by the BMC on a quarterly basis	Number of BMC meetings	1.0	4	3	2	1	--
		Improve audit performance	Percentage of outstanding audit objections disposed off during the year	%	1.0	70	55	40	30	20
* Efficient Functioning of the Annual Performance Agreement (APA) System	2.00	Timely submission of Draft APA for 2015-2015	On-time submission	Date	2.0	01/02/2015	02/02/2015	03/02/2015	04/02/2015	05/02/2015

Section 3: Trend Values of the Performance Indicators

Strategic Objectives	Activities	Performance Indicator (PI)	Unit	Actual Value for FY 12-13	Actual Value for FY 13-14	Target Value for FY 14-15	Projected Value for FY 15-16	Projected Value for FY 16-17
Company Strategic Objectives								
[1] Enhancing coal production and ensuring proper marketing of coal.	[1.1] Face Development	[1.1.1] Face develop	No.	4	3	2	2	1
	[1.2] Underground Roadway Development	[1.2.1] Roadway Develop	m	3414	2894	3500	--	--
	[1.3] Extraction of coal	[1.3.1] Quantity of coal extracted	mMT	0.854	0.947	1.1	1.1	0.8
	[1.4] Coal sell to PDB	[1.4.1] Coal sell to PDB	mMT	0.643	0.524	0.65	0.7	--
	[1.5] Coal sell to other buyer	[1.5.1] Coal sell to other buyer	mMT	0.288	0.338	0.15	0.35	--
[2] Starting open pit coal mine at northern part of Barapukuria coal basin & Exploration/Feasibility study on new coal field.	[2.1] Water modeling by IWM	[2.1.1] Water modeling	Report	Starting of the study	Continuation of the study	Submission of report	--	--
	[2.2] Completion of study/survey proposal for starting of feasibility study at Dighipara coal field	[2.2.1] Submission of survey proposal to Petrobangla	Survey Proposal	--	--	Preparation & submission of survey proposal	Starting to the study	Continuation of the study
[3] Developing human resources for coal sector management	[3.1] Organization of training program	[3.1.1] Trained Person	No.	67	74	97	100	95

Section 4:

Description of Performance Indicators, Implementing Department and Measurement Methodology

SL. No	Performance Indicators	Description	Implementing Department	Measurement and Source of Data	General Comments
1	[1.1.1] Face develop	Face developed for coal production.	Mine Operation Department, BCMCL	MIS Report of BCMCL	
2	[1.2.1] Roadway Develop	Underground roadway development for coal production.	Mine Operation Department, BCMCL	MIS Report of BCMCL	
3	[1.3.1] Quantity of coal extracted	The amount of coal production.	Mine Operation Department, BCMCL	MIS Report of BCMCL	
4	[1.4.1] Coal sell to PDB	Amount of coal sell to PDB	Finance & Accounts Department, BCMCL	MIS Report of BCMCL	
5	[1.5.1] Coal sell to other buyer	Amount of coal sell to other buyer	Finance & Accounts Department, BCMCL	MIS Report of BCMCL	
6	[2.1.1] Water modeling	For Starting open pit coal mine at north side of Barapukuria coal basin	Planning & Environment Department, BCMCL	MIS Report of BCMCL	
7	[2.2.1] Submission of survey proposal to Petrobangla	For feasibility study at Dighipara coal field	Planning & Environment Department, BCMCL	MIS Report of BCMCL	
8	[3.1.1] Trained Person	Number of officer and staff have been trained	Administration Department, BCMCL	MIS Report of BCMCL	

Section 5:

Specific Performance Requirements from other Division

Organization Type	Organization Name	Relevant Performance Indicator	What is your requirement from this organization	Justification for this requirement	Requirement from this Organization	What happens if your requirement is not met
Corporation	Petrobangla	Submission of survey proposal to Petrobangla	Approval for the fund to start the work	BCMCL is a subsidiary company of Petrobangla	Approval for the fund to start the work	Feasibility study at Dighipara will be hampered.

Section 6:

Outcome of BCMCL

Outcome/Impact	Jointly responsible for influencing this outcome/impact with the following organization (s)/division (s)/ ministry (ies)	Performance Indicator (s)	Unit	Actual FY 12-13	Actual FY 13-14	Target FY 14-15	Projection FY 15-16	Projection FY 16-17
Production	<ol style="list-style-type: none"> 1. Petrobangla 2. Energy & Mineral Resources Division 3. Power Division 4. NBR 5. BPDB 6. Ministry of Finance & Planning Commission 7. Bangladesh Export & Import Authority 8. DC-SP Office, Dinajpur 9. XMC-CMC Consortium 	[1.3.1] Quantity of coal extracted	mMT	0.854	0.947	1.1	1.1	0.8

Whereas,

I, The Managing Director, Barapukuria Coal Mining Company Limited (BCMCL) commit to The Chairman, Bangladesh Oil, Gas and Mineral Corporation (Petrobangla) to deliver the results described in this agreement.

I, The Chairman, Bangladesh Oil, Gas and Mineral Corporation (Petrobangla) commit to The Managing Director, Barapukuria Coal Mining Company Limited (BCMCL) to provide necessary support for delivery of the results described in this agreement.

Signed,

Managing Director

Barapukuria Coal Mining Company Limited

Date

Chairman

Bangladesh Oil, Gas and Mineral Corporation

Date

Acronyms

SL.	Acronym	Description
1	mMT	Million Metric Ton
2	m	Meter