



**MEMORANDUM OF UNDERSTANDING (MOU)**

**FOR THE YEAR**

**2015-2016**

**BETWEEN**

**NATIONAL HANDICAPPED FINANCE**

**AND DEVELOPMENT CORPORATION**

**(NHFD)**

**AND**

**DEPARTMENT OF EMPOWERMENT OF PERSONS WITH  
DISABILITIES,**

**MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT**

**GOVERNMENT OF INDIA**



**NATIONAL HANDICAPPED FINANCE AND DEVELOPMENT CORPORATION**  
**MEMORANDUM OF UNDERSTANDING FOR THE FINANCIAL YEAR 2015-16**

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## **PART-I**

### **BACKGROUND**

National Handicapped Finance and Development Corporation (NHFD) was set-up by the Government of India under Section 25 of the Companies Act, 1956 on 24<sup>th</sup> January, 1997 as Company to serve as a catalyst in the economic and social development of Persons with Disability by helping them in setting up self-employment projects. It is wholly owned by Government of India and has an authorised share capital of Rs.400.00 Crores. However, so far, Government of India has released Rs.271.74 Crore only (as on 3.3.2015) towards Equity capital. The Company is managed by Board of Directors nominated by Government of India. The Company has its Registered Office at Faridabad (Haryana) in Red Cross Bhavan, Sector-12, Faridabad-121007.

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## **PART-II**

### **MISSION /VISION AND OBJECTIVES**

#### **1.0 MISSION**

The mission of NHFDC is to empower persons with Disabilities to break away from the dependence on others and depressed economic and social conditions by engaging themselves in productive work and move up the social and economic ladder with dignity and pride.

#### **2.0 OBJECTIVES**

Major objectives of NHFDC are:

- 2.1** Promotion of economic development activities and self-employment ventures.
- 2.2** Extending loan to persons with disability for setting up self-employment ventures.
- 2.3** Providing grants for training of persons with disability for up-gradation of their entrepreneurial skill for proper and efficient management of self-employment ventures.
- 2.4** Extend loan to persons with disability for pursuing professional/technical education leading to vocational rehabilitation/self-employment.
- 2.5** To assist self-employed individual with disability in marketing their finished goods.



### **PART-III**

#### **EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF FINANCIAL POWERS**

All powers delegated to the MOU-signing PSEs (vide DPE O.M. number BPE1(18)/88-Fin.(PPU) dated 19.10.88 and subsequent amendments (from time to time), will be available to the NHFDC.





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**PART-IV**

1	Evaluation Criteria	MoU Targets							Reference Documents
		Unit	Weight in %	Excellent (1)	V.Good (2)	Good (3)	Fair (4)	Poor (5)	
	<b>Static / Financial Parameters</b>								
	<b>Mandatory Parameters (40)</b>		<b>24</b>						
i)	EBITDA (Earnings before Interest, Taxes, Depreciation and Amortization)	Rs.Cr.	4	4.2	4.0	3.8	3.6	3.4	Annual Accounts
ii)	Disbursements	Rs.Cr.	12	130	124	118	112	105	Annual Report
iii)	Recoveries as a % of amount due for more than 1 Year	%	8	26.30	25.00	23.80	22.70	21.20	Internal Documents
	<b>Optional Parameters (16)</b>								
iv)	Recovery as a % of amount Due (Current Year)	%	6	42.00	40.00	38.10	36.30	33.90	Internal Documents
v)	% of total resources mobilized from sources other than grant in aid of Government	%	6	50.40	48.00	45.70	43.50	40.70	Annual Report
vi)	Surplus/Capital Employed	%	4	1.11	1.06	1.01	0.96	0.90	Annual Accounts
	<b>Sub-total (i to vi)</b>		<b>40</b>						
<b>2</b>	<b>Dynamic Parameters</b>								
i)	No. of Beneficiaries assisted during the year	No.	12	17325	16500	15715	14965	13985	Annual Report
ii)	No of target group provided Skill/ Entrepreneurship Development program of established Institutions that help them to secure employment/ rehabilitation	No.	6	16540	15750	15000	14285	13350	Annual Report
iii)	Developing and Hosting a Job Portal for the benefit of Persons with Disabilities	Time Line	5	30-11-15	31-12-15	31-01-16	29-02-16	-----	Board minutes
iv)	Partnership with new (in addition to existing) EDP institutes/ Vocational Institutes to train beneficiaries	No.	5	15	14	13	12	11	Annual Report



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	Evaluation Criteria	MoU Targets							Reference Documents
		Unit	Weight in %	Excellent (1)	V.Good (2)	Good (3)	Fair (4)	Poor (5)	
v)	Partnership with new (in addition to existing) Government / Non-Government Departments/ established institutions to leverage the Corporation's objectives/schemes including RRBs/PSBs to leverage the Corporations objectives schemes {Excluding Training Partners as at (iv) above}	No.	5	11	10	9	8	7	Annual Report/ Board Minutes
vi)	No. of Women Beneficiaries assisted during 2015-16 (Assistance through Loan and Skill Training etc.)	%	5	26%	25%	24%	23%	21%	Annual Report
vii)	Marketing efforts/Awareness camps organized	Nos	4	25	23	21	19	17	Annual Report
viii)	Human Resources Management	-----	5						As per Appendix-I
ix)	Backward Districts (as notified by Government of India) covered during the Year where assistance under different schemes of the Corporation extended	No.	4	6	5	4	3	2	Annual Report
3	<b>Sector specific Parameters</b>								
a)	Carrying out Impact Study on Assistance of the Corporation	Time Line	5	31/12/2015	31/1/2016	29/2/2016	31/3/2016	-----	Board minutes
b)	Employment /Self Employment of PwDs Trained under schemes of the Corporation during the year	%	4	<b>55</b>	<b>50</b>	<b>47.6</b>	<b>45.3</b>	<b>42.3</b>	Internal Documents
	Sub Total (2+3)		60						
	Grand Total (1+2+3)		100						



**Appendix-I**

Evaluation Criteria		MoU Target for Financial Year 2015-16							
SI.	HRM - PERFORMANCE INDICATORS	Unit	Weight	Excellent (1)	V.Good (2)	Good (3)	Fair (4)	Poor (5)	Supporting Document
1	Formal risk management training courses to senior management personnel (All employees at Executive level)	Coverage in (%)	1	100	75	50	25	NIL	Attendance Sheet of Training/ Certificate of attending Training
2	Training to Employees	Man days	1	30	26	20	15	10	
3	Training for multi-skilling / Skill Up gradation of Non-executives	Man days	1	10	8	6	4	2	
4	No. of suggestions generated per employee per year	Nos. per employee	1	0.6	0.5	0.4	0.3	0.2	Internal Document
5	Effectiveness of Grievance Redressal System - % of Grievance settled vis-à-vis received during the year	% settlement	1	80	75	71	67	63	Internal Document

**Note:**

1. **Negative marking for Non-compliance of Corporate Governance**

Non-compliance of Guidelines of Corporate Governance issued vide DPE OM 18(8)/2005-GM dated 14th May,2010 would be penalised by way of negative marking and the MoU score would be increased in the following manner (Reference :Para 3.22 Guidelines for MoU for the Year 2015-16):

Sl. No.	Annual Score	Grading	Penalty Marks
1	85% and Above	Excellent	0
2	75%-84%	Very Good	0
3	60% -74%	Good	0.5
4	50% -59%	Fair	0.5
5	Below 50%	Poor	1

If the Corporation fails to submit the self evaluation report of Corporate Governance through the Administrative Ministry/Department or Directly to DPE within the timelines, CPSE would be graded as not-complied and the same would be treated as poor rating.





## **2. Negative Marking for Non-Compliance of other Guideline/Regulations**

### a) Procurement from MSME

CPSEs will have to follow the Public Procurement Policy for Micro, Small and Medium Enterprises (MSMEs) Order, issued vide D.O. No. 21(1)/2011-M.A. dated April 25, 2012, and non-compliance with the aforesaid order will be penalized up to 1 mark at the discretion of Task Force at the time of MoU Evaluation.

### b) Non-Compliance of DPE Guidelines

CPSEs have to give a certificate regarding implementation of Guidelines issued by DPE within prescribed timelines and format specified through its administrative ministry as per details in OM No. DPE/14(38)/10-Fin Dated 28th June 2011 and 15<sup>th</sup> September, 2014. Non-compliance of DPE Guidelines determined on the basis of certificate submitted will be penalized up to 1 mark at the discretion of Task Force at the time of MoU Evaluation. If there is any inconsistency between the compliance certificate submitted by the CPSE and the observations in the reports of the Comptroller and Auditor General of India for the year ended March, 2014 & 2015 (if any), the CPSE will be penalized by reduction of 1 mark.

### c) Non-Compliance of CSR Guidelines

CPSE will have to submit a certificate regarding compliance of the Act, Rules & Guidelines issued by DPE in this regard. Non-compliance will be penalized upto 1 mark, at the discretion of Task Force, at the time of MoU evaluation,

### d) Other Non-Compliance

Non-compliance of any directives of government including submission of data for Public Enterprises (PE) survey, MOSPI data updation on their website etc. and non-compliance of requirements of regulators in serious cases may be penalized upto 1 mark depending on the degree and seriousness of non-compliance. CPSE have to give a certificate regarding compliance of directives of Government and requirement of regulators (Annexure VIII of the Guidelines of DPE for MoU for financial year 2015-16).

## **3. All Internal documents to be signed by functional director of the Board.**



## **PART-V**

### **COMMITMENT/ ASSISTANCE FROM THE GOVERNMENT**

- 1.1** Adequate fund required to achieve the target in MOU and to meet the administrative/establishment/promotional expenditure will be made available as far as possible in first quarter of the financial year 2015-16. Government will provide Rs. 37.00 Crore as Equity support to the Corporation during financial year 2015-16.
  - 1.2** The Government of India will provide adequate funds to the Corporation for Skill training of PwDs during the 1<sup>st</sup> Quarter of 2015-16.
  - 1.3** The Government of India will help NHFDC in securing State Government Guarantee.
  - 1.4** The Government of India will extend co-operation in realization of outstanding dues from the defaulting States and NGOs.
  - 1.5** The Government of India will persuade the State Governments to strengthen the State Channelising Agencies with adequate resources & Staff.
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**PART-VI**

**ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MOU**

The implementation of tripartite (DPE – MSJE - NHFDC) MOU shall be reviewed in the months of October, January, and April by the Department of Empowerment of Persons with Disabilities, Ministry of Social Justice & Empowerment, and evaluated by the Department of Public Enterprises (DPE) at the end of the year.

Signed at New Delhi on \_\_\_\_\_

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Chairman-cum-Managing Director  
National Handicapped Finance and  
Development Corporation  
Red Cross Bhavan, Sector-12,  
Faridabad, Haryana -121007

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Secretary,  
Department of Empowerment of Persons  
with Disabilities,  
Ministry of Social Justice & Empowerment  
Government of India,  
5th Floor, Block B-1, II & III,  
Paryavaran Bhawan, CGO Complex,  
Lodhi Road, New Delhi – 110 003



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**ANNEXURE-VI-A**

**TREND OF CPSE'S PERFORMANCE ON FINANCIAL PARAMETERS FOR THE  
LAST FIVE YEARS ALONGWITH PROJECTIONS OF NEXT TWO YEARS**

Particulars	2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	2016-17	2017-18
	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Projected for 31.3.15	Projected		
Capacity Utilisation (for each plant separately)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Production (in Qty.)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Production (in Rs. Cr.)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Profit &amp; Loss Statement Items</b>													
Sales Turnover, excluding interest and other income (Operating Turnover) (Sales Turnover shall not include excise duty, custom duty, VAT or any other duty, tax, etc.)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Interest and other income	Nil	1.27	Nil	4.89	Nil	5.8	Nil	6.39	Nil	12.28	8.62	9.95	9.58
Gross Operating Margin Rate (%)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Gross Operating Margin	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization.)	-0.12	1.75	4.47	4.27	1.72	4.49	1.12	4.01	1.00	5.22	1.56	1.79	0.28
EBIT (Earnings Before Interest and Taxes)	-0.26	1.65	4.28	4.20	1.61	4.42	1.01	7.78	0.89	5.11	1.45	1.66	0.13
Interest Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Prior period Expenses	0.00	0.10	0.00	0.48	0.01	-0.22	0.01	-1.92	0.01	0.14	0.10	0.10	0.11
Extra Ordinary items	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Any other expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Profit before tax	-0.26	1.55	4.28	3.72	1.60	4.64	1.00	9.64	0.85	4.97	1.35	1.56	0.02
Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Profit after tax	-0.26	1.55	4.28	3.72	1.60	4.64	1.00	9.64	0.85	4.97	1.35	1.56	0.02
Dividend Paid	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Profit transferred to Statutory reserves	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Any Other Item	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Profit Transferred to Balance Sheet	-0.26	1.55	4.28	3.72	1.60	4.64	1.00	9.64	0.85	4.97	1.35	1.56	0.02



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Particulars	2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	2016-17	2017-18
	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Proje-cted for 31.3.15	Projected		
<b>Balance Sheet Items</b>													
Gross Block	1.47	1.28	2.24	1.18	1.42	1.26	10.39	1.29	19.41	9.38	19.41	19.45	19.43
Less : depreciation	1.04	0.97	1.16	0.92	1.18	0.99	1.13	0.59	0.11	0.11	0.12	0.13	0.15
<b>Net Block</b>	0.43	0.31	1.08	0.26	0.24	0.27	9.26	0.70	19.30	9.27	19.29	19.32	19.28
Share Capital of CPSE	166.80	166.80	186.80	191.80	221.80	211.80	236.80	244.35	281.80	281.35	318.35	362.35	420.20
Reserves & Surplus of CPSE	22.06	27.58	28.59	31.3	33.16	35.94	36.27	45.59	40.62	50.56	51.91	53.47	53.49
Less : deferred revenue exp./ pre-acquisition loss	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Less : Profit & Loss A/c (Loss figure)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Net worth of CPSE</b>	188.86	194.38	215.39	223.10	254.96	247.74	273.07	289.94	322.42	331.91	370.26	415.82	473.69
<b>Investments</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Current assets	191.33	61.38	217.31	64.06	257.17	155.04	264.62	176.53	157.42	158.35	131.26	141.54	165.20
Total current liabilities & provision	2.90	6.46	3.00	4.40	2.45	4.00	0.81	3.79	3.00	3.6	0.80	0.95	1.08
<b>Net current assets</b>	188.43	54.92	214.31	59.66	254.72	151.04	263.81	172.74	154.42	154.75	130.46	140.59	164.12
<b>Capital employed (Net block + net current assets)</b>	188.86	55.23	215.39	59.92	254.96	151.31	273.07	173.44	173.72	164.02	149.75	159.91	183.40
<b>Total long term debt (loan funds)</b>	0	139.15	0	163.18	0	96.44	0	118.83	148.7	167.89	220.51	255.91	290.29
<b>Total Assets</b>	188.86	194.38	215.39	223.1	254.96	247.75	273.07	292.27	322.42	331.91	370.26	415.82	473.69
No of employees of CPSE	35	32	34	30	35	33	35	32	35	31	36	38	40
<b>Ratios</b>													
PAT/Net worth (%)	-0.138	0.977	1.987	1.667	0.628	1.873	0.366	3.325	0.264	1.497	0.365	0.370	0.004
EBITDA/Net Block	-27.9	564.5	413.9	1642.3	716.7	1663	12.1	572.9	5.2	56.3	8.1	9.3	1.5
EBIT/ Average Capital Employed	-0.16	5.32	2.12	7.29	0.68	4.19	0.38	0.05	0.52	3.18	0.98	1.13	0.11
PAT per Employees (Rs. Lakhs)	-0.743	4.844	12.588	12.400	4.571	14.061	2.857	30.125	2.429	16.032	3.750	4.105	0.050



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Particulars	2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	2016-17	2017-18
	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Projected for 31.3.15	Projected		
Current Ratio	65.98	9.50	72.44	14.56	104.97	38.76	326.69	46.58	52.47	43.99	164.08	148.99	152.96
Debt Service Coverage Ratio	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Operating Cash Flow	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Average No. Days of Inventory	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Inventory Turnover Ratio	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Average collection period of Trade Receivables	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Debtors Turnover Ratio	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loans sanctioned	71.50	32.26	-----	55.38	-----	69.21	-----	80.23	100.00	110.00	121.00	133.10	146.41
Disbursements	65.00	31.83	46.60	50.86	53.40	69.59	66.00	75.86	94.00	100.00	110.00	121.00	133.10
NPA/ Loan Assets	-----	0.07	-----	0.48	-----	0.45	-----	0.48	-----	0.53	0.51	0.47	0.44
Average cost of funds	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

**Additional for CPSEs registered under Sec, 25 of the Companies Act, 1956**

Particulars	2010-11		2011-12		2012-13		2013-14		2014-15		2015-16	2016-17	2017-18
	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Actual	MoU	Projected for 31.3.15	Projected		
Disbursements	65.00	31.83	46.60	50.86	53.40	69.59	66.00	75.86	94.00	100.00	110.00	121.00	133.10
% of total resources mobilized from sources other than grant-in-aid of Government	---	-57.08	46.35	51.00	43.83	71.26	62.00	57.05	62.77	63.00	63.64	63.64	56.54
EBITDA/ Total employment	0.00	0.05	0.13	0.14	0.05	0.14	0.03	0.13	0.03	0.17	0.04	0.05	0.01
Recoveries as a % of amount due (current year)	----	----	----	----	----	----	----	----	----	70	66.50	66.50	66.50
Recoveries as a % of amount overdue for varying years (accumulated)	----	----	68.25	71.19	70.35	76.16	70.35	74.35	73.6	75	75	75	75

**Note : CPSEs should provide all the information as mentioned above, wherever applicable to them.**



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**ANNEXURE-VI-B**

Objective	Action	Criterion	Unit	Actual Value for F/Y 10/11	Actual Value for F/Y 11/12	Actual Value for F/Y 12/13	Actual Value for F/Y 13/14	Actual Value for F/Y 14/15	Projecte d as on 31.03.15	Target value for F/Y 15/16	Projected Value for F/Y 16/17	Project ed value for F/Y 17/18
<b>Corporate Social Responsibility &amp; Sustainability</b>												
<b>Research &amp; Development</b>												
<b>Imitative for Growth</b>												
Physical targets/ output or No. of new orders/ projects			Nos.	Nil	10625	13296	13307	11141	14000	15400	16940	18635
<b>Corporate/ Strategic plan</b> - preparation/ determination/ identification of objectives/ goals				Nil	Nil	Prepared	Acted upon	Acted upon	Acted upon	Review of the plan shall be carried out	Strategic Plan for future years would be formulated	Would be acted upon.
Expansion/ diversification/ acquisitions/ joint ventures				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Brand building/ Marketing initiatives/ new products/ new markets				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Import substitution/ exports/ globalization of operations				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Risk identification and mitigation				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Project Management &amp; Implementation</b>												
Capacity Addition				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Number of new/ on-going projects to be completed during the year				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Milestones to be reached for new/ on-going projects that cannot be completed during the year				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
CAPEX (Targets in financial Terms to be achieved in financial year out of CWIP/Assets under construction.)				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil



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Objective	Action	Criterion	Unit	Actual Value for F/Y 10/11	Actual Value for F/Y 11/12	Actual Value for F/Y 12/13	Actual Value for F/Y 13/14	Actual Value for F/Y 14/15	Projected as on 31.03.15	Target value for F/Y 15/16	Projected Value for F/Y 16/17	Projected value for F/Y 17/18
<b>Productivity and Internal Process</b>												
Asset/ machine/ Facility Utilisation/ Downtime				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Product manufacture/ Product Cycle Time				Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Measures taken to increase efficiency and productivity of manpower/ resources	<b>Nos.</b>	Training - imparted (36 Man days)	Training imparted - (15 Man days )	Training imparted - (28 Man days)	Training imparted - (56 Man days)	Training imparted - (80 Man Days)	Training imparted - (80 Man Days)	Training would be imparted (26 Man days)			50 Man Days	60 Man Days
Benchmarking and fixation of targets to achieve the goals against bench marking		As per MoU										
Market Share		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Customer satisfaction and redress of customer grievances		Feed back is sought from implementing agencies and taken into account while formulating Policy										
Customer Focus - Customer Satisfaction Index and Complaints per unit of sales		NA	NA	NA	NA	NA	NA	NA	48%	53%	58%	
<b>Technology, Quality, Innovative practices</b>												
New Technologies/ improving existing ones/ other innovative practices		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Intellectual property - patents trade- marks, copyrights		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Quality Management - methods like TQM, Six Sigma and ISO, Baldrige Performance Excellence Criteria, etc.		ISO 9001:2008 QMS has been established. The same would be adhered in future years.										
Safety Management - Safety incidents Index, reportable incidents		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Cyber Security - developing/ setting up security systems; monitoring and detection of cyber security breaches												
<b>Human Resource Management</b>												
Sector Specific Parameter/ Enterprise Specific Parameter		As per MoU										
		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA





**ANNEXURE-VII**

**Self Declaration/Certification by CPSE**

It is hereby certified that the targets and actual achievements in respect of financial parameters have been worked out as per MoU Guidelines by adopting the norms and definitions laid down in MoU Guidelines for the year 2015-16. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per audited accounts as per MoU Guidelines. CPSE has no right of claim in this regard.

.....  
(Paresh Chandra Das)  
Chairman-cum-Managing Director  
National Handicapped Finance and  
Development Corporation  
Red Cross Bhavan, Sector-12  
Faridabad-121007



**ANNEXURE-VIII**

**Self Declaration for Compliance of Directives of Government & Regulators**

It is hereby certified that the CPSE has complied all the directives of Government and requirements of regulators. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per Guidelines, directives issued by the Government/ regulators. CPSE has no right of claim in this regard.

.....  
(Paresh Chandra Das)  
Chairman-cum-Managing Director  
National Handicapped Finance and  
Development Corporation  
Red Cross Bhavan, Sector-12  
Faridabad-121007



**NATIONAL HANDICAPPED FINANCE AND DEVELOPMENT CORPORATION**  
**MEMORANDUM OF UNDERSTANDING FOR THE FINANCIAL YEAR 2015-16**

**Assumptions**

1. EBITDA (Earnings before Interest, Taxes, Depreciation and Amortization)  
Basis: As per Minutes of MoU Negotiation Meeting

2. Disbursements

Basis: As per Minutes of MoU Negotiation Meeting

3. Recoveries as a % of amount due for more than 1 Year

Overdues as on 31/3/2014	:	X
Portion of repayment attributable against 'X' above	:	Y
Target	:	Y/X

4	Surplus/Capital Employed		
	Surplus for the Period (2015-16)	:	Rs. 3.78Cr.
	Capital Employed	:	Rs. 372.69Cr.
	Target	:	1.01%

5.	% of total resources mobilized from sources other than grant in aid of Government		
	Equity from Government	:	A
	Other Grants	:	B
	Repayment of Dues	:	C
	Interest on FDRs	:	D
	Interest on Savings Bank A/c	:	E
	Misc. Income	:	F
	Total	:	G= (sum A:F)
	Internal Mobilization (Other than Govt. Grants)	:	H=(C+D+E+F)
	The Target	:	H/G*100

6	Recoveries as a % of amount due for more than 1 Year		
	Overdues as on 31/3/2015	:	X
	Amt. Recd. as repayment against the above during 2014-15	:	Y
	Target	:	Y/X

7	Recoveries as a % of amount Due (Current Year)		
	Demand raised during Current Year	:	X
	Amt. recd. against the above dues	:	Y
	Target	:	Y/X

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