

## Performance Indicators

1. Performance matrix may be supported through the indicators:

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b>Gynaecologist under CMO</b>											
1	No. of Complicated Deliveries (PPH, Eclampsia Assisted del. Sepsis)	4 - 6	2.5	7 - 9	5	10 - 12	7.5	>12	10	10	
2	No of Elective C-Section Deliveries	6 - 8	2.5	9 - 11	5	12 - 15	7.5	>15	10	10	
3	No of Emergency C-Section Deliveries - After 5 pm	2	2.5	3 - 5	5	6 - 8	7.5	>8	10	10	
4	No of Severe Anaemia Cases treated	10 - 15	2.5	16 - 30	5	31-50	7.5	>50	10	10	
	Total Points									40	

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b>Gynaecologist under CMS</b>											
1	No. of Complicated Deliveries (PPH, Eclampsia Assisted del. Sepsis)	6 – 10	2.5	11 – 15	5	16 – 20	7.5	>20	10	10	
2	No of Elective C-Section Deliveries	6 – 10	2.5	11 - 15	5	16 – 20	7.5	>20	10	10	
3	No of Emergency C-Section Deliveries	3 - 6	2.5	7 - 10	5	11 – 15	7.5	>15	10	10	
4	No of Severe Anaemia Cases treated	10 - 15	2.5	16 - 30	5	31-50	7.5	>50	10	10	
	Total Points									40	

**The scoring against these shall be done as:**

<b>* Scoring Parameter</b>	
<b>Points</b>	<b>Performance Based Incentives</b>
31 – 40	100% Incentive
21 – 30	75% Incentive
11 - 20	50% Incentive
0 – 10	Penalty of 20% PBI amount to be deducted from the payment of Specialist

- a. 3rd Party verifications and surprise checks shall be carried out separately for checking the authentication of the grading reports from time to time.
2. The best performers shall be awarded on various social platforms by distinguished guests.
3. The contractual fees shall be inclusive of all the cost including transportation, travel, House Rent Allowance (HRA), Dearness Allowance (DA). These shall be not charged separately.

**Monitoring Mechanism**

- Hired Specialists have to self-report on the identified performance indicators on daily basis.
- The compiled report shall be counter-verified by the GM of the Program and submitted for release of salary with a copy marked to the state
- Where ever the performance indicators are not updated or the salary is not released, would be considered empty and would come under vacant position