

## Concept – Fee for Services

### Introduction

**National Health Mission, Uttar Pradesh (NHM)** has **66** services for Specialist Doctors, comprising **Paediatricians**, at the level of **District** and **Community Health Centres** across 15 districts of **Uttar Pradesh**. **NHM** has launched an ambitious drive to fill these requirements through an innovative approach of seeking the bids from the Specialist doctors for services they shall be willing to render.

While a rigorous process shall be followed, to professionals are considered for fee for services, due consideration shall also be given to their expectations by integrating financial proposal.

**NHM** is willing to hire the above mentioned specialists at the market rate. The specialists are requested to share their preferred per month fee for services charges on which they will prefer to work with **National Health Mission, Uttar Pradesh** on contract.

### **Fee for Service**

1. The services of above mentioned specialists will be taken after ensuring the eligibility qualification criteria is met and the financial proposal of the specialist is the lowest (L1) in the stated health facility on a one-year renewable full time contract.

### Bifurcation of bidding Amount in Fixed and PBI

S. No.	Quoted Fee	Fixed	Performance Based Rewards
1	less than or equal to INR 120,000/-	Entire fee	NIL
2	In the range of INR 120,000 - INR 200,000/-	120,000	Difference between quoted fee and 120,000
3	In the range of INR 200,001 - INR 250,000/-	150,000	Difference between quoted fee and 150,000

2. At any point of time, **NHM** can cancel the bid and/ or health facility location
3. L1 fee shall be split in 2 parts (as percentage of L1):
  - (a) **Fixed Component**
  - (b) **Performance based Reward (PBR) (variable) component.**
4. Fixed Component shall be on monthly basis
5. Process - Performance based Reward Component payment
  - (a) The specialist shall have to daily fill-in an online report of the performance matrix, which shall be a representation of performance indicators of an individual specialist
  - (b) Per matrix, maximum attainable score per month shall be "40"
  - (c) The filled performance matrix shall be approved by the administrative in-charge
  - (d) The same shall get accumulated and a compiled report of achieved performance indicators shall be generated against the specialist at the end of the month.
  - (e) The compiled performance matrix scores earned during the month shall be cross-checked against the Score Card and points earned for the month shall be auto-calculated
  - (f) Based on the scores earned, Specialist shall be paid "Performance based Reward" according to the following scoring matrix:

<b>* Scoring Parameter</b>	
<b>Points</b>	<b>Performance Based Rewards (PBR)</b>
31 – 40	100% PBR
21 – 30	75% PBR
11 - 20	50% PBR
0 – 10	Penalty of 20% PBR amount to be deducted from the payment of fixed component Specialist

6. To authenticate the values of performance indicators filled in the performance matrix by an individual specialist, a 3rd Party verifications and surprise checks shall be carried out separately.