

Concept – Fee for Services

Introduction

National Health Mission, Uttar Pradesh (NHM) has 300+ services for Specialist Doctors, comprising **Anaesthetists, Gynaecologists, Paediatricians (PICU) and Paediatricians (SNCU)**, at the level of **District and Sub-District Hospitals, Community Health Centres and First Referral Units** across **Uttar Pradesh**. **NHM, UP** 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.

The drive aims to ensure that all government health system delivery points are properly resourced and fully functional with emphasis on **District Hospitals (DHs), Sub-District Hospitals (SDHs) and Community Health Centres (CHCs)**, especially **First Referral Units (FRUs)**.

While a rigorous process shall be followed, due consideration shall also be given to the Specialist Doctors whose bid amount is high for services by integrating their financial proposal.

NHM, UP 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 PBF

S. No.	Quoted Fee	Fixed	Performance Based Fee
1	less than or equal to INR 120,000/-	Entire fee	NIL
2	In the range of INR 120,001 - 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

(1) At any point of time, **NHM** can cancel the bid and/ or any health facility location

(2) L1 fee shall be split in two parts:

(a) **Fixed Component**

(b) **Performance Based Fee (PBF) (variable) component.**

(3) Fixed Component shall be on monthly basis

(4) Process - Performance Based Fee 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 Fee" according to the following scoring matrix:

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

(5) 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.

(6) The best performers shall be awarded on various social platforms by distinguished guests.

(7) 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

(1) Hired Specialists have to self-report on the identified performance indicators on daily basis.

(2) 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

(3) Where ever the performance indicators are not updated, or the salary is not released, would be considered empty and would come under vacant position