

Performance Indicators

1. Performance matrix may be supported through the indicators:

Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* & **
1	Attend pediatric OPD/ newborn babies of the hospital (follow-up OPD post discharge from SNCU.) as per schedule.	<300	2.5	301 to 375	5	376-450	7.5	>450	10	10	
2	Attend complicated deliveries/caesarean sections/if required. (No of Pediatric Emergency Cases attended in day time)	<2	2.5	2 - 5	5	6 - 10	7.5	>10	10	10	
3	Examine all babies in the PNC ward during duty hours, and enter progress of new born in case sheet about the condition of baby and screen for any congenital anomalies (if present- must be reported in case sheet) as well.	25%	2.5	50%	5	75%	7.5	100%	10	10	
4	No of Paediatric cases treated as inpatient a. Out-born admissions (During the Shift) b. Pre-term admissions (During the Shift) c. Low-Birth weight admissions (During the Shift) (Reported from Emergency in duty hours)	25%	1.25	50%	2.5	75%	3.75	100%	5	5	
5	Monthly Reporting a. Submission of Complete monthly SNCU report by 5th of next month b. BOR c. Concurrent monitoring score									5	
Total Points										40	

The scoring against these shall be done as:

* Scoring Parameter	
Points	Performance Based Incentives
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