

Concept – Fee for Services

Introduction

Uttar Pradesh National Health Mission (UPNHM) has 400+ services for Specialist Doctors, comprising **Anaesthetists, Gynaecologists and Paediatricians**, at the level of **District and Sub–District Hospitals, Community Health Centres and First Referral Units** across **Uttar Pradesh**. **UPNHM** 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, to professionals are considered for fee for services, due consideration shall also be given to their expectations by integrating financial proposal.

UPNHM 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.

2. At any point of time, NHM can cancel the bid and/ or health facility location

3. L1 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:

* Scoring Parameter	
Points	Performance Based Rewards (PBR)
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.