

## Performance Indicators for Paediatricians posted in PICU:

S. 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 IPD discharged children upto 5 years) 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	Ensure the indenting of Drugs and Supplies for PICU as well as Paediatric IPD is as required	25%	2.5	50%	5	75%	7.5	100%	10	10	
4	Percentage of Paediatric cases treated as inpatient	25%	1.25	50%	2.5	75%	3.75	100%	5	5	
5	Monthly Reporting and establishment of Data Source									5	
	<b>Total Points</b>									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% of PBI amount to be deducted from the Fixed payment of Specialist