

**Performance Indicators for Specialist Doctors**  
**National Health Mission, U.P.**

1. Performance matrix may be supported through the indicators:

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b><u>Gynaecologist under CMO</u></b>											
1	No. of Complicated Deliveries (PPH, Eclampsia Assisted del. Sepsis)	4 - 6	2.5	7 - 9	5	10 - 12	7.5	>12	10	10	
2	No of Elective C-Section Deliveries	6 - 8	2.5	9 -11	5	12 - 15	7.5	>15	10	10	
3	No of Emergency C-Section Deliveries - After 5 pm	2	2.5	3 - 5	5	6 - 8	7.5	>8	10	10	
4	No of Severe Anaemia Cases treated	10 - 15	2.5	16 - 30	5	31-50	7.5	>50	10	10	
	Total Points									40	

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b><u>Gynaecologist under CMS</u></b>											
1	No. of Complicated Deliveries (PPH, Eclampsia Assisted del. Sepsis)	6 – 10	2.5	11 – 15	5	16 – 20	7.5	>20	10	10	
2	No of Elective C-Section Deliveries	6 – 10	2.5	11 -15	5	16 – 20	7.5	>20	10	10	
3	No of Emergency C-Section Deliveries	3 - 6	2.5	7 - 10	5	11 – 15	7.5	>15	10	10	
4	No of Severe Anaemia Cases treated	10 - 15	2.5	16 - 30	5	31-50	7.5	>50	10	10	
	Total Points									40	

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b><u>Paediatrician</u></b>											
1	No of Paediatric OPD cases attended	<600	2.5	601-750	5	751-900	7.5	>900	10	10	
2	No of Paediatric Emergency Cases during night time (5PM to 9AM)	<5	2.5	6 – 10	5	11 - 15	7.5	>15	10	10	
3	No of Paediatric cases treated as inpatient	<100	2.5	101-150	5	151-300	7.5	>300	10	10	
4	No of minor procedures (Lumbar puncture, Pleural tap, Peritoneal tap etc)	<10	2.5	11 - 20	5	21 to 30	7.5	31 to 40	10	10	
	Total Points									40	

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b><u>Anaesthetist under CMO</u></b>											
1	No of Elective & Emergency Cesarean Cases provided anaesthesia during day till 5PM	6 - 8	5	9 - 11	7.5	12 - 15	10	>15	15	15	
2	No of Emergency Cesarean Cases provided anaesthesia during night time between 5PM till morning	Up to 2	5	3 - 5	7.5	6 - 8	10	>8	15	15	
3	Anaesthesia provided to other cases	up to 5	2.5	6 - 10	5	11 - 15	7.5	> 15	10	10	
	Total Points									40	

S. No.	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned*
<b>Anaesthetist under CMS</b>											
1	No of Emergency Cesarean Cases provided anaesthesia during day till 5PM	6 -10	5	11 - 15	7.5	16 - 20	10	>20	15	15	
2	No of Emergency Cesarean Cases provided anaesthesia during night time between 5PM till Morning	3 - 6	5	7 - 10	7.5	11 - 15	10	>15	15	15	
3	Anaesthesia provided to other cases	up to 5	2.5	6 - 10	5	11 - 15	7.5	> 15	10	10	
	Total Points									40	

a. The scoring against these shall be done as:

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

b. 3rd Party verifications and surprise checks shall be carried out separately for checking the authentication of the grading reports from time to time.