



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Ref: BRLPS/Estt/1053/14/231

Date: 28-04-2015

OFFICE ORDER

The HRD manual of BRLPS provides for conducting Annual Performance Appraisal of project staff. On the basis of their performance, suitable grades are awarded to staff. Based on grades obtained, staff become eligible to receive "Annual Performance Pay" up to maximum of 30% of total basic pay received during the period for which appraisal is conducted.

The performance appraisal of eligible staffs of SPMU for the period from April, 2013 to March, 2014 has been completed and accordingly performance grades have been awarded to all eligible staff.

The final grading of Performance Appraisal of all staff in above mentioned both categories along with relevant periods for calculation of performance pay is attached as **Annexure - 1**.

Finance Section is directed to ensure calculation of performance incentives as per following guidelines.

- 30 % of total amount of actual basic salary paid (during the period for which performance is appraised) if performance grade awarded is **A**.
- 20 % of total amount of actual basic salary paid (during the period for which performance is appraised) if performance grade awarded is **B**.
- 10 % of total amount of actual basic salary paid (during the period for which performance is appraised) if performance grade awarded is **C**.
- No performance pay would be paid if performance grade awarded is **D**.

Further, it is directed that disbursement of performance pay shall be made to staff within 7 days after receipt of the order.

For such staffs, who have been separated from BRLPS, Annual Performance Pay would be disbursed with their full and final settlement. Performance incentive/pay would not be paid to staff who have been terminated from services.


(Dr. N. Vijaya Lakshmi)
Chief Executive Officer

Encl : Annexure-1

CC :

1. OSD/Director/CFO/FO/PS/AO/PO
2. All PCs/SPMs/SFMs/PMs/AFMs
3. Accounts-SPMU
4. Project Associates/OA-SPMU
5. IT Section
6. Concerned Files

Annexure-A

S. No.	Name	Staff Id	Designation	DOJ BRLPS (DD-MM-YYYY)	Final Score	Final Grade	Performance Payout Period
1	Dr. Santosh	120010	Procurement Specialist	1-Nov-08	95	A	Performance Pay from 01-April-2013 to 31-March-2014
2	Manoj Kumar Nirala	120024	Office Assistant	10-Feb-09	93	A	Performance Pay from 01-April-2013 to 31-March-2014
3	Jitendra Kumar	120033	Accountant	11-Aug-08	91	A	Performance Pay from 01-April-2013 to 31-March-2014
4	Bhawana	120021	Office Assistant	28-Jun-07	92	A	Performance Pay from 01-April-2013 to 31-March-2014
5	Prabhat Ranjan Das	120031	Accountant	1-Sep-06	93	A	Performance Pay from 01-April-2013 to 31-March-2014
6	Sudama Prasad	120032	Accountant	15-Dec-08	89	B	Performance Pay from 01-April-2013 to 31-March-2014
7	Bipin Lal Karn	120050	PA cum Steno	12-Apr-10	95	A	Performance Pay from 01-April-2013 to 31-March-2014
8	Ram Binod Lal	120022	Office Assistant	14-Sep-06	93	A	Performance Pay from 01-April-2013 to 31-March-2014
9	Devendra Prasad Yadav	120052	PA cum Steno	12-Apr-10	93	A	Performance Pay from 01-April-2013 to 31-March-2014
10	Ritesh Kumar	120038	Project Associate - HRD	28-Jul-10	93	A	Performance Pay from 01-April-2013 to 31-March-2014
11	Some Nath	120041	Project Associate - Jobs	8-Nov-11	91	A	Performance Pay from 01-April-2013 to 31-March-2014
12	Santosh Raman	120045	System Analyst	20-Oct-09	91	A	Performance Pay from 01-April-2013 to 31-March-2014
13	Jawed Naim	120029	Office Assistant	12-Feb-09	93	A	Performance Pay from 01-April-2013 to 31-March-2014

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S. No.	Name	Staff Id	Designation	DOJ BRLPS (DD-MM-YYYY)	Final Score	Final Grade	Performance Payout Period
14	MD Hasnain Yunus	120046	System Analyst	2-Sep-09	92	A	Performance Pay from 01-April-2013 to 31-March-2014
15	Chandan Kumar	120044	Data Administration	4-Dec-07	91	A	Performance Pay from 01-April-2013 to 31-March-2014
16	Priya Priydarshi	120051	DTP Operator	12-Aug-09	93	A	Performance Pay from 01-April-2013 to 31-March-2014
17	Suraj Kumar	120042	Project Associate-MF	15-Oct-08	92	A	Performance Pay from 01-April-2013 to 31-March-2014
18	Pushpendra Singh Tiwari	120020	Project Manager-MF	22-Sep-09	93	A	Performance Pay from 01-April-2013 to 31-March-2014
19	Anil Kumar Singh	120028	Project Associate (M & E)	8-Oct-12	91	A	Performance Pay from 01-April-2013 to 31-March-2014
20	Md.Raheel Zaman Siddiqui	120047	Data Administration	12-Jun-12	90	B	Performance Pay from 01-April-2013 to 31-March-2014
21	Aditya Narayan Saha	120017	PM-M & E	1-Mar-12	91	A	Performance Pay from 01-April-2013 to 31-March-2014
22	Nidhi Singh	120016	PM-R & D	22-Feb-12	88	B	Performance Pay from 01-April-2013 to 31-March-2014
23	Amrita Singh	120043	PA-IB & CB	19-Aug-10	89	B	Performance Pay from 01-April-2013 to 18-Oct-2013.
24	Amrita Singh	122330	PM-TLC	19-Oct-13	89	B	Performance Pay from 19-Oct-2013 to 31-March-2014
25	Ajay Kumar	120696	M-Jobs	23-Oct-13	93	A	Performance Pay from 01-April-2013 to 31-March-2014
26	Manoj Kumar	120014	PM-CB	17-Mar-12	91	A	Performance Pay from 01-April-2013 to 31-March-2014

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S. No.	Name	Staff Id	Designation	DOJ BRLPS (DD-MM-YYYY)	Final Score	Final Grade	Performance Payout Period
27	Ritesh Kumar	120018	PM-IB	30-Apr-10	91	A	Performance Pay from 01-April-2013 to 31-March-2014
28	Diwakar Kumar	122577	IT-Associate	26-Oct-13	86	B	Performance Pay from 26-Oct-2013 to 31-March-2014
29	Anil Kumar	120027	Accountant	8-Oct-12	86	B	Performance Pay from 01-April-2013 to 31-March-2014
30	Prashant Krishna	120009	SPM-IB&CB	14-Nov-06	91	A	Performance Pay from 01-April-2013 to 31-March-2014
31	Mithilesh Kumar	122584	Project Associate	26-Oct-13	91	A	Performance Pay from 26-Oct-2013 to 31-March-2014
32	Gaurav Tyagi	122334	PM-Jobs	19-Oct-13	90	B	Performance Pay from 19-Oct-2013 to 31-March-2014
33	Niraj	122578	IT-Associate	26-Oct-13	91	A	Performance Pay from 26-Oct-2013 to 31-March-2014
34	Archana Tiwari	120004	SPM-SD	8-Nov-06	92	A	Performance Pay from 01-April-2013 to 31-March-2014
35	Ajit Ranjan	120008	SPM-M&E	21-Jul-11	93	A	Performance Pay from 01-April-2013 to 31-March-2014
36	Arun Kumar Sah	120007	SPM-HRD	21-Jul-11	92	A	Performance Pay from 01-April-2013 to 31-March-2014
37	Mukesh Chandra Sharan	122788	PC-FI	11-Dec-13	94	A	Performance Pay from 01-April-2013 to 10-Dec-2013 as SPM-MF and 11-12-2013 to 31-March-2014
38	Kumar Anshumaly	122733	Director	10-Dec-13	95	A	Performance Pay from 10-Dec-2013 to 31-March-2014
39	Dr. Rakesh Kumar Singh	121219	SPM-Off Farm	1-Aug-13	88	B	Performance Pay from 01-Aug-2013 to 31-March-2014
40	Jitendra Kumar	120006	SPM-Jobs	26-Jul-11	92	A	Performance Pay from 01-April-2013 to 31-March-2014

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S. No.	Name	Staff Id	Designation	DOJ BRLPS (DD-MM-YYYY)	Final Score	Final Grade	Performance Payout Period
41	Manoj Kumar	120015	PM-Livelihoods	28-Jul-11	89	B	Performance Pay from 01-April-2013 to 28-Nov-2013.
42	Manoj Kumar	122591	SPM-Livelihoods	29-Nov-13	89	B	Performance Pay from 29-Nov-2013 to 31-March-2014
43	Vikas kunj	120005	SPM-NF	28-Jul-11	78	C	Performance Pay from 01-April-2013 to 31-March-2014
44	Apolenarius Purty	120013	SPM-H&N	1-Aug-13	86	B	Performance Pay from 01-April-2013 to 31-July-2013 as PM-SD and 01-Aug-2013 to 31-March-2014 as SPM-H & N
45	Sikendra Kumar	122321	AFM	19-Oct-13	92	A	Performance Pay from 19-Oct-2013 to 31-March-2014
46	Ranjit Kumar	120011	FO	14-Oct-08	91	A	Performance Pay from 01-April-2013 to 31-March-2014
47	Kundan Kumar	122617	Logistic Assistant	5-Dec-13	93	A	Performance Pay from 05-Dec-2013 to 31-March-2014
48	Somya	122333	PM-H&N	19-Oct-13	91	A	Performance Pay from 19-Oct-2013 to 31-March-2014
49	Anand Kumar	122583	Project Associate	26-Oct-13	93	A	Performance Pay from 26-Oct-2013 to 31-March-2014
50	Vishwa Vijay	122590	SPM-Resource Cell	28-Nov-13	86	B	Performance Pay from 28-Nov-2013 to 31-March-2014
51	Vishwa Vijay	120012	PM-HRD	15-Nov-06	93	A	Performance Pay from 01-April-2013 to 27-Nov-2013.
52	B.K. Pathak	120001	O.S.D.	12-Aug-09	93	A	Performance Pay from 01-April-2013 to 31-March-2014
53	G. Anthony Raj	122588	PM-Resource Cell	4-Nov-13	92	A	Performance Pay from 04-Nov-2013 to 31-March-2014
54	Veena Kumari	122582	Project Associate	26-Oct-13	93	A	Performance Pay from 26-Oct-2013 to 31-March-2014

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55	Jiban Kumar Jha	120019	Project Manager-Micro Insurance	1-Oct-09	92	A	Performance Pay from 01-April-2013 to 31-March-2014
56	Dharamveer Kumar	24200610	Accountant	31-May-12	81	B	Performance Pay from 01-April-2012 to 31-March-2013.
57	Dharamveer Kumar	24200610	Accountant	31-May-12	71	C	Performance Pay from 01-April-2013 to 31-March-2014
58	Pooja	120034	Accountant	23-Dec-10	91	A	Performance Pay from 01-April-2013 to 31-March-2014
59	Niranjan Kumar	122585	Project Associate	26-Oct-13	83	B	Performance Pay from 26-Oct-2013 to 31-March-2014
60	Amit Kumar Singh	122616	IT-Associate	5-Dec-13	91	A	Performance Pay from 05-Dec-2013 to 31-March-2014
61	Gourav Dutta	121938	Accountant	27-Sep-13	93	A	Performance Pay from 27-Sept-2013 to 31-March-2014
62	Shivesh Mohan	122336	Accountant	21-Oct-13	90	B	Performance Pay from 21-Oct-2013 to 31-March-2014
63	Suman Rani	121951	Accountant	27-Sep-13	88	B	Performance Pay from 27-Sept-2013 to 31-March-2014
64	Subodh Kumar Bharti	122488	Accountant	30-Oct-13	89	B	Performance Pay from 30-Oct-2013 to 31-March-2014
65	Pappu Kumar	121934	Accountant	27-Sep-13	91	A	Performance Pay from 27-Sept-2013 to 31-March-2014
66	Ravi Shankar Choudhary	122032	Accountant	28-Sep-13	91	A	Performance Pay from 28-Sept-2013 to 31-March-2014
67	Devesh Kumar	122666	Manager-NF &ME	6-Dec-13	92	A	Performance Pay from 06-Dec-2013 to 31-March-2014
68	Kumari Shikha Shree	120935	Project Associate (NF)	8-Nov-11	91	A	Performance Pay from 01-April-2013 to 31-March-2014
69	Rajeev Kumar	122332	Project Manager-CF	19-Oct-13	89	B	Performance Pay from 19-Oct-2013 to 31-March-2014
70	Samir Kumar	122335	Projet Manager-NF	19-Oct-13	91	A	Performance Pay from 19-Oct-2013 to 31-March-2014

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71	Robie Minj	120039	Project Associate (Comm)	12-Apr-10	91	A	Performance Pay from 01-April-2013 to 31-March-2014
72	Prem Narayan	122386	Office Assistant	21-Oct-13	93	A	Performance Pay from 21-Oct-2013 to 31-March-2014
73	Uttam Kumar Das	120023	Office Assistant	29-Mar-07	95	A	Performance Pay from 01-April-2013 to 31-March-2014
74	Dineshwar Lal Divyanshu	120036	Store-Keeper	23-Dec-10	95	A	Performance Pay from 01-April-2013 to 31-March-2014
75	Preeti Mishra	122581	Project Associate	26-Oct-13	89	B	Performance Pay from 26-Oct-2013 to 31-March-2014
76	Ajay Nand Sahay	122240	Logistic Assistant	17-Oct-13	85	B	Performance Pay from 17-Oct-2013 to 31-March-2014
77	Pramod Rajak	122627	Project Associate	5-Dec-13	95	A	Performance Pay from 05-Dec-2013 to 31-March-2014
78	Asha Kumari	122329	Project Manager-P & A	19-Oct-13	93	A	Performance Pay from 19-Oct-2013 to 31-March-2014

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