



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 No: BRLPS/Estt/669/13/02/Khagaria-II/233

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 15% of total basic pay received during the period for which appraisal is conducted.

The performance appraisal of eligible staff of Khagaria District for the period from April, 2012 to March, 2013 has been completed and accordingly performance grades have been awarded to all eligible staff.

The final grading of Performance Appraisal of staff along with relevant periods for calculation of performance pay is attached as **Annexure - 1**.

DPM and all BPMs of respective BPIUs are directed to ensure calculation of performance incentives as per following guidelines.

- 15 % of total amount of actual basic salary paid (during the period for which performance is appraised) if performance grade awarded is **A**.
- 10 % of total amount of actual basic salary paid (during the period for which performance is appraised) if performance grade awarded is **B**.
- 5 % 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. The DPMs would be the nodal person for ensuring payment of Annual Performance Pay in DPCU and all concerned BPIUs. The concerned Office Accountant would calculate the performance pay and get it approved by DPM after obtaining recommendation of BPM's in case of BPIU Staff.

Some of the officials have worked in more than one capacity and at more than one station. Performance Pay would be given as per the position and period they have held. However, payment would be made from present place of posting. For the purpose, the Office Assistant will obtain salary statement of concerned staff from his/her earlier place of posting and accordingly calculate the payable final Annual Performance Pay.

For those staff, who have been separated from BRLPS, Annual Performance Pay would be disbursed from the place, where they worked last. Performance incentive/pay would not be paid to staff who have been terminated from services.

DPMs are directed to submit the statement of final payment of Annual Performance Pay to SPMU within 3 days after the disbursement of the payment.

Dr. N. Vijaya Lakshmi
(Dr. N. Vijaya Lakshmi)
Chief Executive Officer

Encl.: Annexure-1 as mentioned.

CC:

1. Director/OSD/AO/CFO/FO/PS/PO
2. All PCs/SPMs/SFMs/PMs/AFMs
3. All DPMs/FMs/Managers-HR/BPMs
4. IT Section
5. Concerned Files.

Performance Pay for Khagaria staffs for the Year 2012-13

S.NO	Name	Reg No\Staff ID	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
1	Awadhesh Kumar	120065	DPM	12/06/12	Khagaria	DPCU	87	B	Performance Payout from 12-June-2012 to 31-March-2013
2	Brajesh Kumar Raut	120106	CC	16/08/10	Khagaria	Chautham	87	B	Performance Payout from 01-April-2012 to 31-March-2013
3	Om Prakash	120105	CC	17/08/10	Khagaria	Chautham	88	B	Performance Payout from 01-April-2012 to 31-March-2013
4	Deep Narayan Rajak	120104	CC	25/05/10	Khagaria	Chautham	88	B	Performance Payout from 01-April-2012 to 31-March-2013
5	Rakesh Kumar	120111	AC	12/05/08	Khagaria	Chautham	90	B	Performance Payout from 01-April-2012 to 31-March-2013
6	Rahul Choudhary	7700001386	CC	26/05/10	Khagaria	Chautham	88	B	Performance Payout from 01-April-2012 to 31-March-2013
7	Manoj Kumar	120108	AC	16/08/10	Khagaria	Chautham	86	B	Performance Payout from 01-April-2012 to 31-March-2013
8	Sujata Kumari	120109	CC	23/05/12	Khagaria	Chautham	87	B	Performance Payout from 23-May-2012 to 31-March-2013
9	Sushil Kumar Sharma	120102	CC	06/11/09	Khagaria	Chautham	87	B	Performance Payout from 01-April-2012 to 31-March-2013
10	Rajeev Kumar Singh	120101	AC	18/08/10	Khagaria	Chautham	90	B	Performance Payout from 01-April-2012 to 31-March-2013
11	Binay Kumar Rajak	120143	CC	26/05/10	Khagaria	Chautham	85	B	Performance Payout from 01-April-2012 to 31-March-2013
12	Santosh Kumar	120103	CC	06/11/09	Khagaria	Chautham	87	B	Performance Payout from 01-April-2012 to 31-March-2013
13	Mukesh Kumar	120107	CC	16/08/10	Khagaria	Chautham	87	B	Performance Payout from 01-April-2012 to 31-March-2013
14	Amit Kumar Choudhary	120118	Livelihoods Specialist	17/10/11	Khagaria	Alauli	81	B	Performance Payout from 01-April-2012 to 31-March-2013
15	Anuj Kumar Poddar	120073	Training Officer	08/10/12	Khagaria	DPCU	88	B	Performance Payout from 08-Oct-2012 to 31-March-2013
16	Babloo Kumar	120116	AC	04/03/08	Khagaria	Alauli	87	B	Performance Payout from 01-April-2012 to 31-March-2013
17	Kundan Kumar Singh	120122	CC	25/05/10	Khagaria	Alauli	76	C	Performance Payout from 01-April-2012 to 31-March-2013
18	Madhubala Kumari	120125	CC	10/12/11	Khagaria	Alauli	78	C	Performance Payout from 01-April-2012 to 31-March-2013
19	Nikhil Kumar Pandey	120124	CC	16/08/10	Khagaria	Alauli	85	B	Performance Payout from 01-April-2012 to 31-March-2013

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S.NO	Name	Reg No\Staff ID	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
20	Ranjan Kumar	120119	Office Assistant	19/08/10	Khagaria	Alauli	89	B	Performance Payout from 01-April-2012 to 31-March-2013
21	Ravi Shankar Kumar	120126	CC	16/08/10	Khagaria	Alauli	78	C	Performance Payout from 01-April-2012 to 31-March-2013
22	Ritesh Kishor Sahay	120128	CC	17/08/10	Khagaria	Alauli	78	C	Performance Payout from 01-April-2012 to 31-March-2013
23	Rubi Kumari	120127	CC	18/08/10	Khagaria	Alauli	76	C	Performance Payout from 01-April-2012 to 31-March-2013
24	Santosh Kumar Vimal	120138	CC	14/05/08	Khagaria	Parbatta	86	B	Performance Payout from 01-April-2012 to 31-March-2013
25	Sarwan Kumar	120121	CC	26/05/10	Khagaria	Alauli	81	B	Performance Payout from 01-April-2012 to 31-March-2013
26	Shambhu Saran Singh	120129	CC	21/05/12	Khagaria	Alauli	77	C	Performance Payout from 21-May-2012 to 31-March-2013
27	Balbir Kumar Raja	120120	AC	06/11/09	Khagaria	Alauli	73	C	Performance Payout from 01-April-2012 to 31-March-2013
28	Deodatt	120099	BPM	07/03/08	Khagaria	Chautham	89	B	Performance Payout from 01-April-2012 to 31-March-2013
29	Alok Kumar Mishra	120328	BPM	05/04/10	Khagaria	Alauli	78	C	Performance Payout from 01-April-2012 to 31-March-2013
30	Ajeet Kushwaha	120131	BPM	08/10/12	Khagaria	Beldaur	86	B	Performance Payout from 08-Oct-2012 to 31-March-2013
31	Md. Aftab Alam	120069	Manager M& E	08/11/11	Khagaria	DPCU	87	B	Performance Payout from 01-April-2012 to 31-March-2013
32	Nitul Kumar	120078	Accountant	31/05/12	Khagaria	DPCU	87	B	Performance Payout from 31-May-2012 to 31-March-2013
33	Rajiv Kumar Varma	120077	Accountant	11/06/09	Khagaria	DPCU	87	B	Performance Payout from 01-April-2012 to 31-March-2013
34	Raj Kumar Soni	120076	Accountant	16/04/08	Khagaria	DPCU	87	B	Performance Payout from 01-April-2012 to 31-March-2013
35	Pawan Kumar	120068	Manager Microfinance	19/08/10	Khagaria	DPCU	80	C	Performance Payout from 01-April-2012 to 31-March-2013
36	Rakesh Prasad	120070	Manager Communication	28/07/10	Khagaria	DPCU	87	B	Performance Payout from 01-April-2012 to 31-March-2013
37	Samod Kumar Pranav	120066	Finance Manager	20/09/09	Khagaria	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013
38	Santosh Kumar	120937	Training Officer	11/09/06	Khagaria	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Khagaria staffs for the Year 2012-13

S.NO	Name	Reg No\Staff ID	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
39	Prem Narayan	120079	Office Assistant	07/09/09	Khagaria	DPCU	89	B	Performance Payout from 01-April-2012 to 31-March-2013
40	Rambilash Paswan	120140	CC	03/10/12	Khagaria	Parbatta	83	B	Performance Payout from 03-Oct-2012 to 31-March-2013
41	Santosh Kumar Vimal	120138	CC	14/05/08	Khagaria	Parbatta	82	B	Performance Payout from 01-April-2012 to 31-March-2013
42	Shipra Shri	120139	CC	03/10/12	Khagaria	Parbatta	86	B	Performance Payout from 03-Oct-2012 to 31-March-2013
43	Dharamveer Kumar Ray	120091	CC	06/11/09	Khagaria	Khagaria	81	B	Performance Payout from 01-April-2012 to 31-March-2013
44	Jai Prakash	120098	CC	18/08/10	Khagaria	Khagaria	84	B	Performance Payout from 01-April-2012 to 31-March-2013
45	Jaya Bharti	120087	CC	04/03/08	Khagaria	Khagaria	72	C	Performance Payout from 01-April-2012 to 31-March-2013
46	Jitendra Kumar	120097	CC	16/08/10	Khagaria	Khagaria	84	B	Performance Payout from 01-April-2012 to 31-March-2013
47	Navin Kumar	120089	CC	06/11/09	Khagaria	Khagaria	79	C	Performance Payout from 01-April-2012 to 31-March-2013
48	Nawal Kishore Bharti	120089	CC	06/11/09	Khagaria	Khagaria	87	B	Performance Payout from 01-April-2012 to 31-March-2013
49	Nisha Bharti	120096	CC	06/11/09	Khagaria	Khagaria	87	B	Performance Payout from 01-April-2012 to 31-March-2013
50	Om Kumar Kanth	120084	AC	20/10/09	Khagaria	Khagaria	85	B	Performance Payout from 01-April-2012 to 31-March-2013
51	Raj Kishor Kumar	120094	CC	25/05/10	Khagaria	khagaria	84	B	Performance Payout from 01-April-2012 to 31-March-2013
52	Rajesh Kumar	120093	CC	06/11/09	Khagaria	Khagaria	81	B	Performance Payout from 01-April-2012 to 31-March-2013
53	Rupam Kumari	120095	CC	25/05/10	Khagaria	Khagaria	76	C	Performance Payout from 01-April-2012 to 31-March-2013
54	Sangita Kunj	120085	AC	18/08/10	Khagaria	Khagaria	85	B	Performance Payout from 01-April-2012 to 31-March-2013
55	Shobha Shaw	120090	CC	06/11/09	Khagaria	Khagaria	83	B	Performance Payout from 01-April-2012 to 31-March-2013
56	Subhadra Kumari	120088	CC	20/02/09	Khagaria	Khagaria	72	C	Performance Payout from 01-April-2012 to 31-March-2013
57	Arun Kumar Ghosh	120132	AC	01/08/09	Khagaria	Beldaur	90	B	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Khagaria staffs for the Year 2012-13

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58	Alok Kumar	120133	CC	26/05/10	Khagaria	Beldaur	90	B	Performance Payout from 01-April-2012 to 31-March-2013
59	Manoj Kumar	120115	AC	05/10/12	Khagaria	Alauli	87	B	Performance Payout from 05-Oct-2012 to 31-March-2013
60	Navin Kumar Singh	120123	CC	06/11/09	Khagaria	Alauli	79	C	Performance Payout from 01-April-2012 to 31-March-2013

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