



# JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

## Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



1<sup>st</sup> Floor, Vidyut Bhawan - II, Bailey Road, Patna- 800 021; Ph.:+91-612-250 4980; Fax: +91-612-250 4960, Website:www.brllp.in

Ref No: BRLPS/ *Estt/669/13/06/Madhubani-II/235* 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 Madhubani 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)  
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 Madhubani staffs for the Year 2012-13

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
1	Amar Shekhar Pathak	120311	DPM	12 June 2012	Madhubani	DPCU	75	C	Performance Payout from 12-June-2012 to 31-March-2013
2	Rajesh Kumar	120402	CC	25 August 2012	Madhubani	Khajauli	85	B	Performance Payout from 25-Aug-2012 to 31-March-2013
3	Santosh Kumar Poddar	120356	CC	16 August 2010	Madhubani	Rajnagar	89	B	Performance Payout from 01-April-2012 to 31-March-2013
4	Mitranjan Kumar	120410	AC	05 October 2012	Madhubani	Pandaul	89	B	Performance Payout from 05-Oct-2012 to 31-March-2013
5	Prabhat Kumar Thakur	120414	CC	25 May 2010	Madhubani	Pandaul	92	A	Performance Payout from 01-April-2012 to 31-March-2013
6	Subhash Kumar	120461	AC	01 August 2009	Madhubani	Jhanjharpur	90	B	Performance Payout from 01-April-2012 to 31-March-2013
7	Rupesh kumar	120408	AC	04 November 2009	Madhubani	Pandaul	89	B	Performance Payout from 01-April-2012 to 31-March-2013
8	Rupesh kumar	120394	AC	21 August 2010	Madhubani	Khajauli	87	B	Performance Payout from 01-April-2012 to 31-March-2013
9	Prashant Kumar Verma	120415	AC	03 November 2009	Madhubani	Pandaul	91	A	Performance Payout from 01-April-2012 to 31-March-2013
10	Kanchan kumari	120412	CC	03 November 2009	Madhubani	Pandaul	94	A	Performance Payout from 01-April-2012 to 31-March-2013
11	Chandan kumar	120411	CC	03 November 2009	Madhubani	Pandaul	94	A	Performance Payout from 01-April-2012 to 31-March-2013
12	Vidya Sagar Prasad	120417	CC	22 May 2012	Madhubani	Pandaul	84	B	Performance Payout from 22-May-2012 to 31-March-2013
13	Vishal kumar	120421	CC	06 October 2012	Madhubani	Pandaul	88	B	Performance Payout from 06-Oct-2012 to 31-March-2013
14	Ragni Kumari	120413	CC	03 November 2009	Madhubani	Pandaul	83	B	Performance Payout from 01-April-2012 to 31-March-2013
15	Indradev Ravidas	120419	CC	28 May 2012	Madhubani	Pandaul	88	B	Performance Payout from 28-May-2012 to 31-March-2013
16	Pushpa Kumari	120416	CC	09 December 2011	Madhubani	Pandaul	87	B	Performance Payout from 01-April-2012 to 31-March-2013
17	Manish kumar	120382	LS	28 March 2012	Madhubani	Jhanjharpur	80	C	Performance Payout from 28-March-2012 to 31-March-2013
18	Ajay kumar Anand	120525	BPM	01 September 2009	Madhubani	Jhanjharpur	90	B	Performance Payout from 01-April-2012 to 31-March-2013

28/9/15

**Performance Pay for Madhubani staffs for the Year 2012-13**

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
19	Abhay kumar vikram	120390	CC	28 May 2012	Madhubani	Jhanjharpur	89	B	Performance Payout from 28-May-2012 to 31-March-2013
20	Bhawanand Mishra	120381	OA	07 September 2009	Madhubani	Jhanjharpur	89	B	Performance Payout from 01-April-2012 to 31-March-2013
21	Deepak Kumar	120389	CC	22 May 2012	Madhubani	Jhanjharpur	89	B	Performance Payout from 22-May-2012 to 31-March-2013
22	Shashi Kant Ram	120391	CC	31 October 2012	Madhubani	Jhanjharpur	88	B	Performance Payout from 31-Oct-2012 to 31-March-2013
23	Subhash Kumar	120388	CC	22 May 2012	Madhubani	Jhanjharpur	91	A	Performance Payout from 22-May-2012 to 31-March-2013
24	Bhaskar Jha	120383	CC	02 August 2008	Madhubani	Jhanjharpur	90	B	Performance Payout from 01-April-2012 to 31-March-2013
25	Brajkishor Prasad Gupta	120384	cc	02 August 2008	Madhubani	Jhanjharpur	91	A	Performance Payout from 01-April-2012 to 31-March-2013
26	Ritesh Sumukh	120799	CC & AC	03 November 2009	Madhubani	Jhanjharpur	88	B	Performance Payout from 01-April-2012 to 31-March-2013
27	Brajesh Kumar	120385	CC	07 December 2011	Madhubani	Jhanjharpur	91	A	Performance Payout from 01-April-2012 to 31-March-2013
28	Gurudayal Kumar	120380	CC&AC	05 January 2010	Madhubani	Jhanjharpur	89	B	Performance Payout from 01-April-2012 to 31-March-2013
29	Kundan Kumar	121403	AC	07 March 2008	Madhubani	Jhanjharpur	88	B	Performance Payout from 01-April-2012 to 31-March-2013
30	Purari Hari	120379	AC	18 August 2010	Madhubani	Jhanjharpur	87	B	Performance Payout from 01-April-2012 to 31-March-2013
31	Vinay Kumar	120362	CC	25 May 2012	Madhubani	Rajnagar	89	B	Performance Payout from 25-May-2012 to 31-March-2013
32	Shiv Shankar Prasad	120351	AC	08 November 2009	Madhubani	Rajnagar	86	B	Performance Payout from 01-April-2012 to 31-March-2013
33	Satyendra Ravidas	120361	CC	25 May 2012	Madhubani	Rajnagar	87	B	Performance Payout from 25-May-2012 to 31-March-2013
34	Sudama Devi	120355	CC	18 August 2010	Madhubani	Rajnagar	90	B	Performance Payout from 01-April-2012 to 31-March-2013
35	Rajesh Kumar	120467	CC	02 August 2008	Madhubani	Jaynagar	90	B	Performance Payout from 01-April-2012 to 31-March-2013
36	Rahul Kumar	121190	CC & AC	04 January 2010	Madhubani	Rajnagar	85	B	Performance Payout from 01-April-2012 to 31-March-2013

28/4/15

**Performance Pay for Madhubani staffs for the Year 2012-13**

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
37	Pappu Paswan	120359	CC	25 May 2012	Madhubani	Rajnagar	87	B	Performance Payout from 25-May-2012 to 31-March-2013
38	Niraj Kumar Sinha	120352	AC	20 October 2009	Madhubani	Rajnagar	86	B	Performance Payout from 01-April-2012 to 31-March-2013
39	Dr.Jitendra Prasad	120354	CC	17 August 2010	Madhubani	Rajnagar	88	B	Performance Payout from 01-April-2012 to 31-March-2013
40	Praveer Kumar Gupta	120350	LS	28 July 2010	Madhubani	Rajnagar	89	B	Performance Payout from 01-April-2012 to 31-March-2013
41	Vijay kumar	120466	AC	18 August 2010	Madhubani	Phulparas	87	B	Performance Payout from 01-April-2012 to 31-March-2013
42	Brajendra Kumar	120360	CC	25 May 2012	Madhubani	Rajnagar	89	B	Performance Payout from 25-May-2012 to 31-March-2013
43	Ashok Kumar Tiwari	120357	CC	02 August 2008	Madhubani	Rajnagar	87	B	Performance Payout from 01-April-2012 to 31-March-2013
44	Anjay Kumar Kant	120438	BPM	30 November 2007	Madhubani	Rajnagar	89	B	Performance Payout from 01-April-2012 to 31-March-2013
45	Satish Kumar	120457	CC	25 May 2010	Madhubani	Kaluahi	81	B	Performance Payout from 01-April-2012 to 31-March-2013
46	Akhilesh Kumar	120458	CC	03 October 2012	Madhubani	Kaluahi	79	C	Performance Payout from 03-Oct-2012 to 31-March-2013
47	Rajesh Gupta	120972	Training Manager	08 October 2011	Madhubani	DPCU	83	B	Performance Payout from 01-April-2012 to 31-March-2013
48	Rohit Kumar	120323	OA	27 May 2010	Madhubani	Jaynagar	91	A	Performance Payout from 01-April-2012 to 31-March-2013
49	Mukesh Kumar	120444	CC	03 November 2009	Madhubani	Bisfi	88	B	Performance Payout from 01-April-2012 to 31-March-2013
50	Kanhiya Kumar	120443	CC	07 March 2008	Madhubani	Bisfi	88	B	Performance Payout from 01-April-2012 to 31-March-2013
51	Anil Kumar Choudhary	120370	CC	03 November 2009	Madhubani	Lakhnaur	93	A	Performance Payout from 01-April-2012 to 31-March-2013
52	Satyndra Rajak	120368	CC	18 August 2010	Madhubani	Lakhnaur	91	A	Performance Payout from 01-April-2012 to 31-March-2013
53	Kumar Uttam	120376	CC	03 November 2009	Madhubani	Lakhnaur	90	B	Performance Payout from 01-April-2012 to 31-March-2013
54	Ravindra Kumar Singh	120366	AC	20 October 2009	Madhubani	Lakhnaur	93	A	Performance Payout from 01-April-2012 to 31-March-2013

N-28/4/15

**Performance Pay for Madhubani staffs for the Year 2012-13**

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
55	Sandeep Kumar	120371	AC	04 January 2010	Madhubani	Lakhnaur	94	A	Performance Payout from 01-April-2012 to 31-March-2013
56	Deepak Kumar	120775	CC & AC	03 January 2009	Madhubani	Jhanjharpur	87	B	Performance Payout from 01-April-2012 to 31-March-2013
57	Deepak Paswan	120369	AC	05 January 2010	Madhubani	Lakhnaur	87	B	Performance Payout from 01-April-2012 to 31-March-2013
58	Sanjay Kumar Mishra	120375	AC	03 November 2009	Madhubani	Lakhnaur	94	A	Performance Payout from 01-April-2012 to 31-March-2013
59	Laxman Prasad Singh	120447	AC	13 August 2009	Madhubani	Andhratharh	88	B	Performance Payout from 01-April-2012 to 31-March-2013
60	Laxman Kumar Choudhary	120325	Accountant	19 August 2010	Madhubani	DPCU	86	B	Performance Payout from 01-April-2012 to 31-March-2013
61	Ashok Kumar	120454	CC	03 October 2012	Madhubani	Madhepur	83	B	Performance Payout from 03-Oct-2012 to 31-March-2013
62	Kuldeep Kumar	120452	AC	19 October 2009	Madhubani	Madhepur	88	B	Performance Payout from 01-April-2012 to 31-March-2013
63	Rajkamal Pd Mandal	120453	CC	03 November 2009	Madhubani	Madhepur	89	B	Performance Payout from 01-April-2012 to 31-March-2013
64	Shashi Kishore Singh	120399	CC	23 May 2012	Madhubani	Khajauli	90	B	Performance Payout from 23-May-2012 to 31-March-2013
65	Binod Kumar Nirmal	120401	CC	24 May 2012	Madhubani	Khajauli	91	A	Performance Payout from 24-May-2012 to 31-March-2013
66	Rajesh Das	120402	CC	25 May 2012	Madhubani	Khajauli	90	B	Performance Payout from 25-May-2012 to 31-March-2013
67	Vijay Choudhary	120404	CC	04 October 2012	Madhubani	Khajauli	89	B	Performance Payout from 04-Oct-2012 to 31-March-2013
68	Devendra Sah	120429	CC	03 November 2009	Madhubani	Khajauli	91	A	Performance Payout from 01-April-2012 to 31-March-2013
69	Indra Nath Jha	120397	CC	04 March 2008	Madhubani	Khajauli	91	A	Performance Payout from 01-April-2012 to 31-March-2013
70	Manjeet Kumar	120400	AC	24 May 2012	Madhubani	Khajauli	88	B	Performance Payout from 24-May-2012 to 31-March-2013
71	Lal Babu Sah	120890	CC & AC	03 November 2009	Madhubani	Khajauli	90	B	Performance Payout from 01-April-2012 to 31-March-2013
72	Sanjeet Kumar	120853	CC & AC	04 November 2009	Madhubani	Khajauli	90	B	Performance Payout from 01-April-2012 to 31-March-2013

N S 128/4/15

**Performance Pay for Madhubani staffs for the Year 2012-13**

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
73	Ganesh Paswan	120398	CC	26 May 2010	Madhubani	Khajauli	91	A	Performance Payout from 01-April-2012 to 31-March-2013
74	Ajay Shankar	120403	CC	03 November 2009	Madhubani	Khajauli	91	A	Performance Payout from 01-April-2012 to 31-March-2013
75	Arunoday Prakash	120395	AC	27 March 2012	Madhubani	Khajauli	90	B	Performance Payout from 27-Mar-2012 to 31-March-2013
76	Laksham Pd Singh	120447	aC	19 October 2009	Madhubani	Andhratharh	90	B	Performance Payout from 01-April-2012 to 31-March-2013
77	Dev Kumar	120940	BPM	30 November 2007	Madhubani	Benipatti	86	B	Performance Payout from 01-April-2012 to 31-March-2013
78	Md Shadab Alam	120324	Accountant	27 May 2010	Madhubani	DPCU	86	B	Performance Payout from 01-April-2012 to 31-March-2013
79	Sandeep Kumar	120322	OA	07 September 2009	Madhubani	DPCU	86	B	Performance Payout from 01-April-2012 to 31-March-2013
80	Amarjeet Kumar Gupta	120321	Accountant	07 May 2010	Madhubani	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013
81	Alok Kumar	120367	AC	27 March 2012	Madhubani	Lakhnaur	90	B	Performance Payout from 27-March-2012 to 31-March-2013
82	Saryu Kumar	120374	CC	25 May 2012	Madhubani	Lakhnaur	87	B	Performance Payout from 25-May-2012 to 31-March-2013
83	Ramvinak Pd Gupta	120372	CC	08 December 2011	Madhubani	Lakhnaur	89	B	Performance Payout from 01-April-2012 to 31-March-2013
84	Binod Kumar	120318	Training Officer	08 November 2011	Madhubani	DPCU	81	B	Performance Payout from 01-April-2012 to 31-March-2013
85	Sakaldev Manjhi	120336	CC	03 November 2009	Madhubani	Benipatti	84	B	Performance Payout from 01-April-2012 to 31-March-2013
86	Pardeep Kumar Mahto	120337	CC	25 May 2010	Madhubani	Benipatti	84	B	Performance Payout from 01-April-2012 to 31-March-2013
87	Chandan Kumar	120462	CC	03 November 2009	Madhubani	Ghoghardiha	81	B	Performance Payout from 01-April-2012 to 31-March-2013
88	RajKamal Pd. Mandal	120453	CC	03 November 2009	Madhubani	Madhepur	81	B	Performance Payout from 01-April-2012 to 31-March-2013
89	Hemant Kumar Paswan	120425	AC	19 October 2009	Madhubani	Jaynagar	87	B	Performance Payout from 01-April-2012 to 31-March-2013
90	Manish kumar	120427	AC	05 October 2012	Madhubani	Jaynagar	86	B	Performance Payout from 05-Oct-2012 to 31-March-2013

OK 28/4/15

**Performance Pay for Madhubani staffs for the Year 2012-13**

S.NO	Name	Staff Id	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
91	Shashi Kumar Chanchal	120426	AC	20 October 2009	Madhubani	Jaynagar	86	B	Performance Payout from 01-April-2012 to 31-March-2013
92	Laxman Prasad Singh	120447	AC	19 October 2009	Madhubani	Jaynagar	85	B	Performance Payout from 01-April-2012 to 31-March-2013
93	Rakesh Kumar	120430	CC	03 November 2009	Madhubani	Jaynagar	87	B	Performance Payout from 01-April-2012 to 31-March-2013
94	Nand Kishore Sah	120473	CC	16 August 2010	Madhubani	Ladania	83	B	Performance Payout from 01-April-2012 to 31-March-2013
95	Rajesh Kumar	120434	CC	07 December 2011	Madhubani	Jaynagar	91	A	Performance Payout from 01-April-2012 to 31-March-2013
96	Md. Azhar	120471	CC	21 May 2012	Madhubani	Jaynagar	87	B	Performance Payout from 21-May-2012 to 31-March-2013
97	Birju Kumar Paswan	120435	CC	03 October 2012	Madhubani	Jaynagar	91	A	Performance Payout from 03-Oct-2012 to 31-March-2013
98	Arpna Jyoti	120433	CC	26 May 2010	Madhubani	Jaynagar	88	B	Performance Payout from 01-April-2012 to 31-March-2013
99	Bhardwaj Prasad	120431	CC	03 October 2012	Madhubani	Jaynagar	90	B	Performance Payout from 03-Oct-2012 to 31-March-2013
100	Mantu Kumar	120436	CC	04 October 2012	Madhubani	Jaynagar	87	B	Performance Payout from 04-Oct-2012 to 31-March-2013
101	Ashwani Kumar	120428	CC	06 October 2008	Madhubani	Jaynagar	90	B	Performance Payout from 01-April-2012 to 31-March-2013
102	Nageshwar Ray	120342	CC	03 November 2009	Madhubani	Jaynagar	88	B	Performance Payout from 01-April-2012 to 31-March-2013
103	Vinay Kumar	120353	CC	04 January 2009	Madhubani	Rajnagar	87	B	Performance Payout from 01-April-2012 to 31-March-2013
104	Mukesh Kumar Singh	120331	AC	19 October 2009	Madhubani	Benipatti	90	B	Performance Payout from 01-April-2012 to 31-March-2013
105	Pawan Kumar Priyadarshi	120314	Manager-Communication	20 October 2009	Madhubani	DPCU	82	B	Performance Payout from 01-April-2012 to 31-March-2013

*Handwritten signature and date: 28/4/15*