



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/669/13/07/Madhepura/237

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 Madhepura 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.

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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 Madhepura staffs for the Year 2012-13

S.NO	Name	Reg No	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
1	Rakesh Kumar Singh	121219	DPM	15/09/11	Madhepura	DPCU	86	B	Performance Payout from 01-April-2012 to 31-March-2013
2	Abhishek Kumar	121226	Training Officer	28/03/12	Madhepura	DPCU	90	B	Performance Payout from 28-March-2012 to 31-March-2013
3	Ranjeet Kumar	121304	BPM	08/10/12	Madhepura	Gwalpara	91	A	Performance Payout from 08-Oct-2012 to 31-March-2013
4	Shyam Narayan Thakur	121230	Accountant	08/10/12	Madhepura	DPCU	91	A	Performance Payout from 08-Oct-2012 to 31-March-2013
5	Saket Nandan Tiwari	121253	BPM	17/07/12	Madhepura	Muraliganj	85	B	Performance Payout from 17-July-2012 to 31-March-2013
6	Rajeev Prakash	121225	Training Officer	08/11/11	Madhepura	DPCU	90	B	Performance Payout from 01-April-2012 to 31-March-2013
7	Anil kumar Choubey	121234	BPM	28/03/12	Madhepura	kumarkhanj	92	A	Performance Payout from 28-March-2012 to 31-March-2013
8	Sanjay kumar Choudhary	121286	BPM	08/11/11	Madhepura	Kishanganj	89	B	Performance Payout from 01-April-2012 to 31-March-2013
9	Md Jamil Uddin	121231	Accountant	31/05/12	Madhepura	DPCU	86	B	Performance Payout from 31-May-2012 to 31-March-2013
10	Jitendra Das	121227	Training Officer	07/03/12	Madhepura	DPCU	90	B	Performance Payout from 07-March-2012 to 31-March-2013
11	Dinesh Ram	121280	Community Co-Ordinator	25/05/12	Madhepura	Bihari ganj	91	A	Performance Payout from 25-May-2012 to 31-March-2013
12	Anand Kumar Das	24170030	BPM	01/08/08	Madhepura	Bihari ganj	90	B	Performance Payout from 01-April-2012 to 31-March-2013
13	Rajnish kumar	121220	Finance Manager	08/10/12	Madhepura	DPCU	88	B	Performance Payout from 08-Oct-2012 to 31-March-2013
14	Sanjeev Kumar	121233	Office Assistant	31/05/12	Madhepura	DPCU	87	B	Performance Payout from 31-May-2012 to 31-March-2013
15	Rajeev Ranjan	121223	Manager Communication	17/07/12	Madhepura	DPCU	84	B	Performance Payout from 17-July-2012 to 31-March-2013
16	Mithlesh kumar Singh	121224	Manager Jobs	19/08/10	Madhepura	DPCU	82	B	Performance Payout from 01-April-2012 to 31-March-2013
17	Dukhan Kumar Paswan	121278	Community Co-Ordinator	21/05/12	Madhepura	Bihari Ganj	85	B	Performance Payout from 21-May-2012 to 31-March-2013
18	Birendra Kr Sah	121275	Community Co-Ordinator	08/12/11	Madhepura	Bihari Ganj	78	C	Performance Payout from 01-April-2012 to 31-March-2013
19	Ajay Ranjan Kumar	121270	Area Co-Ordinator	19/09/09	Madhepura	Bihari Ganj	84	B	Performance Payout from 01-April-2012 to 31-March-2013
20	Devanand Kumar		Community Co-Ordinator		Madhepura	Bihari ganj	78	C	Performance Payout from 01-April-2012 to 31-March-2013
21	Lala Babu Yadav	121274	community Co-Ordinator	08/12/11	Madhepura	Bihar ganj	80	C	Performance Payout from 01-April-2012 to 31-March-2013
22	Chandan Kumar	121273	Community Co-Ordinator	06/11/09	Madhepura	Bihari ganj	78	C	Performance Payout from 01-April-2012 to 31-March-2013
23	Dilip Kumar Gupta	121271	Community Co-Ordinator	10/12/11	Madhepura	Bihari ganj	77	C	Performance Payout from 01-April-2012 to 31-March-2013
24	Md Manzoor Ahmad	121327	Community Co-Ordinator	07/12/11	Madhepura	Madhepura	81	B	Performance Payout from 01-April-2012 to 31-March-2013
25	Poonam Kumari	121326	Community Co-Ordinator	15/03/09	Madhepura	Madhepura	82	B	Performance Payout from 01-April-2012 to 31-March-2013
26	Harendra Sah	121336	Community Co-Ordinator	28/05/12	Madhepura	Madhepura	83	B	Performance Payout from 28-May-2012 to 31-March-2013
27	Krishandeo Thakur	121333	Community Co-Ordinator	29/05/12	Madhepura	Madhepura	82	B	Performance Payout from 29-May-2012 to 31-March-2013
28	Chandan Kumar Gupta	121332	Community Co-Ordinator	28/05/12	Madhepura	Madhepura	83	B	Performance Payout from 28-May-2012 to 31-March-2013
29	Rajeev Ranjan	121328	Community Co-Ordinator	08/12/11	Madhepura	Madhepura	81	B	Performance Payout from 01-April-2012 to 31-March-2013
30	Ghanshyam Jaiswal	121325	Community Co-Ordinator	02/02/09	Madhepura	Madhepura	83	B	Performance Payout from 01-April-2012 to 31-March-2013
31	Digvijay Narayan Samdarshi	121337	Community Co-Ordinator	28/05/12	Madhepura	Madhepura	82	B	Performance Payout from 28-May-2012 to 31-March-2013
32	Santosh Kumar	121314	Community Co-Ordinator	15/06/12	Madhepura	Gwalpara	86	B	Performance Payout from 16-June-2012 to 31-March-2013
33	Sashi Ranjan	121331	Community Co-Ordinator	23/05/12	Madhepura	Madhepura	82	B	Performance Payout from 23-May-2012 to 31-March-2013
34	Rupesh Kumar Tomar	121324	Community Co-Ordinator	06/11/09	Madhepura	Madhepura	82	B	Performance Payout from 01-April-2012 to 31-March-2013
35	Niraj Kumar Niraj	121329	Community Co-Ordinator	06/11/09	Madhepura	Madhepura	82	B	Performance Payout from 01-April-2012 to 31-March-2013
36	Santosh kumar Ram	121335	Community Coordinator	29/05/12	Madhepura	Madhepura	86	B	Performance Payout from 29-May-2012 to 31-March-2013
37	Pramod Kumar Gupta	121330	Community Co-Ordinator	09/12/11	Madhepura	Madhepura	81	B	Performance Payout from 01-April-2012 to 31-March-2013
38	Deepak kumar	121288	Area Co-Ordinator	10/12/11	Madhepura	Kishanganj	89	B	Performance Payout from 01-April-2012 to 31-March-2013
39	Amit Kumar	121301	Community Co-Ordinator	28/05/12	Madhepura	Kishanganj	84	B	Performance Payout from 28-May-2012 to 31-March-2013
40	Balram Choudhary	121294	Community Co-Ordinator	07/12/11	Madhepura	Kishanganj	82	B	Performance Payout from 01-April-2012 to 31-March-2013
41	Devendra kumar	121302	Community Co-Ordinator	28/05/12	Madhepura	Kishanganj	86	B	Performance Payout from 28-May-2012 to 31-March-2013

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Performance Pay for Madhepura staffs for the Year 2012-13

S.NO	Name	Reg No	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
42.	Ravindra kumar	121295	Community Co-Ordinator	27/03/12	Madhepura	Kishanganj	81	B	Performance Payout from 27-March-2012 to 31-March-2013
43	Lalit Kumar Thakur	121290	Community Co-Ordinator	04/02/10	Madhepura	Kishanganj	86	B	Performance Payout from 01-April-2012 to 31-March-2013
44	Pradeep Kumar Gupta	121299	Community Co-Ordinator	28/05/12	Madhepura	Kishanganj	88	B	Performance Payout from 28-May-2012 to 31-March-2013
45	Raj Kumar Sah	121300	Community Co-Ordinator	28/05/12	Madhepura	Kishanganj	84	B	Performance Payout from 28-May-2012 to 31-March-2013
46	Ranjeet Kumar	121292	Community Co-Ordinator	07/12/11	Madhepura	Kishanganj	81	B	Performance Payout from 01-April-2012 to 31-March-2013
47	Rama Shankar Choudhary	121298	Community Co-Ordinator	25/05/12	Madhepura	Kishanganj	80	C	Performance Payout from 25-May-2012 to 31-March-2013
48	Sanjay kumar	121291	Community Co-Ordinator	16/08/10	Madhepura	Muraliganj	87	B	Performance Payout from 01-April-2012 to 31-March-2013
49	Sunil kumar	121296	Community Co-Ordinator	21/05/12	Madhepura	Muraliganj	79	C	Performance Payout from 21-May-2012 to 31-March-2013
50	Ashok kumar Sahni	120305	Community Co-Ordinator	05/12/12	Madhepura	Muraliganj	86	B	Performance Payout from 01-April-2012 to 31-March-2013
51	Niraj Kumar Mishra	121257	Community Co-Ordinator	06/11/09	Madhepura	Muraliganj	93	A	Performance Payout from 01-April-2012 to 31-March-2013
52	Santosh kumar	121256	Area Co-Ordinator	07/03/08	Madhepura	Muraliganj	88	B	Performance Payout from 01-April-2012 to 31-March-2013
53	Ritesh Kumar	121254	Area Co-Ordinator	20/02/09	Madhepura	Muraliganj	89	B	Performance Payout from 01-April-2012 to 31-March-2013
54	Rakesh kumar	121268	Community Co-Ordinator	05/01/10	Madhepura	Muraliganj	88	B	Performance Payout from 01-April-2012 to 31-March-2013
55	Sunil kumar	121264	Community Co-Ordinator	25/05/12	Madhepura	Muraliganj	84	B	Performance Payout from 25-May-2012 to 31-March-2013
56	Mid Kamaluddin	121267	Community Co-Ordinator	29/05/12	Madhepura	Muraliganj	81	B	Performance Payout from 29-May-2012 to 31-March-2013
57	Hari Mohan Thakur	121260	Community Co-Ordinator	08/12/11	Madhepura	Muraliganj	90	B	Performance Payout from 01-April-2012 to 31-March-2013
58	Ashwani kumar	121262	Community Co-Ordinator	27/03/12	Madhepura	Muraliganj	87	B	Performance Payout from 27-March-2012 to 31-March-2013
59	Sudip kumar Ray	121261	Community Co-Ordinator	09/12/11	Madhepura	Muraliganj	88	B	Performance Payout from 01-April-2012 to 31-March-2013
60	Khelan Kumar Mandal	121259	Community Co-Ordinator	09/12/11	Madhepura	Muraliganj	90	B	Performance Payout from 01-April-2012 to 31-March-2013
61	Raghvendra kumar	120969	Community Co-Ordinator	16/08/10	Madhepura	Muraliganj	91	A	Performance Payout from 01-April-2012 to 31-March-2013
62	Ram kumar Sah	121310	Community Co-Ordinator	27/03/12	Madhepura	Gwalpada	90	B	Performance Payout from 27-March-2012 to 31-March-2013
63	Ram Babu	121313	Community Co-Ordinator	24/05/12	Madhepura	Gwalpada	92	A	Performance Payout from 24-May-2012 to 31-March-2013
64	Brahm Swarup	121309	Community Co-Ordinator	08/12/11	Madhepura	Gwalpada	92	A	Performance Payout from 01-April-2012 to 31-March-2013
65	Santosh Kumar Chouhan	121317	Community Co-Ordinator	29/05/12	Madhepura	Gwalpada	90	B	Performance Payout from 29-May-2012 to 31-March-2013
66	Ramesh kumar	121311	Community Co-Ordinator	27/03/12	Madhepura	Gwalpada	89	B	Performance Payout from 27-March-2012 to 31-March-2013
67	Raju kumar	121312	Community Co-Ordinator	23/05/12	Madhepura	Gwalpada	89	B	Performance Payout from 23-May-2012 to 31-March-2013
68	Vijay kumar	121315	Community Co-Ordinator	29/05/12	Madhepura	Gwalpada	91	A	Performance Payout from 29-May-2012 to 31-March-2013
69	Manish Chanchal	121316	Community Co-Ordinator	29/05/12	Madhepura	Gwalpada	89	B	Performance Payout from 29-May-2012 to 31-March-2013
70	Rajiv Roy	121307	Area Co-Ordinator	27/03/12	Madhepura	Gwalpada	92	A	Performance Payout from 27-March-2012 to 31-March-2013
71	Anand Abhishek	121306	Community Co-Ordinator	18/08/10	Madhepura	Gwalpada	87	B	Performance Payout from 01-April-2012 to 31-March-2013
72	Ashok kumar	121305	Area Co-Ordinator	18/08/10	Madhepura	Gwalpada	90	B	Performance Payout from 01-April-2012 to 31-March-2013
73	Bhola Prasad Mandal	1100000365	Community Co-Ordinator	06/11/09	Madhepura	Gwalpada	89	B	Performance Payout from 01-April-2012 to 31-March-2013
74	Jitendra Kumar	121246	Community Co-Ordinator	25/05/12	Madhepura	kumarkhan	94	A	Performance Payout from 25-May-2012 to 31-March-2013
75	Manoj kumar Singh	121240	Community Co-Ordinator	03/03/08	Madhepura	kumarkhan	93	A	Performance Payout from 01-April-2012 to 31-March-2013
76	Anuj	121239	Area Co-Ordinator	10/12/11	Madhepura	kumarkhan	92	A	Performance Payout from 01-April-2012 to 31-March-2013
77	Umesh Prasad	121238	Area Co-Ordinator	02/08/08	Madhepura	kumarkhan	90	B	Performance Payout from 01-April-2012 to 31-March-2013
78	Dharmendra kumar	121244	Community Co-Ordinator	21/05/12	Madhepura	kumarkhan	92	A	Performance Payout from 21-May-2012 to 31-March-2013
79	Santosh kumar	121248	Community Co-Ordinator	27/03/12	Madhepura	kumarkhan	90	B	Performance Payout from 27-March-2012 to 31-March-2013
80	Dharmendra Das	121245	Community Co-Ordinator	28/05/12	Madhepura	kumarkhan	91	A	Performance Payout from 28-May-2012 to 31-March-2013
81	Rajgeer Sharma	121247	Community Co-Ordinator	28/05/12	Madhepura	kumarkhan	94	A	Performance Payout from 28-May-2012 to 31-March-2013
82	Chandra Mohan Paswan	121243	Community Co-Ordinator	06/11/09	Madhepura	kumarkhan	92	A	Performance Payout from 01-April-2012 to 31-March-2013
83	Vashist Narayan	121250	Community Co-Ordinator	29/05/12	Madhepura	kumarkhan	94	A	Performance Payout from 29-May-2012 to 31-March-2013

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Performance Pay for Madhepura staffs for the Year 2012-13

S.NO	Name	Reg No	Designation	DOJ BRLPS (DD-MM-YYYY)	District	Block	Final Score	Final Grade	Performance Payout Period
84	Prithivi Chandra Prasad	121241	Community Co-Ordinator	25/05/10	Madhepura	Kumarkhan	90	B	Performance Payout from 01-April-2012 to 31-March-2013
85	Milan Kumar	120895	Community Co-Ordinator	14/10/08	Madhepura	Kumarkhan	89	B	Performance Payout from 01-April-2012 to 31-March-2013
86	Khagesh kumar	121242	Community Co-Ordinator	05/01/10	Madhepura	Kumarkhan	89	B	Performance Payout from 01-April-2012 to 31-March-2013
87	Mohan kumar	121249	Community Co-Ordinator	28/05/12	Madhepura	Kumarkhan	88	B	Performance Payout from 28-May-2012 to 31-March-2013
88	Padmakar Mishra	121308	Community Co-Ordinator	03/11/09	Madhepura	Gwalpara	91	A	Performance Payout from 01-April-2012 to 31-March-2013
89	Satyendra Kumar Srivastava	121251	Community Co-Ordinator	07/12/11	Madhepura	Kumarkhan	88	B	Performance Payout from 01-April-2012 to 31-March-2013
90	Ajay Kumar	121237	Area Co-Ordinator	26/05/10	Madhepura	Kumarkhan	91	A	Performance Payout from 01-April-2012 to 31-March-2013
91	Praveen kumar	121401	BPM	01/09/09	Madhepura	Kumarkhan	95	A	Performance Payout from 01-April-2012 to 31-March-2013
92	Rajesh kumar	121252	Community Co-Ordinator	29/05/12	Madhepura	Kumarkhan	90	B	Performance Payout from 29-May-2012 to 31-March-2013
93	Randhir Kumar	510000039	AC	10/12/11	Madhepura	Murliganj	80	C	Performance Payout from 01-April-2012 to 31-March-2013
94	Diwakar Kumar Das	121319	Community Co-Ordinator	06/11/09	Madhepura	Gwalpara	91	A	Performance Payout from 01-April-2012 to 31-March-2013

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