



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/669/13/04/Purnea/II/238

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 Purnea 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 Purnea staffs for the Year 2012-13

S.NO	Name	Reg No	Designation	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
1	Uma Shakar Bhagat	120153	DPM	05/08/11	Purnea	Purnea	89	B	Performance Payout from 01-April-2012 to 31-March-2013
2	Anjani Kumar	120165	Accountant	19/08/10	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
3	Rajesh Kumar	120164	Accountant	16/04/08	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
4	Ajit kumar	120157	Manager-M	08/11/11	Purnea	DPCU	87	B	Performance Payout from 01-April-2012 to 31-March-2013
5	Shambhu Prasad	120485	Training Of	26/04/10	Purnea	DPCU	92	A	Performance Payout from 01-April-2012 to 31-March-2013
6	Rajeev Ranjan	120158	Manager C	28/03/12	Purnea	DPCU	88	B	Performance Payout from 28-March-2012 to 31-March-2013
7	Ranjan Kumar	120156	Manager-M	15/12/09	Purnea	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013
8	Suraj kumar	120939	Accountant	07/09/09	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
9	Uday Shankar Chandan	120167	Accountant	07/09/09	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
10	Ranjeet kumar	120169	Office Assis	17/10/11	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
11	Veena Kumari	120168	Office Assis	27/05/10	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
12	Alka Prasad	120162	Training Of	10/02/09	Purnea	DPCU	93	A	Performance Payout from 01-April-2012 to 31-March-2013
13	Gyanesh Singh	120161	Manager jo	12/04/10	Purnea	DPCU	85	B	Performance Payout from 01-April-2012 to 31-March-2013
14	Sunirmal Grain	7280010	Training Ma	07/11/11	Purnea	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013
15	Jitendra Kumar Sah	120239	CC	17/08/10	Purnea	Amour	91	A	Performance Payout from 01-April-2012 to 31-March-2013
16	Ajit Sharan	120243	CC	03/10/12	Purnea	Amour	89	B	Performance Payout from 03-Oct-2012 to 31-March-2013
17	Ravindra kumar	120304	CC	23/05/12	Purnea	Baisa	94	A	Performance Payout from 23-May-2012 to 31-March-2013
18	Dheeraj kumar	120308	CC	04/01/10	Purnea	Jalalgarh	92	A	Performance Payout from 01-April-2012 to 31-March-2013
19	Sunil Kumar Mandal	120236	CC	05/01/10	Purnea	Amour	89	B	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Purnea staffs for the Year 2012-13

S.NO	Name	Reg No	Designatio	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
20	Nand Lal Kumar Sah	120238	CC	06/11/09	Purnea	Amour	90	B	Performance Payout from 01-April-2012 to 31-March-2013
21	Ranjeet Ranjan	120240	CC	23/05/12	Purnea	Amour	91	A	Performance Payout from 23-May-2012 to 31-March-2013
22	Virigendra Kumar Verma	120235	CC	07/11/09	Purnea	Amour	90	B	Performance Payout from 01-April-2012 to 31-March-2013
23	Pramod kumar Das	120237	CC	05/01/10	Purnea	Amour	91	A	Performance Payout from 01-April-2012 to 31-March-2013
24	Mukesh kumar	120234	AC	03/11/09	Purnea	Amour	89	B	Performance Payout from 01-April-2012 to 31-March-2013
25	Subhasn Chandra Pathak	120232	AC	20/10/09	Purnea	Amour	90	B	Performance Payout from 01-April-2012 to 31-March-2013
26	Vikash kumar	120233	AC	27/03/12	Purnea	Amour	90	B	Performance Payout from 27-March-2012 to 31-March-2013
27	Anish Anshu	120231	Office Assis	08/08/11	Purnea	Amour	91	A	Performance Payout from 01-April-2012 to 31-March-2013
28	Snamonu Nath Chaudhary	120215	AC	18/08/10	Purnea	Banmankhi	93	A	Performance Payout from 01-April-2012 to 31-March-2013
29	Chandan Kumar Suman	120282	BPM	10/07/08	Purnea	Purnea(Eas	90	B	Performance Payout from 01-April-2012 to 31-March-2013
30	Vinita Kumari	120285	CC	07/11/09	Purnea	Purnea(Eas	94	A	Performance Payout from 01-April-2012 to 31-March-2013
31	Richa Kumari	120288	CC	04/01/13	Purnea	Purnea(Eas	83	B	Performance Payout from 04-Jan-2012 to 31-March-2013
32	Sujeet kumar	120286	CC	22/05/12	Purnea	Purnea(Eas	91	A	Performance Payout from 22-May-2012 to 31-March-2013
33	Ramkrishna Paswan	120295	CC	25/05/12	Purnea	Baisi	85	B	Performance Payout from 25-May-2012 to 31-March-2013
34	Deepak kumar	120191	CC	07/11/09	Purnea	Baisi	82	B	Performance Payout from 01-April-2012 to 31-March-2013
35	Santosh kumar	120195	AC	02/08/08	Purnea	Baisi	90	B	Performance Payout from 01-April-2012 to 31-March-2013
36	Pravin Kumar	1100001247	CC	06/11/09	Purnea	Baisi	85	B	Performance Payout from 01-April-2012 to 31-March-2013
37	Niranjan Kumar	120189	CC	06/11/09	Purnea	Baisi	85	B	Performance Payout from 01-April-2012 to 31-March-2013
38	Raj Kumar Pandit	120190	CC	06/11/09	Purnea	Baisi	76	C	Performance Payout from 01-April-2012 to 31-March-2013
39	Ranjeet Kumar	120188	AC	20/10/09	Purnea	Baisi	92	A	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Purnea staffs for the Year 2012-13

S.NO	Name	Reg No	Designatio	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
40	Rajesh Kumar Thakur	120186	AC	20/10/09	Purnea	Baisi	91	A	Performance Payout from 01-April-2012 to 31-March-2013
41	Kumar Gaurav	120187	Livelihoods	17/10/11	Purnea	Baisi	94	A	Performance Payout from 01-April-2012 to 31-March-2013
42	Gaurav Anand	120194	CC	25/05/12	Purnea	Baisi	82	B	Performance Payout from 25-May-2012 to 31-March-2013
43	Azhar Rabbani	120301	BPM	17/07/12	Purnea	Baisi	90	B	Performance Payout from 17-July-2012 to 31-March-2013
44	Ramdip Prasad	120303	CC	24/05/12	Purnea	Baisa	91	A	Performance Payout from 24-May-2012 to 31-March-2013
45	Rakesh Kumar Gautam	120289	CC	23/05/12	Purnea	Srinagar	84	B	Performance Payout from 23-May-2012 to 31-March-2013
46	Satyam kumar Choudhary	120291	CC	25/05/12	Purnea	Srinagar	90	B	Performance Payout from 25-May-2012 to 31-March-2013
47	Kanchan Kumari	120280	CC	03/11/09	Purnea	Krityanand	89	B	Performance Payout from 01-April-2012 to 31-March-2013
48	Manoj Kumar Das	120269	CC	06/11/09	Purnea	Rupauli	89	B	Performance Payout from 01-April-2012 to 31-March-2013
49	Ajay Shankar Jha	120268	CC	06/11/09	Purnea	Rupauli	95	A	Performance Payout from 01-April-2012 to 31-March-2013
50	Karan Kumar	120273	CC	26/05/10	Purnea	Rupauli	90	B	Performance Payout from 01-April-2012 to 31-March-2013
51	Balvynath Kumar Yadav	120276	CC	04/01/10	Purnea	Rupauli	94	A	Performance Payout from 01-April-2012 to 31-March-2013
52	Snasni Ranjan Kumar	120299	CC	22/05/12	Purnea	Kasba	92	A	Performance Payout from 22-May-2012 to 31-March-2013
53	Ranjay Kumar Gupta	120271	CC	06/11/09	Purnea	Rupauli	94	A	Performance Payout from 01-April-2012 to 31-March-2013
54	Manoj Kumar	120275	CC	18/08/10	Purnea	Rupauli	92	A	Performance Payout from 01-April-2012 to 31-March-2013
55	Pramod kumar Dutta	120264	AC	13/05/08	Purnea	Rupauli	91	A	Performance Payout from 01-April-2012 to 31-March-2013
56	Sanjay Kumar Mehta	120266	AC	20/10/09	Purnea	Rupauli	94	A	Performance Payout from 01-April-2012 to 31-March-2013
57	Umesh Kumar Das	120263	Accountant	11/08/08	Purnea	DPCU(Purn)	91	A	Performance Payout from 01-April-2012 to 31-March-2013
58	Saurabh Kumar	120292	BPM	17/07/12	Purnea	Dagarua	91	A	Performance Payout from 17-July-2012 to 31-March-2013
59	Pravin Kumar Mishra	120294	CC	06/11/09	Purnea	Dagarua	91	A	Performance Payout from 01-April-2012 to 31-March-2013

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S.NO	Name	Reg No	Designatio	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
60	Ramkrishna Paswan	120295	CC	25/05/12	Purnea	Dagarua	89	B	Performance Payout from 25-May-2012 to 31-March-2013
61	Rehanul Haque	120199	Office Assis	07/09/09	Purnea	Dhamdaha	90	B	Performance Payout from 01-April-2012 to 31-March-2013
62	Satyadeo Prasad	120246	Livelihood	28/07/10	Purnea	Dhamdaha	82	B	Performance Payout from 01-April-2012 to 31-March-2013
63	Smaravan Kumar Pandit	120245	Accountant	19/08/10	Purnea	DPCU(Purn	90	B	Performance Payout from 01-April-2012 to 31-March-2013
64	Dilip Kumar Mehta	120172	AC	01/08/09	Purnea	Dhamdaha	86	B	Performance Payout from 01-April-2012 to 31-March-2013
65	Amitesh kumar	120248	AC	13/05/08	Purnea	Dhamdaha	87	B	Performance Payout from 01-April-2012 to 31-March-2013
66	Rakesh Kumar Pandey	120249	AC	14/05/08	Purnea	Dhamdaha	86	B	Performance Payout from 01-April-2012 to 31-March-2013
67	Sanjiv Kumar	120247	AC	27/03/12	Purnea	Dhamdaha	86	B	Performance Payout from 27-March-2012 to 31-March-2013
68	Pinku Kumar	120297	CC	07/11/09	Purnea	Dhamdaha	77	C	Performance Payout from 01-April-2012 to 31-March-2013
69	Pradhasn Kumar Ranjan	120252	CC	05/01/10	Purnea	Dhamdaha	86	B	Performance Payout from 01-April-2012 to 31-March-2013
70	Mamta Kumari	120253	CC	26/05/10	Purnea	Dhamdaha	88	B	Performance Payout from 01-April-2012 to 31-March-2013
71	Vinod Kumar	120251	CC	04/01/10	Purnea	Dhamdaha	86	B	Performance Payout from 01-April-2012 to 31-March-2013
72	Lalit Kumar	4400001626	CC	07/11/09	Purnea	Dhamdaha	79	C	Performance Payout from 01-April-2012 to 31-March-2013
73	Veeramani Kumar	120256	CC	24/05/12	Purnea	Dhamdaha	88	B	Performance Payout from 24-May-2012 to 31-March-2013
74	Sudhir Kumar	0	CC	11/03/08	Purnea	Dhamdaha	82	B	Performance Payout from 01-April-2012 to 31-March-2013
75	Santosh Kumar	120255	CC	16/08/10	Purnea	Dhamdaha	87	B	Performance Payout from 01-April-2012 to 31-March-2013
76	Dharmveer Kumar	120250	CC	20/02/09	Purnea	Dhamdaha	87	B	Performance Payout from 01-April-2012 to 31-March-2013
77	Deonandan Pandit	120260	CC	04/10/12	Purnea	Dhamdaha	76	C	Performance Payout from 04-Oct-2012 to 31-March-2013
78	Rambabu Rajak	120261	CC	03/10/12	Purnea	Dhamdaha	86	B	Performance Payout from 03-Oct-2012 to 31-March-2013
79	Rajesh Kumar Ranjan	120254	CC	17/08/10	Purnea	Dhamdaha	87	B	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Purnea staffs for the Year 2012-13

S.NO	Name	Reg No	Designatio	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
80	Sohan Hasnda	120204	CC	26/05/10	Purnea	Bhawanipu	85	B	Performance Payout from 01-April-2012 to 31-March-2013
81	Chanchala Kumari	120205	CC	06/11/09	Purnea	Bhawanipu	84	B	Performance Payout from 01-April-2012 to 31-March-2013
82	Ramasaray Singh	120202	CC	20/02/09	Purnea	Bhawanipu	91	A	Performance Payout from 01-April-2012 to 31-March-2013
83	Ramchandra Prasad Gupta	120206	CC	24/05/12	Purnea	Bhawanipu	90	B	Performance Payout from 24-May-2012 to 31-March-2013
84	Sunil Kumar	120208	CC	04/10/12	Purnea	Bhawanipu	81	B	Performance Payout from 04-Oct-2012 to 31-March-2013
85	Amit Kumar	120209	CC	03/10/12	Purnea	Bhawanipu	88	B	Performance Payout from 03-Oct-2012 to 31-March-2013
86	Rajesh Kumar Ranjan	120200	AC	27/03/12	Purnea	Bhawanipu	84	B	Performance Payout from 27-March-2012 to 31-March-2013
87	Ram Nagina Yadav	120198	AC	11/03/08	Purnea	Bhawanipu	89	B	Performance Payout from 01-April-2012 to 31-March-2013
88	Lal Bahadur	120203	CC	06/11/09	Purnea	Bhawanipu	90	B	Performance Payout from 01-April-2012 to 31-March-2013
89	Vidya Bihari Vivek	120210	CC	03/10/12	Purnea	Bhawanipu	85	B	Performance Payout from 03-Oct-2012 to 31-March-2013
90	Ajay Kumar	120201	AC	05/10/12	Purnea	Bhawanipu	90	B	Performance Payout from 05-Oct-2012 to 31-March-2013
91	Rakesh Mohan Vaishya	1100001415	CC	05/01/10	Purnea	Kasba	94	A	Performance Payout from 01-April-2012 to 31-March-2013
92	Hareram Kumar	120296	BPM	19/08/10	Purnea	Kasba	95	A	Performance Payout from 01-April-2012 to 31-March-2013
93	Janardan Jamedar	120298	CC	23/05/12	Purnea	Kasba	94	A	Performance Payout from 23-May-2012 to 31-March-2013
94	Sandeep Kumar	120307	CC	21/05/12	Purnea	Jalalgara	94	A	Performance Payout from 21-May-2012 to 31-March-2013
95	Jay Prakash	120306	CC	24/05/12	Purnea	Jalalgara	94	A	Performance Payout from 24-May-2012 to 31-March-2013
96	ASITOK Kumar Sanhi	120305	AC	29/05/12	Purnea	Jalalgara	94	A	Performance Payout from 29-May-2012 to 31-March-2013
97	Om Prakash Mishra	120163	Training Of	05/04/10	Purnea	DPCU(Purn	91	A	Performance Payout from 01-April-2012 to 31-March-2013
98	Nawal Kumar Rao	120154	Finance Ma	10/04/10	Purnea	DPCU(Purn	89	B	Performance Payout from 01-April-2012 to 31-March-2013
99	Keshri Nandan Jha	120218	CC	12/03/08	Purnea	Banmankhi	94	A	Performance Payout from 01-April-2012 to 31-March-2013

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Performance Pay for Purnea staffs for the Year 2012-13

S.NO	Name	Reg No	Designatio	DOJ BRLPS	District	Block	Final Score	Final Grade	Performance Payout Period
100	Pradeep Kumar	120225	CC	16/08/10	Purnea	Banmankhi	82	B	Performance Payout from 01-April-2012 to 31-March-2013
101	Sanjay Kumar	120179	CC	01/08/08	Purnea	Barhara	92	A	Performance Payout from 01-April-2012 to 31-March-2013
102	Vinod Kumar	120272	CC	07/11/09	Purnea	Rupauli	89	B	Performance Payout from 01-April-2012 to 31-March-2013
103	Jitendra Kumar Gupta	120226	CC	06/11/09	Purnea	Banmankhi	89	B	Performance Payout from 01-April-2012 to 31-March-2013
104	Gaurav Kumar	120221	CC	06/11/09	Purnea	Banmankhi	90	B	Performance Payout from 01-April-2012 to 31-March-2013
105	Suraj Kumar	120224	CC	17/08/10	Purnea	Banmankhi	90	B	Performance Payout from 01-April-2012 to 31-March-2013
106	Bhawani Kumar	120222	CC	06/11/09	Purnea	Banmankhi	90	B	Performance Payout from 01-April-2012 to 31-March-2013
107	Niranjan Paswan	120219	CC	01/08/08	Purnea	Banmankhi	89	B	Performance Payout from 01-April-2012 to 31-March-2013
108	Ajay Kumar	120228	CC	04/01/10	Purnea	Banmankhi	89	B	Performance Payout from 01-April-2012 to 31-March-2013
109	Shekhar Kumar Vishwakarma	120216	LHS	17/10/11	Purnea	Banmankhi	78	C	Performance Payout from 01-April-2012 to 31-March-2013
110	Ritu Kumari	120217	CC	11/03/08	Purnea	Banmankhi	91	A	Performance Payout from 01-April-2012 to 31-March-2013
111	Akhil Kumar	120220	CC	07/11/09	Purnea	Banmankhi	92	A	Performance Payout from 01-April-2012 to 31-March-2013
112	Navin Kumar	120212	OA	07/09/09	Purnea	Banmankhi	94	A	Performance Payout from 01-April-2012 to 31-March-2013
113	Surendra Kumar Yadav	120223	CC	04/01/10	Purnea	Banmankhi	92	A	Performance Payout from 01-April-2012 to 31-March-2013
114	Om Prakash	120213	AC	18/08/10	Purnea	Banmankhi	93	A	Performance Payout from 01-April-2012 to 31-March-2013
115	Parimal Kumar	120214	AC	27/03/12	Purnea	Banmankhi	90	B	Performance Payout from 27-March-2012 to 31-March-2013
116	Kundan Karun	120227	CC	06/11/09	Purnea	Banmankhi	91	A	Performance Payout from 01-April-2012 to 31-March-2013

(Signature) 28/11/15