



# JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

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



बिहार सरकार  
Bihar Government

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Ref No: BRLPS/Estt/669/13/3437

Date: 02-03-2016

### 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 for the Year 2012-13 has already been completed. Some staffs were missed because of non submission of the PA Forms. Their Performance assessment has been done and accordingly performance grades have been awarded to them.

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 employees within 7 days of receipt of the order. The DPMs would be the nodal person for ensuring payment of Annual Performance Pay in respective DPCU and all concerned BPIUs. For SPMU staffs SPM-HR will be nodal person.

Some of the employees have worked in more than one position and at more than one station. Performance Pay would be given for the positions and periods they held. However, payment would be made from present place of posting. For the purpose, the Office Assistant / Manager-HR will obtain salary statement of concerned staff from his/her earlier places of posting and accordingly Finance section will calculate the payable final Annual Performance Pay.

For those staff, who have been separated from BRLPS during the period under consideration, Annual Performance Pay would be disbursed from the place they worked last. Performance pay would not be paid to employees who have been terminated from the services of BRLPS.

Any employee who has resigned from one position and has joined the BRLPS at a different position and has been posted to some other district and his final settlement has already been closed from the previous district, his performance amount will be paid from the district where he last worked before resigning. After payout of the amount an acknowledgement needs to be sent to SPMU

by the DPCU so that the same can be kept in the employee's personal file. If it's a recovery case then an intimation for adjusting the Performance Appraisal amount with the recovery amount needs to be sent to state, after due adjustment, approval/order will be sent from state to transfer the remaining amount if any to employee's account.

In case of inter district transfer on the same position, the performance pay will be paid from the current district after receiving the calculation for payable amount from the previous district.

DPMs are directed to submit the statement of final payment of Annual Performance Pay to SPMU within 03 days after the disbursement of the payment.

  
(Arvind Kumar Chaudhary)  
Chief Executive Officer

Encl.: As above.

Copy to:

1. Director/OSD/CFO/SFMs/PS
2. All PCs/SPMs/PMs/AFM/PO
3. All DPMs/Finance Manager/Manager-HR/BPMs
4. It Section
5. Concerned file.

Sl.No.	Name	Staff Id/Reg. No.	Designation	LPS(DD-MM-	District	Block	Final Score	Final Grade	Performance Payout
1	Neha	120936	M-Farm	04-07-11	Khagaria	Khagaria	80	C	Performance Payout from 01-April-2012 to 31-March-2013.
2	Basant Kumar	120137	BPM	01-09-11	Khagaria	Parbatta	80	C	Performance Payout from 01-April-2012 to 31-March-2013.
3	Dhirendra Sahu	120083	AC	02-08-08	Khagaria	Khagaria	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
4	Gopi Raman Kumar	121320	BPM	28-03-12	Madhepura	Madhepura	85	B	Performance Payout from 28-03-2012 to 31-March-2013.
5	Md. Tufail Ansari	121222	M-MF	08-11-11	Madhepura	DPCU	84	B	Performance Payout from 01-April-2012 to 31-March-2013.
6	Dinesh Kumar	121228	Accountant	07-09-09	Madhepura	Kumarkhand	84	B	Performance Payout from 01-April-2012 to 31-March-2013.
7	Rakesh Kumar Priyadarshi		CC	23-05-12	Madhepura	Bihariganj	82	B	Performance Payout from 23-05-2012 to 31-March-2013.
8	Manoj Kumar Giri	120965	TM	27-10-10	Madhepura	DPCU	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
9	Rajesh Pd. Singh	121276	CC	27-03-12	Madhepura	Bihariganj	91	A	Performance Payout from 27-03-2012 to 31-March-2013.
10	Rampravesh Roy	121277	CC	27-03-12	Madhepura	Bihariganj	87	B	Performance Payout from 27-03-2012 to 31-March-2013.
11	Ramesh Kumar	121321	AC	06-11-09	Madhepura	Madhepura	79	C	Performance Payout from 01-April-2012 to 31-March-2013.
12	Jitendra Kumar	121322	AC	10-12-11	Madhepura	Madhepura	79	C	Performance Payout from 01-April-2012 to 31-March-2013.
13	Shailesh Pathak	121342	Finance Manager	08-10-12	Supaul	DPCU	88	B	Performance Payout from 08-Oct-2012 to 31-March-2013.
14	Om Prakash Mandal	120999	BPM	23-03-12	Saharsa	Sonbarsa	90	B	Performance Payout from 23-March-2012 to 31-March-2013.
15	Suman Kumar	120992	AC	10-12-11	Saharsa	Pattarghat	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
16	Dinesh Prasad Yadav	120994	CC	23-08-10	Saharsa	Pattarghat	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
17	Mukul Kumar	121384	BPM	08-11-11	Supaul	Tribeniganj	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
18	Sanjay Kumar Mehta	120266	AC	08-11-11	Purnea	Rupauli	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
19	Rajesh Kumar Sinha	120647	CC	16-08-10	Muzaffarpur	Meenapur	85	B	Performance Payout from 01-April-2012 to 31-March-2013.



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Sl.No.	Name	Staff Id/Reg. No.	Designation	PLPS(DD-MM-	District	Block	Final Score	Final Grade	Performance Payout
20	Ajit Kumar	120916	BPM	20-05-08	Gaya	Tankuppa	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
21	Jiwesh Kumar Singh	120922	CC	04-01-10	Gaya	Tankuppa	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
22	Gurudayal Kumar		CC	05-01-10	Gaya	Tankuppa	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
23	Satyendra Prasad	120920	CC	07-11-09	Gaya	Tankuppa	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
24	Ranjit Kumar	120930	AC	15-03-08	Gaya	Fatehpur	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
25	Killing Raj Lal	120921	CC	26-05-10	Gaya	Tankuppa	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
26	Subodh Kumar	120963	AC	26-05-10	Gaya	Tankuppa	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
27	Vinod Kumar	120919	AC	05-01-10	Gaya	Tankuppa	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
28	Pappu Ram	120928	CC	03-10-12	Gaya	Tankuppa	89	B	Performance Payout from 03-Oct-2012 to 31-March-2013.
29	Kailash Kumar Mandal	120918	AC	11-03-08	Gaya	Tankuppa	84	B	Performance Payout from 01-April-2012 to 31-March-2013.
30	Vijay Kumar	120917	AC	20-10-09	Gaya	Tankuppa	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
31	Chandan Kumar	120924	CC	22-05-12	Gaya	Tankuppa	86	B	Performance Payout from 22-May-2012 to 31-March-2013.
32	Ramesh Kumar Ranjan	120925	CC	21-05-12	Gaya	Tankuppa	86	B	Performance Payout from 21-05-2012 to 31-March-2013.
33	Dhirendra Kumar	120763	CC	08-11-09	Gaya	Fatehpur	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
34	Vandana Kumari	120931	CC	26-05-10	Gaya	Fatehpur	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
35	Praveen Kumar Pathak	120803	AC	12-05-08	Gaya	Khizarsarai	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
36	Anil Kumar	120805	CC	25-05-10	Gaya	Khizarsarai	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
37	Amjad Husain Ansari	120878	AC	19-10-09	Gaya	Chandauti	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
38	Shashi Kumar	120719	OA	31-05-12	Gaya	Amas	91	A	Performance Payout from 31-05-2012 to 31-March-2013.
39	Geeta Kumari	120752	BPM	18-02-08	Gaya	Dobhi	91	A	Performance Payout from 01-April-2012 to 31-March-2013.

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Sl.No.	Name	Staff Id/Reg. No.	Designation	LPS(DD-MM-	District	Block	Final Score	Final Grade	Performance Payout
40	Amresh Munnu	120754	AC	12-05-08	Gaya	Dobhi	92	A	Performance Payout from 01-April-2012 to 31-March-2013.
41	Jayprakash Sharma	120762	CC	06-11-09	Gaya	Dobhi	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
42	Birendra Sharma	120753	AC	03-03-08	Gaya	Dobhi	92	A	Performance Payout from 01-April-2012 to 31-March-2013.
43	Dharmendra Kumar	120759	CC	06-11-09	Gaya	Dobhi	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
44	Akhilesh Kumar	120911	AC	13-05-08	Gaya	Tekari	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
45	Dipak Kumar	2200000554	CC	03-11-09	Gaya	Gurua	86	B	Performance Payout from 01-April-2012 to 31-March-2013.
46	Lalit Kumar	120774	AC	07-11-09	Gaya	Gurua	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
47	Rajesh Kumar	120785	CC	22-05-12	Gaya	Gurua	90	B	Performance Payout from 22-05-2012 to 31-March-2013.
48	Shambhu Kumar Srivastava	120781	CC	07-11-09	Gaya	Gurua	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
49	Arvind Kumar Chaudhary	120713	CC	25-05-10	Gaya	Amas	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
50	Geeta Kumari	120717	CC	24-05-12	Gaya	Amas	90	B	Performance Payout from 24-May-2012 to 31-March-2013.
51	Vishal Kumar	120961	CC	06-03-08	Gaya		90	B	Performance Payout from 01-April-2012 to 31-March-2013.
52	Sudhir Kumar	120800	AC	12-05-08	Gaya	Khizarsarai	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
53	Pankaj Kumar	120784	CC	22-05-12	Gaya	Gurua	89	B	Performance Payout from 22-05-2012 to 31-March-2013.
54	Rajesh Kumar	120785	CC	22-05-12	Gaya	Gurua	89	B	Performance Payout from 22-05-2012 to 31-March-2013.
55	Ajeet Kumar Sharma	120705	OA	27-05-10	Gaya	DPCU	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
56	Ajay Kumar	120773	AC	03-03-08	Gaya	Gurua	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
57	Arun Kumar	120333	AC	10-11-11	Madhubani	Benipatti	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
58	Kautilya Kumar	120315	M-Farm	08-10-12	Madhubani	DPCU	81	C	Performance Payout from 08-Oct-2012 to 31-March-2013.
59	Deodatt	120099	BPM	07-03-08	Madhubani	Lakhnaur	81	C	Performance Payout from 01-April-2012 to 31-March-2013.

Sl.No.	Name	Staff Id/Reg. No.	Designation	PLPS(DD-MM-YY)	District	Block	Final Score	Final Grade	Performance Payout
60	Amar Kumar	120338	CC	18-08-10	Madhubani	Benipatti	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
61	Md. Shamsad Alam	120319	TO	11-09-06	Madhubani	DPCU	84	B	Performance Payout from 01-April-2012 to 31-March-2013.
62	Amit Kumar Singh	2200000137	CC	03-11-09	Madhubani	Benipatti	86	B	Performance Payout from 01-April-2012 to 31-March-2013.
63	Amrendra Kumar Ranjan	120316	TO	04-03-08	Madhubani	DPCU	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
64	Ashutosh Kumar	2500000031	AC	24-08-10	Madhubani		83	B	Performance Payout from 01-April-2012 to 31-March-2013.
65	Ravikant Sharma	121400	Accountant	16-04-08	Madhubani	DPCU	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
66	Sudhakar Biswas	120312	Finance Manager	01-08-09	Madhubani	DPCU	77	C	Performance Payout from 01-April-2012 to 31-March-2013.
67	Md. Mashooque Hussain	120482	CC	14-10-08	Madhubani	Bajpatti	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
68	Nand Kishore Sah	120473	CC	16-08-10	Madhubani	Benipatti	85	B	Performance Payout from 01-April-2012 to 31-March-2013.
69	Santosh Kumar Bharti	121211	CC	09-12-11	Nalanda	Karaiparsurai	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
70	Chandan Kumar Singh	121191	CC	28-05-12	Nalanda	Chandi	90	B	Performance Payout from 28-05-2012 to 31-March-2013.
71	Sushma Kumari	121193	CC	26-09-10	Nalanda	Tharthari	92	A	Performance Payout from 01-April-2012 to 31-March-2013.
72	Md. Abid	121064	AC	19-10-09	Nalanda	Rajgir	94	A	Performance Payout from 01-April-2012 to 31-March-2013.
73	Akhilesh Kumar	121063	AC	11-03-08	Nalanda	Rajgir	94	A	Performance Payout from 01-April-2012 to 31-March-2013.
74	Samta Kumar Singh	121198	CC	04-11-09	Nalanda	Hilsa	88	B	Performance Payout from 01-April-2012 to 31-March-2013.
75	Sunil Kumar	121128	AC	06-03-08	Nalanda	Noorsarai	89	B	Performance Payout from 01-April-2012 to 31-March-2013.
76	Kautilya Kumar	3900000065	AC	19-10-09	Nalanda	Biharsharif	94	A	Performance Payout from 01-April-2012 to 31-March-2013.
77	Sudhanshu Pathak	120974	BPM	21-01-10	Nalanda	Sarmera	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
78	Rajesh Kumar	121172	CC	04-11-09	Nalanda	Katrisarai	91	A	Performance Payout from 01-April-2012 to 31-March-2013.
79	Rajan Kumar Sharma	121180	CC	04-11-09	Nalanda	Tharthari	92	A	Performance Payout from 01-April-2012 to 31-March-2013.

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80	Sunil Kumar	15370191	BPM	12-03-08	Khagaria	Chautham	86	B	Performance Payout from 01-April-2012 to 07-Oct-2012.
81	Sanjay Kumar	120751	Accountant	31-05-12	Gaya	Bodhgaya	90	B	Performance Payout from 31-05-2012 to 31-March-2013.
82	Mritunjay Kumar	120340	CC	08-12-11	Madhubani	Benipatti	90	B	Performance Payout from 01-April-2012 to 31-March-2013.
83	Manoj Kumar	120230	BPM	04-06-12	Purnia	Amour	85	B	Performance Payout from 04-06-2012 to 31-March-2013.
84	Ajit Kumar	120267	LHS	28-03-12	Purnia	Rupauli	90	B	Performance Payout from 28-03-2012 to 31-March-2013.
85	Prakash Kumar	120270	CC	06-11-09	Purnia	Rupauli	94	A	Performance Payout from 01-April-2012 to 31-March-2013.
86	Bhola Kumar	7700000113	AC	27-03-12	Supaul	Basantpur	75	C	Performance Payout from 27-03-2012 to 31-March-2013.
87	Nageshwar Ray	120342	CC	03-11-09	Madhubani	Benipatti	87	B	Performance Payout from 01-April-2012 to 31-March-2013.
88	Sachin Kumar	121135	CC	24-05-12	Nalanda	Noorsarai	86	B	Performance Payout from 24-May-2012 to 31-March-2013.
89	Rajeev Kumar	120177	CC	06-11-09	Purnea	B.Kothi	79	C	Performance Payout from 01-April-2012 to 31-March-2013.
90	Buddhi Nath Bihangam	120174	LHS	28-03-12	Purnea	B.Kothi	85	B	Performance Payout from 28-March-2012 to 31-March-2013.

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02-05-2016