



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Dated:- 16/03/2018

Office Order

By the approval of the Executive Committee in its 47th Meeting dated 27.02.18, existing internal selection policy, Young Professional Policy and Consultant Policy are being revised. Detailed revised policies are attached herewith as Annexure - "D", "E" and "F".

Anand Shankar
16/3/18

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SPM-HRD

Copy to:-

1. Director/OSD/AO/CFO
2. All PCs/SPMs/PS/SFMs/AFM/PM/PO
3. All DPMs/ BPMs with the direction to ensure circulation of this Order to the staff working under them.
4. All HR- Managers/ FMs
5. IT section
6. Concern file

Revision in Existing Internal Selection Policy for BRLPS Staff

Internal selection Policy had been approved vide agenda no. 10/17 of the 17th EC meeting held on 02.06.2009. This was applicable for internal selection to the position of Area Coordinators from Community Coordinators and for the position of Training officers from Area Coordinators. As, there exists no promotional avenue even for deserving and experienced employees; for motivating such employees, need has been felt for extending applicability of internal selection policy to other positions also. Accordingly, existing internal selection policy has been revised as under:-

1. The internal selection policy will be admissible for all contractual employees except those who are on deputation from the Government or from any other organization. The new Internal Selection Policy will be applicable up to the position of DPM/PM.
2. Half of the vacancy subject to total being limited to 1/3 of the respective total positions created within the project on the date of notification in this regard, would be available to be filled through the process of internal selection.
3. Reservation policy as applicable in the Government of Bihar would be applicable for internal selection.
4. Employees who have at least 2 years of experience (with at list throughout grade B in performance appraisal) on a position continuously in BRLPS may apply for a position one pay scale above and those have at least 3 years of experience (with at list throughout grade B in performance appraisal) on a position continuously in BRLPS may apply for the position up to two pay scales up.
5. Young Professionals having 2 years of experience in BRLPS may apply for the position of Thematic Managers and those who have 3 years of experience in BRLPS may apply for the position of Thematic Manager/District Project Manager (DPM)/ Project Manager (PM).
6. This exercise will be executed as per requirement of the Project/Society.

The steps for internal selection are as follows:

1. Internal circulation of advertisement for BRLPS staff in which application in prescribed format will be sought from eligible BRLPS staff. To be eligible for any vacancy, candidates must fulfil the minimum educational qualification applicable to specified position and requisite experience as mentioned above.
2. Human Resource Development theme at SPMU will scrutinize the applications and prepare a shortlist after deadline of receiving the applications. While scrutinizing the application, antecedents of employees will also be taken into consideration.
3. Based on prepared shortlist, interview will be organized for assessing the candidates. The interview panel will be as prescribed for various positions in HRD Manual.
4. The interview panel will assess the competency of the candidate under consideration. The panel will also explore the potential within the candidates to fulfil the requirements of the vacant positions.
5. After interview, result will be declared

Anand sharma

Revision in Young Professional Policy

Executive Committee vide agenda item no. 12/25, 12/27, 3/37 and 8/41 has approved the Young Professional Policy and subsequent revisions. The Young Professionals Program (YPP), of BRLPS, JEEVIKA, is a highly competitive program targeting motivated, talented young professionals who have shown their commitment in making a difference on the premise of development agenda in Bihar. The success of the program has been instrumental in inclusion of Young Professionals as a significant Human Resource in innovative and pilot projects such as Mahila Kisan Sashaktikaran Pariyojna (MKSP), WB-GEF Sustainable Livelihoods and Adaptation to Climate Change (SLACC) Project, which in turn are being implemented by BRLPS. With the advent of Bihar Transformative Development Project and its deliverables and to reap further benefits from the investment made on these professionals, following changes have been incorporated in the policy:-

a) **Revision in the categorisation of Institutes and addition of New Institutes** : Following changes are incorporated to include new institutions and to make some institutions flow from one category to the other:-

Category	Institutions	Gross Compensation
A	All IIMs, Reputed Universities of US & UK, IRMA, IIFM, All IITs, XLRI, DSE, FMS, MDI, SPJIMR, BHU- FMS and FMS- Delhi New Addition : MANAGE (upgraded from category B)	Existing – 45000 with annual increment of Rs. 5,000 Revised - 50000 with 5% annual increment
B	XIMB, CIMP, TISS, NIFT, CFTRI, NID, DMI, NIAM- Jaipur, VAMNICOM- Pune, XISS, IIIT-Allahabad, IIIT – Hyderabad New Addition : IARI-New Delhi, IVRI-UP, (upgraded from category B) Delhi school of social work, Faculty of Ecology and Environmental Science, Nalanda University*, Indian Institute of Health Management Research, Jaipur (New addition)	Existing – 35000 with annual increment of Rs. 5,000 Revised - 40000 with 5% annual increment
C	KSRM, IIRM, IICD-Jaipur, National Institute of Agriculture Marketing- Jaipur, NDRI- Karnal, CIFE-Mumbai, Vishwa Bharti, Shanti Niketan, New Addition : (XIDAS), Jabalpur, Azim Premji University, Bangalore (New additions)	Existing – 30000 with annual increment of Rs. 5,000 Revised - 350000 with 5% annual increment
D	Bihar Agriculture University, Sabour; Sanjay Gandhi Institute of Dairy Science and Technology; Birsa Agriculture University, Ranchi; GB Pant University of Agriculture & Technology, Orissa University of Agriculture and Technology, Bidhan Chandra Krishi Vishwavidyalaya, WB; Rajendra Agriculture University, Pusa; Benaras Hindu University, Varanasi; Asam Agriculture University, Jorhat Central Agriculture University, Imphal, LN Mishra Institute of Economic Development and Social Changes, Patna; Design Graduates from NIFT New Addition: Cluster Innovation Centre, Delhi University, Department of Rural Development, Patna University	Existing – 25000 with annual increment of Rs. 5,000 Revised - 30000 with 5% annual increment

Young Professionals completing 3 years of service are required to secure at least grade B in all 3 years during performance appraisal, to get an extension of service for another 2 years. Thereafter YPs may become part of the Jeevika main stream by taking advantage of revised Internal Selection Policy of BRLPS (Jeevika).

The service contract of a few YPs who had already completed five years has been extended upto 31st March, 2018.

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Revision in Consultant Policy

In an organization like BRLPS, expert support is needed, and for this, there is need to hire consultants for various themes. It has also been experienced that for providing adequate support to professional manpower, consultants have been immensely helpful. Keeping this in mind, consultant policy had been approved vide agenda no. 6/18 of the 18th Executive Committee meeting held on 02.09.2009. Since then, project has gone a long way along various themes with deepening interventions & therefore, need for revision of consultant policy to attract/hire experienced people with specialized expertise/skills from open market has been felt. Accordingly, following revisions in existing consultant policy of BRLPS have been made:-

Addition of a new category of consultant & revision in eligibility criteria for different categories of consultants:-

Sl. A	Category B	Eligibility Criteria	
		Existing	Revised
1	Category A 1	At least PG or higher degree with experience of more than 20 years in relevant field with reputed national and international level institutions/assignment.	At least PG or higher degree with experience of at least 15 years of relevant field out of which at least 3 years of experience at senior managerial level/positions* with reputed national and international level institutions/assignments.
2	Category A 2	At least PG or higher degree with experience of more than 15 years in relevant field with reputed national or international level institutions/assignment.	At least PG or higher degree with experience of at least 10 years in relevant field out of which at least 3 years of experience at Middle managerial level/Positions** with reputed national and international level institutions/assignments
3	Category A 3	At least PG or higher degree with experience of more than 10 years in relevant field with reputed state or national level institutions/assignment.	At least PG or higher degree with experience of at least 7 years in relevant field with reputed state or national level institutions/assignments.
ADDITIONAL CATEGORY			
4	Category A 4	NA	At least PG or higher degree with experience of at least 3 years in relevant field with reputed state or national level institutions/assignments.

Revision in existing remuneration and other benefits structure for consultants:-

Sl. No.	Category	Remuneration		Other benefits	
		Existing	Revised	Existing	Revised
1	Category A 1	For Part Time Requirement: Upto Rs. 4000/- per day	For Part Time Requirement: Upto Rs. 5000/- per day	Reimbursement of to and fro travel Expenses upto economy air fare, uptoRs. 750/day for use of local conveyance or personal vehicle for official purpose and stay upto limit prescribed for category II staff of BRLPS or as approved by CEO on basis of requirement/ merit.	Same as existing
		For Full Time Requirement: Upto a maximum of Rs. 60, 000/- Per Month	For Full Time Requirement: Rs. 65000/- to 75000/- Per Month		
2	Category A 2	For Part Time Requirement : Upto Rs. 3000/- per day	For Part Time Requirement : Upto Rs. 4000/-per day	Reimbursement of to and fro travel expenses upto economy air fare, uptoRs. 750/day for use of local conveyance or personal vehicle for official purpose and stay upto limit prescribed for category II staff of BRLPS or as approved by CEO on basis of requirement/ merit.	Same as existing
		For Full Time Requirement: Upto a maximum of Rs. 45,000/- per month	For Full Time Requirement: Rs. 60000/- per month		
3	Category A 3	For Part Term Requirement : Upto Rs. 2000/- per day	For Part Term Requirement : Upto Rs. 3000/-per day	Reimbursement of to and fro travel expenses upto 2nd AC, uptoRs. 750/day for use of local conveyance or personal vehicle for official purpose and stay upto limit prescribed for category II staff of BRLPS.	Same as existing
		For Full Time Requirement: Upto a maximum of Rs. 35,000/month	For Full Time Requirement: Rs. 45000/-/month		

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Additional Category					
4	Category A 4	NA	For Part Term Requirement : Upto Rs. 2000 per day	NA	Reimbursement of to and fro travel expenses upto 3 rd AC, upto Rs. 500/day for use of local conveyance or personal vehicle for official purpose and stay upto limit prescribed for category III staff of BRLPS.
			For Full Time Requirement: Rs. 30000/- per month.		

Full time consultants will also be eligible for one day Casual Leave (CL) in a month. Besides, female consultants will be eligible for up to two days Special Leave (SL) in a month.

Note:

*As Scale-III officers of banks/ Government Officers with Grade Pay of Rs. 7600/ or equivalent Grade in PSUs/Society & other Government Organisations/Private Sector employee drawing at least Rs. 75000/- per month (Gross Salary) for last three years.

**Scale-II officers of banks/ Government Officers with Grade Pay of Rs. 6600/- or equivalent in PSUs/Society & other Government Organisations/Private Sector employee drawing at least Rs. 50000/- per month (Gross Salary) for last three years.

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