



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission, Bihar



बिहार सरकार

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Office Order

Policy Paper on Animal Husbandry Resource Person

1. Background

Bihar Rural Livelihoods Promotion Society (BRLPS), which has been designated as the State Rural Livelihoods Mission, has mandate to mobilize, empower and promote livelihoods for 1.5 crore rural poor families through 10 lakh sustainable SHGs under 65000 Village Organizations(VO) and 1600 Cluster Level Federations(CLF).

To make animal husbandry as a sustainable livelihood option, a community managed sustainable animal husbandry system need to be placed through the community based institution i.e. Producer Group/Village organization. The SHG members engaged in animal husbandry need to be trained on best management practices along with basic veterinary services. There is a need of dedicated community cadre, Animal husbandry resource person (AHRP), who can train, handhold and provide basic animal health service to the SHG households. The producer group/ village organization shall hire the services of animal husbandry resource person (AHRP) to convert the challenge in animal husbandry into opportunity and make it a sustainable community managed livelihood intervention.


2. Positioning of AHRP

AHRP will be identified and selected by the Village Organization/Dairy Producer Group from the same village and will provide her/his service to the SHG household. AHRP will provide services to every household of the concern Village Organization/Dairy Producer Group involved in Animal Husbandry.

3. Eligibility Criteria

Female candidate should be given preference for selection as an AHRP. In order to become an AHRP, a candidate must fulfill the following eligibility criteria:

- S/He should belongs to a SHG Household from the same village.
- S/He should not be from the household of office bearer of SHG/VO.
- S/He should be practicing animal husbandry activity by own.
- S/He must be passed 8th standard. Preferable qualification is 10th pass.
- S/He should have basic knowledge of Animal Husbandry and livestock management.
- S/He must be physically fit to carry out training, field inspections and demonstrations.
- His/her minimum age should be 18 Years but below 45 years.


26/2/15

4. Job Responsibility of AHRP

The basic responsibility of an AHRP will to ensure the enhancement in milk Productivity of animals of SHG members by facilitating proper animal husbandry practices. An AHRP will be responsible for providing necessary Para-Vet Services to the SHG household engaged in Animal Husbandry of a producer group. AHRP will be appointed by the VO/CLF as per the need of the CBO.

A. Planning/demand Generation and Procurement:

- i. Providing handholding support to Dairy Producer Group/Village Organization in production Planning, Training Scheduling and Procurement Planning.
- ii. Orienting SHG members on Production Planning/Demand Generation and aggregation of demand at Dairy Producer Group and facilitating fund requisition to CLF/PG/BPIU.
- iii. Preparation and Submission of fund utilization certificate in monthly meeting of PG/VO.
- iv. Supporting the PG/VO/CLF in procurement of inputs as per the instruction of PG/VO.
- v. Assisting PG/VO in storage and stock keeping of Procured Inputs and produce.
- vi. Supporting the PG/VO in distribution of Procured Inputs.
- vii. Follow Ups the SHG members for the deposit of Community contribution in SHG/VO/PG/CLF.

B. Orientation and Training:

- i. Handholding support to SHG members in taking up best animal Husbandry practices by providing basic orientation, training and demonstration as per the prescribed schedule.
- ii. Training to SHG members by using available medium such as Flipchart, Audio Visual Kit, etc.
- iii. Developing and maintaining at least one demonstration plot of Fodder Cultivation, Azolla Cultivation, etc.

C. Providing Para Vet Services:

- i. Providing basic Para Vet services such as First Aid to the animals of SHG members.
- ii. Providing service as a vaccinator and give vaccine as per the prescribed schedule.
- iii. Assist CLF/VO/PG in organizing Animal Health Camp.

D. Monitoring and Book Keeping:

- i. Regular visit to SHG household and address the issues related to animal husbandry and provide reports to the VO/PG.
- ii. Facilitate meeting of Dairy Producer Group and discuss the best cattle management practices.
- iii. Facilitate the meeting of VO/CLF and discuss about the animal husbandry practices and its benefit.
- iv. Maintaining the AHRP register, Keeping all the records of the concern Village organization and providing reports to the VO/PG/CLF/BPIU/DPCU.
- v. Attending Meetings of CLF and discuss the Progress of PG.
- vi. Support MIS by providing necessary data as and when needed.

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vii. Supporting other need based activity related to animal Husbandry.

5. Selection Methodology

- A. The village organization will discuss in VO meeting regarding the requirement of an AHRP to provide animal husbandry support service to their SHG members.
- B. Based on the above mentioned criteria the VO will identify and nominate 1-3 persons in a village.
- C. A screening will be done at the block level by a committee consisting of Manager Off Farm/Manager-LH/BPM, Livelihood Specialist and OB member of concern Village Organization/Dairy Producer Group. The assessment will include written test or Interview or both. The process of screening should be transparent.
- D. The selected AHRP will be designated as intern AHRP for 3 months, after completion of 3 months; VO will evaluate and on the basis of performance they will regularize.
- E. The AHRP has to open the Bank Account in the same branch, where the VO has the bank account.
- F. The information and Profile of the selected AHRP will recorded at Village Organization, Cluster Level Organization and BPIU and DPCU.

6. Training Capacity Building Program for AHRP

After selection of AHRP, S/HE will work as the intern- AHRP for first three months for better understanding of project and its functioning. An orientation cum training will be also provided to AHRP on the various aspects of animal husbandry and its role in income generation. Manager off Farm/Farm/Non Farm and Livelihood Specialist will be responsible for the training of AHRP. Intensive training on animal husbandry will be provided by the government and non government agencies i.e. Department of Animal & Fish Resources, NDDDB, COMFED, NDRI, ULDP, BAIF, J K Trust and Goat Trust of India.

7. Honorarium of AHRP

AHRP will be provided with honorarium as follows:

- A. **Fixed Honorarium:** AHRP will receive a monthly honorarium of Rs. 1750, Rs. 200 as a fixed travel allowance, and Rs. 50 as a communication allowance. Initially AHRP will be on internship for 3 months and on the basis of the performance she/he will be finally confirmed as AHRP.
- B. **Incentive:** In addition to the above, on every vaccination to the animals S/He will get Rs. 10.

The payment of the AHRP will be done on monthly basis by the Village organization/ Dairy Producer Group after submission of reports and appraisal by the office bearer. The Village organization/ Dairy Producer Group will calculate the average honorarium of the AHRP for one quarter and raise the indent for the disbursement of expected total amount.

8. Performance Appraisal and Monitoring and Evaluation of AHRP

The performance of the AHRP will be reviewed on monthly basis at PG/VO. OB member of the concern PG/VO will appraise the performance of AHRP on work done and progress of the PG/VO in the last month. The AHRP will submit the field visit details and the progress report in the concern PG/VO and one copy will also be submitted in the fortnightly meeting of AHRP at cluster level conducted by LHS/BPM.

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9. Termination of AHRP

If the AHRP is not performing up to mark, then the OB member of the VO will discuss in the meeting for the replacement and Redo the selection process to fill the position.

10. AHRP as a Resource Person

AHRP can also be used as resource person/training of trainers (ToT) for adoption and dissemination of practices and interventions other than her/his area of operation. The AHRP will be eligible for honorarium in addition to her/his payment mention below:

Sl. No.	Location	Honorarium per day (In. Rs.)	Remarks
1	within the block	250 per day	Food (or Rs.100 per day) will be provided by BPIU
2	Within the district other than own block	350 per day	Food (or Rs.100 per day) and stay arrangement will be provided by BPIU/DPCU
3	Outside district within state	400 per day	Food (or Rs.100 per day) and stay arrangement will be provided by BPIU/DPCU
4	Outside state	As per the CRP policy	-


(Dr. N. Vijay Lakshmi)

Chief Executive Officer-cum-State Mission Director

Copy to :

1. Director/OSD/AO/ PS/FO
2. All SPMs/PMs/ SFMs/PCs
3. All DPMs/DPMs Incharge/BPMs/Manager-OF/Manager-LH
4. All YPs /IT Section
5. Concerned file.