



[E-12481] NHMHP-HWC0TLMD/1/2019-HWC-Section-Part (1)-3954  
National Health Mission,  
Directorate of Health Services,  
SDA Complex, Kasumpti  
Himachal Pradesh, Shimla-9

MISSION DIRECTOR (NHM)  
29 OCT 2025  
Kasumpti Shimla-9 H.P

To All the Chief Medical Officers,  
in Himachal Pradesh

Dated Shimla-171009 the October, 2025

Subject: Corrigendum regarding revision of Performance Linked Incentives (PLI) under Ayushman Arogya Mandir (AAM) Programme.

Madam/Sir,

This is in continuation of Notification No. NHMHP-HWCOPBI/1/2019-HWC-Section-Part (1)-6339 dated 04.06.2022, regarding Performance Linked Incentives (PLIs) for Community Health Officers (CHOs) and Team-Based Incentives (TBIs) for teams at Ayushman Arogya Mandirs (AAMs) at HSCs, PHCs, and UPHCs..

In this regard, it is hereby informed that the Performance Linked Incentive (PLI) and Team-Based Incentive (TBI) structure for Ayushman Arogya Mandirs (AAMs) has been revised. The revised incentive criteria and rates are detailed in the annexures appended below:

- Annexure-I: Revised Incentives for HSC-AAM team (CHO, MPW & ASHA).
- Annexure-II: Revised Incentives for Medical Officers at PHC-AAM.

The revised incentives shall be applicable with effect from 1st December, 2025. All other terms and conditions mentioned in the aforesaid notification shall remain unchanged.

It is further informed that the incentive for Pharmacists under the AAM Programme shall remain the same as notified vide Notification dated 04.06.2022.

This is for your kind information and further necessary action .

Mission Director (NHM),  
Himachal Pradesh, Shimla-9  
Signed by Pradeep Kumar Thakur  
Date: 28-10-2025 21:18:51

Contact No.- 0177-2624505

Endst No. As above

Dated Shimla-9, the



Copy forwarded to:

1. The Joint Secretary , MoH&FW, Gol for information in reference to D.O No. Z-15015/14/2021-NHM-I dated October 9, 2025 .
2. The Secretary (Health) to the Government of Himachal Pradesh for information .
3. The Director Health Services, Himachal Pradesh for information .
4. All the State Programme Officers, NHM for information .
5. All the District Programme Officers (HWC) Himachal Pradesh for information

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Mission Director (NHM),  
Himachal Pradesh, Shimla-9

ANNEXURE-I

The revised incentives for HSC-AAM (CHO,MPW and ASHA) team

S. No.	Indicators	Definition	Benchmark	Source of Verification	Category		
					CHO (Revised )	MPW (Revised)	ASHA (Revised)
1	Proportion of new-borns who received HBNC services	Numerator - No. of new-borns who received 6 HBNC visits in case of Institutional Delivery and 7 HBNC visits in case of Home Delivery as per HBNC schedule	80%	RCH portal	1500	175	120
		Denominator - Total no. of new-borns due for last HBNC visit that month					
2	Proportion of individuals 30 years and above whose CBAC form was filled	Numerator-No of CBAC form filled	At least 8.3% individuals per month over 30 years whose CBAC form was filled	CPHC- NCD App	1500	150	100
		Denominator- Total population above 30 years and above of age					
3	Proportion of Pregnant Women registered who received ANC services	Numerator - No. of pregnant women who received ANC services (4 ANC + 180 IFA tablets + TT2 / booster) in the month	80%	RCH portal	1300	130	100

		Denominator - Total no. of registered pregnant women whose ANC Services were due that month					
4	Proportion of Children up to 2 years of age who received full immunization	Numerator - No. of children upto 2 years of age who received immunization (as per state schedule) in a month Denominator - Total no. of registered children whose immunization was due that month	90%	RCH portal	1300	130	100
5	Monthly JAS meeting held with minimum 60% of the members	Monthly meeting of JAS held with at least 60% of members present	100%	Self-reported/ AAM Portal	1300	130	85
6a	Proportion of individual 30 years or above screened for Hypertension (including repeat yearly screenings for Hypertension) ++	Numerator – No. of individuals screened for Hypertension	At least 8.3 % individuals screened per month over 30 years	CPHC-NCD Portal	700	70	45
6b	Proportion of HTN patients on treatment	Numerator – No. of HTN patients who received treatment including follow up treatment Denominator – Total no. of diagnosed patients for HTN	70%	CPHC-NCD Portal	600	60	35
7a	Proportion of individual 30 years or above screened for Diabetes (including repeat yearly screenings for Diabetes) ++ +	Numerator – No. of individuals screened for Diabetes Denominator-Total population of 30 years and above of age	At least 8.3 % individuals screened per month over 30 years	CPHC-NCD Portal	700	70	45

7b	Proportion of patients with Diabetes on treatment	Numerator – No. of DM patients who received treatment including follow up treatment	70%	CPHC-NCD Portal	600	60	35
		Denominator – Total no. of diagnosed patients for DM					
8	Proportion of cases referred for TB testing *	Numerator-Number of suspected TB cases referred for diagnosis	Minimum 3% cases identified from new Adult OPDs should have been referred for screening of TB at a higher facility	Nikshay & AAM Portal	750	75	45
		Denominator-Total number of patients attended in OPD					
9	Number of footfalls in the month	No. of OPD cases including new and old cases	At least 60 cases per 1000 population	AAM portal	750	75	45
10	Wellness session organized at AAMs	Number of Wellness sessions organized at AAM in the reporting month	At least 10 sessions/month	AAM Portal	750	75	50
11	Wellness activities held as per annual calendar	Numerator-No. of Wellness activities held	100%	AAM Portal	750	75	50
		Denominator - Total no. of Wellness activities to be held in the month as per annual health calendar					

12	Monthly VHND meeting monitored by CHO	At least one VHND meeting to be organized in a month and is to be monitored by CHO	100%	Self-reported/ CPHC-NCD application	750	75	45
13	Village meetings (VHSNC/MAS held)	Numerator – No. of VHSNC meetings held as per monthly plan	100%	Self-reported / AAM Register	750	75	45
		Denominator – Total no. of VHSNC formed in AAM catchment area (1 meeting/ VHSNC/ month)					
14a	Monitoring of Referral cases – Upward	Numerator: Number of cases seen at the receiving higher Centre	80%	CPHC- NCD App	500	35	20
		Denominator: Total cases referred to higher centres					
14b	Monitoring of Referral cases - Downward	Numerator: Number of patients seen at home/SHC after being referred downwards by the higher center	80%	CPHC- NCD App	500	40	35
		Denominator: Number of SHC referred patients, seen at higher centre					
Total					15000	1500	1000

ANNEXURE-II

The revised incentives for MO- PHC AAM:

S. No.	Indicators	Definition	Benchmark	Source of Verification	Revised Incentives for MO
		PHC-HWC			
1a	Proportion of Pregnant Women registered who received ANC as per scheduled due date	<b>Numerator</b> - No. of pregnant women who received ANC services (4 ANC + 180 IFA tablets + TT2 / booster)in a month	80%	RCH portal	335
		<b>Denominator</b> - Total no. of registered pregnant women whose ANC is due that month in the area of the PHC (all HSCs)			
1b	Proportion of institutional delivery	<b>Numerator:</b> Number of institutional deliveries	95%	RCH portal	335
		<b>Denominator:</b> Total number of Registered pregnant women whose EDD is due in that month in the area of the PHC (all HSCs)			
2a	Proportion of individual 30 years or above screened for Hypertension (HTN) (including repeat yearly screenings for Hypertension) ++	<b>Numerator</b> – No. of individuals screened for Hypertension in PHC area (all HSCs)	At least 8.3% individuals over 30 years	CPHC-NCD portal	335
		<b>Denominator-</b> Total population of 30 years and above of age in PHC area (all HSCs)			
2b	Proportion of HTN patients on treatment +++	<b>Numerator</b> – No. of HTN patients who received treatment including follow up treatment	70%	CPHC-NCD portal	335

		<b>Denominator</b> – Total no. of diagnosed patients for HTN			
3a	Proportion of individual 30 years or above screened for Diabetes (including repeat yearly screenings for Diabetes)	<b>Numerator</b> – No. of individuals screened for Diabetes in PHC AREA (all HSCs)	At least 8.3% individuals over 30 years	CPHC-NCD portal	335
		<b>Denominator</b> - Total population of 30 years and above of age in PHC area (all HSCs)			
3b	Proportion of patients with Diabetes on treatment	<b>Numerator</b> – No. of DM patients who received treatment including follow up treatment	70%	CPHC-NCD portal	335
		<b>Denominator</b> – Total no. of diagnosed patients for DM			
4	Percentage of Sick Newborn identified and referred to higher facilities	<b>Numerator</b> - No. of sick new- borns referred to higher centre after due primary management	100%	RCH portal & SNCU portal	700
		<b>Denominator</b> – Total no. of sick new- borns identified that month			
5	Proportion of Children up to 2 years of age who received immunization as per the due date	<b>Numerator</b> - No. of children who received immunization as per state schedule in the month	90%	RCH portal	700
		<b>Denominator</b> - Total no. of registered children whose immunization was due that month			
6a	Proportion of cases referred for TB testing *	<b>Numerator</b> -Number of suspected TB cases referred for diagnosis	Minimum 3% cases identified from new Adult OPD should have been referred for screening of TB at a higher facility	Nikshay & AAM Portal	190
		<b>Denominator</b> -Total number of patients attended in OPD			

6b	Proportion of notified TB cases received treatment as per protocol	<b>Numerator</b> - No. of TB cases received treatment	100%	NIKSHAY portal	190
		<b>Denominator</b> - Total no. of notified TB Cases			
7	Number of footfalls in the month	No. of OPD cases including new and old cases	@60 cases per 1000 population	AAM portal	390
8	Proportion of individuals 30 years and above whose CBAC form was filled +	<b>Numerator</b> -No of CBAC form filled in PHC area (all HSCs)	At least 8.3% individuals over 30 years whose CBAC form was filled	CPHC- NCD Portal **	390
		<b>Denominator</b> - Total population above 30 years and above of age in PHC (all HSCs) area			
9	Wellness session organized at HWCs	Number of Wellness sessions organized at HWC in the reporting month	At least 10 sessions/ month	AAM Portal	390
10	Wellness activities held as per annual calendar	<b>Numerator</b> - No. of Wellness activities held at HWC	100%	AAM Portal	390
		<b>Denominator</b> - Total no. of Wellness activities to be held in the month as per annual health calendar			
11	Monthly JAS meeting held with minimum 60% of the members	Monthly meeting of JAS held with at least 60% of members present	100%	Self- reported/ AAM Portal	390
	Monthly JAS meeting held with minimum 60% of the members				
12	Monthly VHND meeting monitored by MO	At least one VHND meeting to be organized in a month in the area of Co-located HSC and is to be monitored by MO	100%	Self- reported /CPHC-NCD application	390
13	Village meetings (VHSNC/MAS held)	<b>Numerator</b> – No. of VHSNC meetings held as per monthly plan in the area under PHC (all HSCs)	100%	Self-reported/ AAM Register	390

		<b>Denominator</b> - Total no. of VHSNC formed in PHC-HWC catchment area (all HSCs) (1meeting/ VHSNC/month)			
14a	Monitoring of Referral cases – Upward	<b>Numerator:</b> Number of cases seen at the receiving higher Centre	80%	CPHC- NCD App	195
		<b>Denominator:</b> Total cases referred to higher centres			
14b	Monitoring of Referral cases - Downward	<b>Numerator:</b> Number of patients seen at home/PHC after being referred downwards by the higher centre.	80%	CPHC- NCD App	200
		<b>Denominator:</b> Number of PHC referred patients seen at higher center			
Total					6915