

National Health Mission, Himachal Pradesh

**NOTIFICATION**

The Governor of Himachal Pradesh is pleased to announce performance linked incentives under National Health Mission to Gynaecologists, Paediatricians, Anaesthetists, Radiologists, Staff Nurses and Trained Dais serving in selected notified FRUs for improving the maternal health outcomes in the state as under with immediate effect:

1. Health Institutions where applicable

The incentives shall be applicable for the following First Referral Units:

S.No	District	Delivery Point
1	Bilaspur	DH Bilaspur
2	Chamba	Ref Hospital Chowari
3	Kangra	DH Dharamshala
4	Kangra	CH Palampur
5	Kangra	CH Nurpur
6	Kinnaur	DH Reckong Peo
7	Kullu	DH Kullu
8	L & Spiti	DH Keylong
9	Mandi	ZH Mandi
10	Mandi	CH Sunder Nagar
11	Shimla	ZH DDU Shimla
12	Shimla	MGMSC Khaneri
13	Sirmour	CH Paonta Sahib
14	Solan	RH Solan
15	Solan	CHC Nalagarh
16	Una	DH Una

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 -cum-Mission Director (NHM)
 Kasumpti, Shimla-9 (H.P.)

2. Incentives admissible

The following monetary incentives shall be admissible subject to fulfillment of conditionalities as laid down at Sr. No. 3

S.No.	Specialist	Incentive per month
1	Gynaecologist	50000
2	Paediatrician	50000
3	Anaesthetist	30000
4	Radiologist	50000

3. Conditionalities for performance linked incentives

- a. For Gynaecologist, there should be at least a 10% increase in normal deliveries per month over the performance of the last financial year. For example, the normal delivery in FRU 'X' was 6000 in 2018-19, which averages to 500 per month. An increase of 10% on the monthly average would be 50. Therefore, implying that for a particular month in which specialist(s) is/are eligible for incentive should have 550 deliveries per month. Moreover, the C-Section Rate for that month should be between 10%-20%. Out of the total C-sections, at least 25% should have been conducted between 8 PM to 8.00 AM. The source of verification would be HMIS.
- b. For Paediatrician, if SNCU has a bed occupancy more than 70%, inborn admission rate less than 40% and neonatal mortality less than 15%. The source of verification would be SNCU portal.
- c. For Radiologist, the number of ultrasounds on pregnant women should be at least 1000 per month with 20% level-II USG. The source of verification would be hospital records.
- d. For Anaesthetist, the overall referral rate from the facility in respect of OBG cases should not be more than 5% in a month. The source of verification would be hospital records.
- e. The staff nurse and trained Dai would be entitled to an incentive of Rs. 50 per delivery on all deliveries conducted during the month provided that there is an increase in the number of deliveries by 10% per month against the performance in last financial year as per calculation made in the

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section of the Gynaecologist. In case the deliveries conducted jointly conducted by the staff nurse and trained Dai the incentive may be divided equally between the two. This incentive will not be applicable for C-Sections or assisted deliveries.

4. Modalities of disbursement of incentives

- a. The Medical Superintendent concerned shall be responsible for disbursement of these incentives after due verification as per the procedure laid above.
- b. In case more than one specialist of a particular category is present in a FRU, then the incentive shall be split equally amongst them.
- c. In case of transfer during a month, the incentives shall be disbursed on pro-rata basis subject to fulfillment of conditionalities.
- d. The incentive shall be disbursed directly to the resource persons in their bank accounts and the funds to this tune shall be borne by the National Health Mission. The Medical Superintendent shall raise the requirement of funds on a quarterly basis along with utilization certificates of the previous advances and progress reports.
- e. The progress report shall be submitted as per the format at **Annexure A**.

By Order

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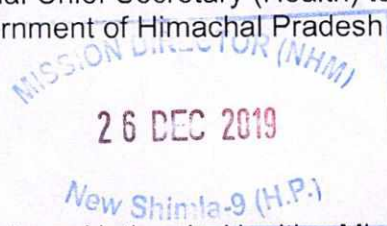
Additional Chief Secretary (Health) to the
Government of Himachal Pradesh

Endst.No. As above

Dated Shimla-9, the

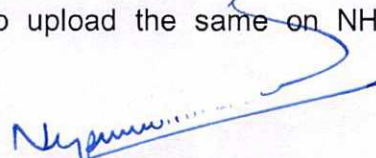
Copy to:

1. The Additional Secretary-cum-Mission Director, National Health Mission, Government of India, Nirman Bhawan, New Delhi-110011 for information please.
2. The Additional Chief Secretary (Health) to the Government of Himachal Pradesh for information please.
3. The Deputy Commissioner, Maternal Health (In-Charge), GoI, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi-110011 for information please.
4. The Director Health Services, Himachal Pradesh for information please.
5. The Director, Medical Education, Himachal Pradesh for information please.
6. All the Deputy Commissioners, Himachal Pradesh for information please.
7. All the Chief Medical Officers, Himachal Pradesh for information please.



[Signature]
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cum-Mission Director (NHM)
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8. The Principal, IGMC, Shimla/ Dr. RPGMC Tanda/ SLBSGMC, Mandi/ Dr. YSPGMC, Nahan/ Pt.JLNGMC, Chamba/ Dr. RKGMC, Hamirpur for information please.
9. The Additional Director (Nursing), Directorate of Health, SDA Complex, Himachal Pradesh for information please.
10. The Medical Superintendent, RH Bilaspur/ RH Chamba/ RH Hamirpur/ ZH Dharamshala/ RH Kullu/ ZH Mandi/ ZH Shimla/ RH Nahan/ RH Solan/ RH Una/MGMSK Khaneri, Shimla for information please.
11. The Medical Superintendent, KNH/IGMC, Shimla / Dr.RPGMC, Tanda, Kangra/ SLBSGMC, Mandi/ Dr. YSPGMC, Nahan/ Pt.JLNGMC, Chamba/ Dr. RKGMC, Hamirpur for information please.
12. The Medical Officer In-charge, CH Nurpur, CH Palampur District Kangra, CH Sundernagar District Mandi, CH Nalagarh District Solan for information please.
13. All the State Programme Officers, National Health Mission, Himachal Pradesh for information please.
14. The Consultant (MIS), NHM with the request to upload the same on NHM website.


Special Secretary (Health) cum
Mission Director, NHM
Himachal Pradesh, Shimla – 9

Annexure-'A'

Performance Based Incentives for specialists and para-medics in FRUs

Name of the FRU: _____ Reporting month: _____

(I) Progress report for Gynaecologist/s, Staff Nurse/s and Trained Dai/s

Number of deliveries (Apr.18 - Mar.19)	Average Deliveries per month (A/12)	10% increase (B+10%)	Number of deliveries reported in corresponding month in 2018-19	Number of deliveries reported in reporting month 2019-20	Number of deliveries increased	Eligible for incentive (Yes/No)
(A)	(B)	(C)	(D)	(E)	(E-D)	

(II) Progress report of Anaesthetist/s

Number of OBG cases admitted	Number of OBG referrals	% Referral	Eligible for incentive (Yes/No)
(A)	(B)	(C)	

(III) Progress report of Radiologist/s

Number of ultrasound conducting on OBG patients	Number of Level-II ultrasound on OBG patients	% of Level-II USG	Eligible for incentive (Yes/No)
(A)	(B)	(C)	

(IV) Progress report of Paediatrician/s

Bed Occupancy Rate	Inborn Admission Rate	Neonatal Mortality Rate	Eligible for incentive (Yes/No)
(A)	(B)	(C)	

(V) Amount Disbursed

Specialist / Para-medics	Amount (In Rs.)
Gynaecologist	
Anaesthetist	
Radiologist	
Paediatrician	
Staff Nurses	
Trained Dais	

Signature of Medical Superintendent/
SMO In-charge
