

/192219/2023



No.NHMHP-HWC0PBI/1/2019-HWC-Section-Part (1)-63399 8944
 National Health Mission,
 Directorate of Health Services,
 SDA Complex, Kasumpti
 Himachal Pradesh, Shimla-9



To

All the Chief Medical Officers,
 Himachal Pradesh

Dated Shimla-171009 the April, 2023

Sub: Regarding disbursement of PLPs to newly appointed Community Health Officers.

Respected Sir/Madam,

This is to inform you that this office is in receipt of various queries regarding disbursement of Performance Linked Payments to the newly appointed Community Health Officers.

In this regard s it is to inform you that the performance Linked payments to the newly appointed Community Health Officers (CHOs) may be disbursed from 1st April, 2023 onwards as per guidelines conveyed vide letter of even No. dated 4.6.2022, copy of which is enclosed for reference please

Yours faithfully,

(Dr. Gopal Beri)
 Dy. Mission Director (NHM),
 Himachal Pradesh, Shimla-9
 Email:ddnrhmhp@gmail.com
 Contact No. - 0177-2624746
 Dated Shimla-9, the



Endst. No As above
 Copy to:

1. The Secretary (Health) to the Govt. of Himachal Pradesh for information please
2. The Director Health Services, Himachal Pradesh for information please
3. All the District Programme Officers (HWC) for information and necessary action please

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



No. NHMHP-HWC0PBI/1/2019-HWC-Section- Part (1)-63399 - 3512
 National Health Mission,
 Directorate of Health Services,
 SDA Complex, Kasumpti
 Himachal Pradesh, Shimla-9

MISSION DIRECTOR (NHM)

04 JUN 2022

Shimla-9 (H.P.)

NOTIFICATION

In supersession of all previous notifications regarding Performance Linked Incentives for CHOs and Team Based Incentives for HWC team at HSCs/PHC/UPHC, it has now been decided to disburse Performance Linked Payments (PLPs) and Team Based Incentives (TBIs) as follows:

Health Sub Center-Health & Wellness Center (HSC-HWC) and Co-located HSCs with Primary Health Center- HWC (PHC-HWC) and Urban Primary Health Center –HWC (UPHC-HWC)

1. Level of Incentive Distribution
 - a. HWC team at SHC- HWC: Community Health Officer, Multi-Purpose Workers (Male &Female) and ASHAs.
 - b. HWC team at Co-located HSC of PHC/ UPHC-HWC: Multi-Purpose Workers (Male & Female) and ASHAs.
2. Incentive amount
 - a. At HWC-HSC
 - Maximum of Rs 15,000/CHO/month as PLP
 - Rs. 3000/month for MPWs (Subject to a maximum of Rs 1500/month/MPW (F&M) as TBI
 - Rs 5000/month for ASHAs (Subject to a maximum of Rs 1000/month/ASHA) as TBI.
 - b. At Co-located HSC with PHC/UPHC-HWC
 - Rs 3000/month for MPWs (F&M) (Subject to a maximum of Rs 1500/month/MPW (F&M) as TBI
 - Rs 5000/month for ASHAs (Subject to a maximum of Rs 1000/month/ASHA) as TBI.
3. Based upon verifiable Performance Linked Incentive indicators as per Table-1.
4. A team member would only be eligible for incentive if benchmark is achieved as given in the Table-1
5. Frequency of distribution: Monthly.
6. A performance report of the HSC-HWC team member would be submitted by the CHO to MO-PHC. In case MO-PHC is not in position, the CHO will submit the same to the concerned BMO.
7. A performance report of the co-located HSC team members would be submitted by the MPW to the MO-PHC. In case MO-PHC is not in position, the MPW will submit the same to the concerned BMO
8. The MO-PHC will submit the performance report received from CHOs/ MPWs to the BMO on the day of scheduled Block Monthly Meeting.

9. The BMO will access the received data/record/ reports from various sources of verification mentioned against each indicator and validate the performance report submitted by the CHO/MPW.
10. The BMO will verify the submitted reports and accordingly disburse the PLP & TBI to the HWC team within 1 week of the block meeting every month.
11. The BMOs will submit a consolidated report of PLPs & TBIs disbursed in the previous month to the District on the day of District Monthly Meeting.
12. The CMOs will submit a consolidated report of the district to the state headquarter within a week of the District Meeting.
13. These PLPs & TBIs would be applicable from the month of May, 2022 onwards.

Team Based Incentives for Medical Officer & Pharmacist PHC / UPCH-HWC

1. Level of Incentive Distribution

Medical Officer of PHC/ UPHC-HWC

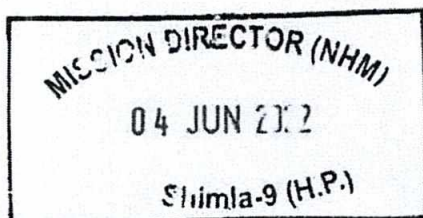
Pharmacist of PHC/UPHC-HWC

2. Incentive amount

Rs. 6915 per month per MO as TBI

Rs. 1500 per month per Pharmacist as TBI

3. Based upon verifiable Performance Linked Incentives indicators as per Table-2 & 3.
4. A team member would only be eligible for incentive if benchmark is achieved as given in the table-2 & 3
5. Frequency of distribution: monthly
6. A monthly performance report of PHC/ UPHC-HWC would be submitted by MO to the BMO on the day of Block Monthly Meeting.
7. The BMO will access data/record/ reports from various source of verification mentioned against each indictor and validate the performance report submitted by the MO.
8. The BMO will verify the submitted reports and accordingly disburse the Team-Based Incentives to the HWC team at PHC/ UPHC within 1 week of the Block Meeting every month.
9. The BMO will submit a consolidated report of TBIs disbursed for the previous month to the district on the day of District Monthly Meeting.
10. The CMO will submit a consolidated report of the district to the state headquarter within a week of District Meeting.
11. These team-based incentives would be applicable from the month of July, 2022 onwards.



By orders
Principal Secretary (health) to the
Government of Himachal Pradesh

Endst. No. As above

Dated Shimla-9, the

1. Additional Secretary & Mission Director (NHM), Ministry of H&FW, GoI for information please
2. The Principal Secretary (Health) to the Govt. of Himachal Pradesh for information please
3. The Director Health Services Himachal Pradesh for information please
4. All the Chief Medical Officers Himachal Pradesh for information and necessary action please
5. All the District Programme Officers (HWC) Himachal Pradesh for information and necessary action please
6. All the State Programme Officers, NHM for information please
7. The Consultant MIS, NHM with a request to upload the notification on the Departmental website.
8. The Finance Division of NHM for information please.

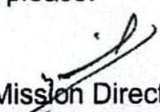

Mission Director(NHM)
Himachal Pradesh, Shimla-9

TABLE - I

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive (Rs)		
					CHO	MPW	ASHA
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	1400	145	100
		Denominator - Total no. of new-borns due for last HBNC visit that month					
2	Proportion of individuals 18 years and above whose CBAC form was filled	Numerator -No of CBAC form filled	At least 8.3% individuals per month over 18 years whose CBAC form was filled	CPHC- NCD App**	1400	135	95
		Denominator - Total population above 18 years and above of age					
3	Teleconsultation services	Teleconsultation services provided to the patients by CHO	At least 25 tele- consultations per HWC to be done in the reporting month	eSanjeevani HWC portal	1300	135	95
4	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	1250	125	80
		Denominator - Total no. of registered pregnant women whose ANC Services were due that month					
5	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	90%	RCH portal	1250	125	80
		Denominator - Total no. of registered children whose immunization was due that month					
6	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/ HWC Register	1250	125	85
7a	Proportion of individual 18 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 18 years	CPHC-NCD Portal	625	60	40
7b	Proportion of HTN patients on treatment	Numerator – No. of HTN patients who received treatment including follow up treatment	70%	CPHC-NCD Portal	500	50	35
		Denominator – Total no. of diagnosed patients for HTN					

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive (Rs)		
					CHO	MPW	ASHA
8a	Proportion of individual 18 years or above screened for Diabetes (including repeat yearly screenings for Diabetes) +++	Numerator – No. of individuals screened for Diabetes Denominator -Total population of 18 years and above of age	At least 8.3% individuals screened per month over 18 years	CPHC-NCD Portal	625	60	40
8b	Proportion of patients with Diabetes on treatment	Numerator – No. of DM patients who received treatment including follow up treatment Denominator – Total no. of diagnosed patients for DM	70%	CPHC-NCD Portal	500	50	35
9	Proportion of cases referred for TB testing *	Numerator -Number of suspected TB cases referred for diagnosis Denominator -Total number of patients attended in OPD	Minimum 3% cases identified from new Adult OPD should have been referred for screening of TB at a higher	Nikshay & HWC Portal	700	70	45
10	Number of footfalls in the month	No. of OPD cases including new and old cases	At least 60 cases per 1000 population	HWC portal	700	70	45
11	Wellness session organized at HWCs	Number of Wellness sessions organized at HWC in the reporting month	At least 10 sessions/month	HWC Portal	700	70	45
12	Wellness activities held as per annual calendar	Numerator -No. of Wellness activities held Denominator - Total no. of Wellness activities to be held in the month as per annual health calendar	100%	HWC Portal	700	70	45
13	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	700	70	45
14	Village meetings (VHSNC/MAS held)	Numerator – No. of VHSNC meetings held as per monthly plan Denominator – Total no. of VHSNC formed in HWC catchment area (1meeting/ VHSNC/ month)	100%	Self-reported/ HWC Register	700	70	45
15a	Monitoring of Referral cases – Upward	Numerator: Number of cases seen at the receiving higher Centre Denominator: Total cases referred to higher centres	80%	CPHC- NCD App	350	35	20

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive (Rs)		
					CHO	MPW	ASHA
15b	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	350	35	25
		Denominator: Number of SHC referred patients, seen at higher centre					

TABLE - II

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive for MO (Rs.)
		PHC-HWC			
1a	Proportion of Pregnant Women registered who received ANC as per scheduled due date	Numerator - No. of pregnant women who received ANC services (4 ANC + 180 IFA tablets + TT2 / booster) in a month	80%	RCH portal	315
		Denominator - 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	Numerator: Number of institutional deliveries	95%	RCH portal	315
		Denominator: 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) ++	Numerator - No. of individuals screened for Hypertension in PHC area (all HSCs)	At least 8.3% individuals over 18 years	CPHC-NCD portal	315
		Denominator - Total population of 30 years and above of age in PHC area (all HSCs)			
2b	Proportion of HTN patients on treatment +++	Numerator - No. of HTN patients who received treatment including follow up treatment	70%	CPHC-NCD portal	315
		Denominator - Total no. of diagnosed patients for HTN			
3a	Proportion of individual 30 years or above screened for Diabetes (including repeat yearly screenings for Diabetes)	Numerator - No. of individuals screened for Diabetes in PHC AREA (all HSCs)	At least 8.3% individuals over 18 years	CPHC-NCD portal	315
		Denominator - Total population of 18 years and above of age in PHC area (all HSCs)			
3b	Proportion of patients with Diabetes on treatment	Numerator - No. of DM patients who received treatment including follow up treatment	70%	CPHC-NCD portal	315
		Denominator - Total no. of diagnosed patients for DM			
4	Percentage of Sick Newborn identified and referred to higher facilities	Numerator - No. of sick new- borns referred to higher centre after due primary management	100%	RCH portal & SNCU portal	625
		Denominator - 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	Numerator - No. of children who received immunization as per state schedule in the month	90%	RCH portal	625
		Denominator - Total no. of registered children whose immunization was due that month			
6	Teleconsultation services	Teleconsultation services provided to the patients by MO	At least 25 tele-Consultations to be done by MO in the reporting month	e-Sanjeevani/ HWC Portal	625
7a	Proportion of cases referred for TB testing *	Numerator -Number of suspected TB cases referred for diagnosis	Minimum 3% cases identified from new Adult OPD should have been	Nikshay & HWC Portal	175
		Denominator -Total number of patients attended in OPD			
7b	Proportion of notified TB cases received treatment as per protocol	Numerator - No. of TB cases received treatment	100%	NIKSHAY portal	175
		Denominator - Total no. of notified TB Cases			

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive for MO (Rs.)
		PHC-HWC			
8	Number of footfalls in the month	No. of OPD cases including new and old cases	@60 cases per 1000 population	HWC portal	350
9	Proportion of individuals 30 years and above whose CBAC form was filled +	Numerator -No of CBAC form filled in PHC area (all HSCs)	At least 8.3% individuals over 18 years whose CBAC form was filled	CPHC- NCD Portal **	350
		Denominator - Total population above 30 years and above of age in PHC (all HSCs) area			
10	Wellness session organized at HWCs	Number of Wellness sessions organized at HWC in the reporting month	At least 10 sessions/ month	HWC Portal	350
11	Wellness activities held as per annual calendar	Numerator - No. of Wellness activities held at HWC	100%	HWC Portal	350
		Denominator - Total no. of Wellness activities to be held in the month as per annual health calendar			
12	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/ HWC Register	350
	Monthly JAS meeting held with minimum 60% of the members				
13	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	350
14	Village meetings (VHSNC/MAS held)	Numerator – No. of VHSNC meetings held as per monthly plan in the area under PHC (all HSCs)	100%	Self-reported/ HWC Register	350
		Denominator - Total no. of VHSNC formed in PHC-HWC catchment area (all HSCs) (1meeting/ VHSNC/month)			
15a	Monitoring of Referral cases – Upward	Numerator : Number of cases seen at the receiving higher Centre	80%	CPHC- NCD App	175
		Denominator : Total cases referred to higher centres			
15b	Monitoring of Referral cases - Downward	Numerator : Number of patients seen at home/PHC after being referred downwards by the higher centre.	80%	CPHC- NCD App	175
		Denominator : Number of PHC referred patients seen at higher center			

Table-3: Team Based Incentives for Pharmacist PHC & UPHC

S. No.	Indicators	Definition	Benchmark	Source of Verification	Incentive for Pharmacist (Rs.)
1	Availability of drugs in PHC/UPHC	Numerator - No. of drugs which are available out of the EDL list of PHC/UPHC on the last day of the month	100%	DVDMS Portal	1000
		Denominator - No. of drugs which are available at the store where indent is placed from the EDL list of PHC/UPHC			
2	Expired Drugs	Numerator: No. of drugs which got expired in the month	Less than 5%	DVDMS Portal	500
		Denominator: No. of Drugs available on last day of the month			