

Scoring System for Performance Based Incentives for Obstetricians hired on contract basis under NHM

Name of the District:			Name of the FRU:				Name of the Obestetrician:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* & **
1	No of ANC Check uP	1000-1200	1.25	1201-1500	2.5	1501-2000	3.75	>2000	5	5	
2	No of PNC Check up	150-200	1.25	201-300	2.5	301-500	3.75	>200	5	5	
3	No of Normal Deliveries	101-120	2.5	121-150	5	151-180	7.5	>180	10	10	
4	No of Elective Cesearean Section Deliveries	6-10	1.25	11-15	2.5	16-20	3.75	>20	5	5	
5	No of Emergency Cesearean Section Deliveries	6-10	2.5	11-15	5	16-20	7.5	>20	10	10	
6	No of Severe Anemia Cases treated	10-15	1.25	16-30	2.5	31-50	3.75	>50	5	5	
7	% of Delivery Cases for which complted is Partograph Maintained	51-60 %	1.25	61-75 %	2.5	76-90 %	3.75	91-100 %	5	5	
8	No of Cases of Comprehensive Abortion Care provided	6-10	1.25	11-15	2.5	16-20	3.75	>20	5	5	
9	No of PPIUCD inserted	11-20	1.25	21-30	2.5	31-50	3.75	>50	5	5	
10	No of Interval IUCD inserted	11-20	1.25	21-30	2.5	31-50	3.75	>50	5	5	
11	No of target achieved for OC Pills issued (13 continuous strips is one 1 Target)	6-10	1.25	11-15	2.5	16-20	3.75	>20	5	5	
12	No of Tubectomy Cases done	15-30	1.25	31-60	2.5	61-100	3.75	>100	5	5	
13	No of Laproscopic Sterilization done	15-31	2.5	31-61	5	61-101	7.5	>101	10	10	
14	% of Facility Based Maternal Death Review Done	25-50%	1.25	51-75%	5.0	76-90 %	3.75	91-100 %	5	5	
15	No of Delivery Cases referred to higher centres	> 15	1.25	11-15	2.5	5-10	3.75	< 5	5	5	
16	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Woking days of the Month			2.5	91-95% of the Woking days of the Month		3.75	96-100 % of the Woking days of the Month		5
16	Stays at Headquarters	5								5	
TOTAL Points										100	

Scoring System for Performance Based Incentives for Specialist (General Medicine) hired on contract basis under NHM

Name of the District:		Name of the FRU:				Name of the Doctor:						
Year:		Month:										
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**	
1	No of general OPD cases attended	<1500	2.5	1501 to 2000	5	2001 to 3000	7.5	>3000	10	10		
2	No of Emergency Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10		
3	No of Emergency Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10		
4	No of Cases attended in ICU	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10		
5	No of Cases attended in Dialysis unit	<15	2.5	16 to 25	5	26 to 50	7.5	>50	10	10		
6	No of ECG/ECHO test readings	<15	2.5	16 to 25	5	26 to 50	7.5	>50	10	10		
7	No of minor procedures (Lumbar puncture,Pleural tap, Peritoneal tap etc)	<10	2.5	11 to 20	5	21 to 30	7.5	31 to 40	10	10		
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10		
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month			2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10		
TOTAL Points										100		

Scoring System for Performance Based Incentives for Radiologist hired on contract basis under NHM											
Name of the District:			Name of the FRU:				Name of the Doctor:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**
1	No of Ultrasonography scans	<300	5	301-450	10	451-600	15	>600	20	20	
2	No of X-ray reporting	<300	5	301-600	10	600-750	15	>750	20	20	
3	No of CT scan reporting	<5	5	6-9	10	9-14	15	>14	20	20	
4	No of Emergency Cases during night time between 4:30 PM to 9:00 Am	<30	5	31 to 60	10	61 to 100	15	>100	20	20	
5	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month		2.5	91-95% of the Working days of the Month		15	96-100 % of the Working days of the Month		20	
TOTAL Points										100	

Scoring System for Performance Based Incentives for General Surgeon hired on contract basis under NHM											
Name of the District:			Name of the FRU:				Name of the Doctor:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**
1	No of general OPD cases attended	1500	2.5	1501 to 2000	5	2001 to 3000	7.5	>3000	10	10	
2	No of Emergency Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10	
3	No of Emergency Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10	
4	No of Elective Cases operated	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10	
5	No of Emergency Cases operated	<15	2.5	16 to 25	5	26 to 50	7.5	>50	10	10	
6	No of minor surgical procedures	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10	
7	No of major surgical procedures	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10	
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10	
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month		2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10	
TOTAL Points										100	

Scoring System for Performance Based Incentives for Dermatologist hired on contract basis under NHM											
Name of the District:			Name of the FRU:				Name of the Doctor:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**
1	No of skin and venereal disease OPD cases attended	<1500	2.5	1501 to 2000	5	2001 to 3000	7.5	>3000	10	10	
2	No of Emergency skin and venereal disease cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10	
3	No of skin and venereal disease case admitted (Inpatient services)	<15	2.5	16-30	5	31-60	7.5	>60	10	10	
4	No of Emergency skin and venereal disease cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10	
5	No of referred Leprosy cases screened for confirmation	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10	
6	No of STD cases screened and treated	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10	
7	No of minor dermatology procedures	<10	2.5	11 to 20	5	21 to 30	7.5	31 to 40	10	10	
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10	
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month		2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10	
TOTAL Points										100	

Scoring System for Performance Based Incentives for Ophthalmologist hired on contract basis under NHM											
Name of the District:			Name of the FRU:				Name of the Doctor:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**
1	No of Ophthalmic OPD cases attended	300	2.5	301 to 450	5	451 to 600	7.5	>600	10	10	
2	No of Emergency Ophthalmic Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10	
3	No of Ophthalmic Emergency Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10	
4	No of complicated refractory error cases screened and corrected	<30	2.5	31-60	5	61-100	7.5	>100	10	10	
5	No of Cataract Cases operated	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10	
6	No of minor surgical procedures	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10	
7	No of major surgical procedures	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10	
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10	
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month		2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10	
TOTAL Points										100	

Scoring System for Performance Based Incentives for Anaesthetist hired on contract basis under NHM												
Name of the District:			Name of the FRU:				Name of the Doctor:					
Year:			Month:									
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**	
1	No of Elective Cesearean Cases provided anesthesia	Up to 5	2.5	6-10	5	11-15	7.5	>15	10	10		
2	No of Emergency Cesearean Cases provided anesthesia during day time between 9:00 to 4:30 PM	Up to 2	2.5	3-5	5	6-10	7.5	>10	10	10		
3	No of Emergency Cesearean Cases provided anesthesia during night time between 4:30 PM to 9:00 Am	up to 5	4	6-10	8	11-15	12	>15	15	15		
4	Anesthesia provided to other cases	up to 5	1.25	6-10	2.5	11-15	3.75	> 15	5	5		
5	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month			2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		5	
6	Stays at Headquarters	5								5		
TOTAL Points										100		

Scoring System for Performance Based Incentives for Orthopaedic Surgeon hired on contract basis under NHM												
Name of the District:			Name of the FRU:				Name of the Doctor:					
Year:			Month:									
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**	
1	No of Orthopaedic OPD cases attended	1500	2.5	1501 to 2000	5	2001 to 3000	7.5	>3000	10	10		
2	No of Emergency Trauma Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10		
3	No of Emergency Trauma Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10		
4	No of Elective Trauma Cases operated	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10		
5	No of Emergency Trauma Cases operated	<15	2.5	16 to 25	5	26 to 50	7.5	>50	10	10		
6	No of minor Orthopaedic surgical procedures	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10		
7	No of Orthopaedic procedures(Reductions,Cast, Slab etc)	<30	2.5	31 to 45	5	46 to 60	7.5	>60	10	10		
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10		
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month			2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10		
TOTAL Points										100		

Scoring System for Performance Based Incentives for Psychiatrist hired on contract basis under NHM												
Name of the District:			Name of the FRU:				Name of the Doctor:					
Year:			Month:									
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**	
1	No of Psychiatric OPD cases attended	<300	2.5	301-450	5	451-600	7.5	>600	10	10		
2	No of Emergency Psychiatric Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10		
3	No of Emergency Psychiatric Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10		
4	No of Psychiatric OPD cases admitted	<30	2.5	31 to 60	5	61 to 100	7.5	>100	10	10		
5	No of Psychiatric cases counselled	<300	2.5	301-450	5	451-600	7.5	>600	10	10		
6	No of Epilepsy cases screened and treated	<150	2.5	151-300	5	301-450	7.5	>450	10	10		
7	No of EEG readings	<10	2.5	11 to 20	5	21 to 30	7.5	31 to 40	10	10		
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10		
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month			2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10		
TOTAL Points										100		

Scoring System for Performance Based Incentives for Paediatrician hired on contract basis under NHM											
Name of the District:			Name of the FRU:				Name of the Doctor:				
Year:			Month:								
Sl No	Activity (Achievement during the month)	Case Load	Points	Case Load	Points	Case Load	Points	Case Load	Points	Max Points	Points Earned* &**
1	No of Paediatric OPD cases attended	<600	2.5	601 to 750	5	751-900	7.5	>900	10	10	
2	No of Paediatric Emergency Cases attended in day time	<2	2.5	3-5	5	6-10	7.5	>10	10	10	
3	No of Paediatric Emergency Cases during night time between 4:30 PM to 9:00 Am	<5	2.5	6-10	5	11-15	7.5	>15	10	10	
4	No of Paediatric cases treated as inpatient	<100	2.5	101-150	5	151-300	7.5	>300	10	10	
5	No of Padiatrick cases treated in SNCU/NICU	<30	2.5	30-50	5	51-75	7.5	>75	10	10	
6	No of Paediatric cases treated at NRC	<30	2.5	31-60	5	61-90	7.5	>90	10	10	
7	No of minor procedures (Lumbar puncture,Pleural tap, Peritoneal tap etc)	<10	2.5	11 to 20	5	21 to 30	7.5	31 to 40	10	10	
8	No of Cases referred to higher centres	> 60	2.5	30-59	5	15-29	7.5	< 15	10	10	
9	Punctuality attends both sessions of the Hospital Work of the day (Up to 1 PM on Sundays & General Holidays)	90% of the Working days of the Month		2.5	91-95% of the Working days of the Month		5	96-100 % of the Working days of the Month		10	
10	Stays at Headquarters	5								10	
TOTAL Points										100	