



GOVERNMENT OF ODISHA
HEALTH & FAMILY WELFARE DEPARTMENT

ORDER

File No. HFW-SCH-NRHM-0007-2018- 6478 /H Dated, 28-03-2022

Sub: Performance Linked Experience Incentive for contractual staff working in NHM & State Budget schemes under Health & Family Welfare Department, Govt. of Odisha-Reg.

In continuation to this Department Order No. 4900/H dated 10.03.2022 and in supersession of this Deptt. Order No. 6440 dated 28.03.2022 on the subject cited above, Government after careful consideration have been pleased to allow the Performance Linked Experience Incentive for contractual staff working in NHM & State Budget schemes under Health & Family Welfare Department, Govt. of Odisha with the terms and condition as decided in the 19th GB Meeting of the OSH&FWS such as follows:

- I. Performance Linked Experience Incentives shall be paid on monthly basis as a separate incentive, based on experience and performance rating of contractual employees in annual PAR.
- II. The performance rating of the contractual employees in annual PAR must be at least 'Good' or above and the incentive will be paid in 3 slabs i.e. after 5 years, 10 years and 15 years of services in the Health & F.W. Department.
- III. The amount of incentive to be paid will be as follows:
 - Less than 5 years: 0
 - 5 years: Rs. 4250/- per month.
 - 10 years: Rs. 5250/- per month.
 - 15 years: Rs. 6250/- per month.
- IV. The Performance Linked Experience Incentive will be drawn and paid out of 5% Administrative Cost of total State Budget Schemes.
- V. The Performance Linked Experience Incentive is to be paid w.e.f 01.01.2022.

By order of the Governor,

Priya
28.3.2022
Joint Secretary to Government.

Memo No. 6479 /H

Dated: 28-03-2022

Copy forwarded to MD, NHM / MD, OSMCL/ all Directors under Health & Family Welfare Department, Odisha for information and necessary action.

Priya
28.3.2022
Joint Secretary to Government

Memo No. 6480 /H

Dated: 28-03-2022

Copy forwarded to the FA-cum-Special Secretary to Govt., Health & Family Welfare Department, Odisha for information and necessary action.

Memo No. 6481 /H

Dated: 28-03-2022

Copy forwarded to Director, Capital Hospital, Bhubaneswar /Director, RGH, Rourkela/ Director, AHPGIC, Cuttack for information and necessary action.

Memo No. 6482 /H

Dated: 28-03-2022

Copy forwarded to the Superintendents of all Government Medical College & Hospitals/ Superintendent, SVPPGIP, Cuttack/ Director-cum-Medical Superintendent, MHI, SCB MCH, Cuttack/ Principal, SCB Dental College, Cuttack for information and necessary action.

Memo No. 6483 /H

Dated: 28-03-2022

Copy forwarded to all CDM&PHOs/ ADUPHOs, Odisha for information and necessary action.

Memo No. 6484 /H

Dated: 28-03-2022

Copy forwarded to the PS to Hon'ble Minister, Health & Family Welfare Department, Odisha / PS to ACS to Govt., H&FW Deptt., for kind information of Hon'ble Minister / ACS.

Joint Secretary to Government