



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Ref.: BRLPS/Estt/HR/1106/15/2104

Date: 04-08-2016

OFFICE ORDER

Vide Office Order No: BRLPS/Estt/512/12/2797, dated 31-12-2015, contract of 71 employees had been extended only for six month till 31-06-2016, as they did not fill their PA Forms for the year 2013-15. PA Forms have since been received and suitable grades have been awarded to them for that year. Based on grades awarded, employees become eligible to receive "Annual Performance Pay".

The final grading based on Performance Appraisal of employees along with their respective performance pay period is attached in this office order as **Annexure - 1**.

DPMs and all BPMs of respective BPIUs are directed to ensure calculation of performance pay as per the following criteria:

- 30 % of total amount of basic salary actually paid (during the period for which performance is appraised) if performance grade awarded is **A**.
- 20 % of total amount of basic salary actually paid (during the period for which performance is appraised) if performance grade awarded is **B**.
- 10 % of total amount of basic salary actually paid (during the period for which performance is appraised) if performance grade awarded is **C**.
- No performance pay would be payable if performance grade awarded is **D**.

Further, it is directed that disbursement of performance pay shall be made to employees within 7 days of receipt of the order. The DPMs would be the nodal person for ensuring payment of Annual Performance Pay in respective DPCUs and all concerned BPIUs.

Some of the employees have worked in more than one position and at more than one station. Performance Pay would be given for the positions and periods they held. However, payment would be made from present place of posting. For the purpose, the Office Assistant / Manager-HR will obtain salary statement of concerned staff from his/her earlier places of posting and accordingly Finance section will calculate the payable final Annual Performance Pay.

For those staff, who have been separated from BRLPS during the period under consideration, Annual Performance Pay would be disbursed from the place they worked last. Performance pay would not be paid to employees who have been terminated from the services of BRLPS.

Any employee who has resigned from one position and has joined the BRLPS at a different position and was posted to some other district and his final settlement has already been closed from the previous district, his performance pay amount will be paid from the district where he worked last before resigning. After payment of the amount an acknowledgement needs to be sent to the SPMU by the DPCU so that the same can be kept in the employees' personal file. If it's a recovery case, adjustment be done from the Performance payout.

In case of inter district transfer on the same position, the performance pay will be paid from the current district after receiving the calculation for payable amount from the previous district.

DPMs are directed to submit the statement of final payment of Annual Performance Pay to SPMU within 03 days of the disbursement of payout.

By the Order of CEO

Anand Shankar
4/8/16

(Anand Shankar)

State Project Manager-HRD

Encl.: As above.

Copy to:

1. Director/OSD/CFO/SFMs/PS
2. All PCs/SPMs/PMs/AFM/PO
3. All DPMs/Finance Manager/Manager-HR/BPMs
4. It Section, Concerned Files.

Performance Appraisal for the Year 2013-15 for the Staffs who did not submit the PA Form

S.N	Staff. ID	Name	Designation	DOJ	Block	District	Score	Grade	Performance Payout
1	BRLPS203961	Shamma Praveen	Community Coordinator	21-Jan-2014	Haspura	Aurangabad	3.11	B	Performance Payout from 21-01-2014 to 31-03-2015
2	BRLPS206013	Sunita Kumari	Community Coordinator	4-Mar-2014	Obra	Aurangabad	3.11	B	Performance Payout from 04-03-2014 to 31-03-2015
3	BRLPS203248	Arvind Kumar	Area Coordinator	19-Dec-2013	Aurangabad Sadar	Aurangabad	3.22	B	Performance Payout from 19-12-2013 to 31-03-2015
4	BRLPS203781	Anjali Kumari	Community Coordinator	21-Jan-2014	Begusarai Sadar	Begusarai	3.00	B	Performance Payout from 21-01-2014 to 31-03-2015
5	BRLPS206078	Ramji Prasad	Community Coordinator	4-Mar-2014	Teghara	Begusarai	2.78	B	Performance Payout from 04-03-2014 to 31-03-2015
6	BRLPS206916	Punam Kumari	Community Coordinator	16-Sep-2014	Teghara	Begusarai	2.67	B	Performance Payout from 16-09-2014 to 31-03-2015
7	BRLPS201855	Puja Kumari	Area Coordinator	24-Aug-2013	Jagdishpur	Bhagalpur	2.78	B	Performance Payout from 24-08-2013 to 31-03-2015
8	BRLPS200527	Sanjay Kumar	Community Coordinator	1-Aug-2008	Pirpainti	Bhagalpur	3.56	A	Performance Payout from 01-04-2013 to 31-03-2015
9	BRLPS204876	Nutan Kumari	Community Coordinator	23-Jan-2014	Narayanpur	Bhagalpur	3.11	B	Performance Payout from 23-01-2014 to 31-03-2015
10	BRLPS203381	Arti Kumari	Community Coordinator	23-Jan-2014	Behia	Bhojpur	2.44	C	Performance Payout from 23-01-2014 to 31-03-2015
11	BRLPS203388	Pratima Kumari	Community Coordinator	23-Jan-2014	Barhara	Bhojpur	3.44	B	Performance Payout from 23-01-2014 to 31-03-2015
12	BRLPS203387	Neetu Kumari	Community Coordinator	23-Jan-2014	Simri	Buxar	2.89	B	Performance Payout from 23-01-2014 to 31-03-2015
13	BRLPS203231	Anamika Borah	Livelihoods Specialist	19-Dec-2013	Bahadurpur	Darbhanga	2.78	B	Performance Payout From 19-12-2013 to 31-03-2015
14	BRLPS203067	Suman Kumar Sah	Area Coordinator	16-Dec-2013	Harsidhi	East Champaran	2.33	C	Performance Payout From 16-12-2013 to 31-03-2015
15	BRLPS204379	Mala Rani	Community Coordinator	22-Jan-2014	Dobhi	Gaya	2.22	C	Performance Payout from 22-01-2014 to 31-03-2015
16	BRLPS207228	Shailesh Kumar	Livelihoods Specialist	9-Oct-2014	Dobhi	Gaya	3.00	B	Performance Payout from 09-10-2014 to 31-03-2015
17	BRLPS200737	Kajal Kiran	Community Coordinator	14-Oct-2008	Bodhgaya	Gaya	2.67	B	Performance Payout from 01-04-2013 to 30-04-2013.
18	BRLPS200835	Alok Kumar	Area Coordinator	8-Nov-2009	Sherghati	Gaya	3.22	B	Performance Payout from 01-04-2013 to 23-04-2013.
19	BRLPS200879	Yogendra Kumar Verma	Community Coordinator	8-Nov-2009	Chandauti	Gaya	2.78	B	Performance Payout from 01-04-2013 to 23-04-2013
20	BRLPS205785	Dhananjay Kumar	Block Project Manager	11-Feb-2014	Vijaipur	Gopalganj	2.56	B	Performance Payout from 11-02-2014 to 31-03-2015

Anil Kumar

Anamika Borah

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21	BRLPS205367	Pratik Sum	Community Coordinator	25-Jan-2014	Uchakgaon	Gopalganj	3.11	B	Performance Payout from 25-01-2014 to 31-03-2015
22	BRLPS204014	Soni Kumari	Community Coordinator	21-Jan-2014	Lakhisarai	Lakhisarai	2.56	B	Performance Payout from 21-01-2014 to 31-03-2015
23	BRLPS200358	Kishore Thakur	Community Coordinator	4-Nov-2009	Rajnagar	Madhubani	2.89	B	Performance Payout from 01-04-2013 to 31-03-2015
24	BRLPS201373	Shashi shekhar	Community Coordinator	24-May-2012	Marwan	Muzaffarpur	2.11	C	Performance Payout from 01-04-2013 to 31-03-2015
25	BRLPS201945	Jitendra Kumar	Accountant	27-Sep-2013	Kurhani	Muzaffarpur	4.00	A	Performance Payout from 27-09-2013 to 31-03-2015
26	BRLPS203876	Shobha Kumari	Community Coordinator	21-Jan-2014	Paroo	Muzaffarpur	2.11	C	Performance Payout from 21-01-2014 to 31-03-2015
27	BRLPS200627	Raj Kumar Ram	Community Coordinator	3-Nov-2009	Saraiya	Muzaffarpur	3.44	B	Performance Payout from 01-04-2013 to 31-03-2015
28	BRLPS200577	Sujeet Kumar Singh	Community Coordinator	10-Nov-2009	Buxar Sadar	Buxar	2.22	C	Performance Payout from 01-04-2013 to 31-03-2015
29	BRLPS206552	Jayant Kumar	Area Coordinator	23-Jul-2014	Dumraon	Buxar	1.78	D	Performance Payout from 23-07-2014 to 31-03-2015
30	BRLPS206368	Amrendra Kumar	Community Coordinator	4-Mar-2014	Hilsa	Nalanda	3.00	B	Performance Payout from 04-03-2014 to 31-03-2015
31	BRLPS201065	Rajesh kumar Mahato	Area Coordinator	4-Oct-2012	Rajgir	Nalanda	2.89	B	Performance Payout from 01-04-2013 to 07-10-2014
32	BRLPS201149	Din Dayal Prasad	Community Coordinator	16-Aug-2010	Katrisarai	Nalanda	3.00	B	Performance Payout from 01-04-2013 to 31-03-2015
33	BRLPS206328	Kumari Kavita sinha	Community Coordinator	4-Mar-2014	Nardiganj	Nawada	3.00	B	Performance Payout from 04-03-2014 to 31-03-2015
34	BRLPS200887	Pradeep Kumar Choudhar	Community Coordinator	18-Aug-2010	Hisua	Nawada	2.78	B	Performance Payout from 01-04-2013 to 31-03-2015
35	BRLPS206325	Amrita Kur	Coordinato	4-Mar-2014	Narhat	Nawada	2.11	C	Performance Payout from 04-03-2014 to 31-03-2015.
36	BRLPS201902	Atul Mani	Area Coordinator	24-Aug-2013	Maner	Patna	2.22	C	Performance Payout from 24-08-2013 to 31-03-2015
37	BRLPS201331	Shashi Ranjan Kumar	Community Coordinator	23-May-2012	Kasba	Purnea	3.22	B	Performance Payout from 01-04-2013 to 31-03-2015
38	BRLPS200221	Gaurav Kumar	Community Coordinator	6-Nov-2009	Banmankhi	Purnea	3.22	B	Performance Payout from 01-04-2013 to 30-10-2014
39	BRLPS202132	Manoranjan Kumar	Block Project Manager	7-Oct-2013	Araria	Raniganj	3.11	B	Performance Payout from 07-10-2013 to 31-03-2015
40	BRLPS202342	Anita Kumari	Office Assistant	21-Oct-2013	Bikramganj	Rohtas	4.00	A	Performance Payout from 21-Oct-2013 to 31-03-2015
41	BRLPS201003	Manoj Kumar	Area Coordinator	7-Nov-2009	Sasaram	Rohtas	3.33	B	Performance Payout from 01-04-2013 to 31-03-2015.
42	BRLPS202145	Hemant Kumar	Block Project Manager	7-Oct-2013	NOKHA	Rohtas	1.56	D	Performance Payout from 07-10-2013 to 31-03-2015.

Anand Kulkarni



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43	BRLPS205515	Sarswati Kumari	Community Coordinator	28-Jan-2014	DINARA	ROHTAS	2.56	B	Performance Payout from 28-01-2014 to 31-03-2015.
44	BRLPS205518	Baby Kumari	Community Coordinator	28-Jan-2014	Shivsagar	Rohtas	2.11	C	Performance Payout from 28-01-2014 to 31-03-2015.
45	BRLPS205529	Arti Kumari	Community Coordinator	28-Jan-2014	BIKRAMGAN	ROHTAS	3.11	B	Performance Payout from 28-01-2014 to 31-03-2015.
46	BRLPS205620	Mamta Kumari	Community Coordinator	29-Jan-2014	Rohtas	Rohtas	3.00	B	Performance Payout from 29-01-2014 to 31-03-2015.
47	BRLPS206042	Ravi Kant Singh	Community Coordinator	4-Mar-2014	Nauhatta	Rohtas	3.67	A	Performance Payout from 04-03-2015 to 31-03-2015.
48	BRLPS200725	Pramod Pandey	Community Coordinator	7-Nov-2009	Nokha	Rohtas	3.00	B	Performance Payout from 01-04-2013 to 31-03-2015.
49	BRLPS205496	Kumari Niti	Community Coordinator	28-Jan-2014	Nauhatta	Saharsa	2.00	C	Performance Payout From 28-01-2014 to 31-03-2015
50	BRLPS204931	Mina Kumari	Community Coordinator	24-Jan-2014	Bithan	Samastipur	2.11	C	Performance Payout From 24-01-2014 to 31-03-2015
51	BRLPS205263	Sandhya Kumari	Community Coordinator	25-Jan-2014	Tajpur	Samastipur	3.67	A	Performance Payout from 25-01-2014 to 31-03-2015
52	BRLPS202824	Sandeep Kumar Sinha	Area Coordinator	11-Dec-2013	Masrakh	Saran	2.22	C	Performance Payout from 11-12-2013 to 31-03-2015
53	BRLPS207149	Chanda Kumari	Community Coordinator	17-Sep-2014	Garkha	Saran	1.00	D	Performance Payout from 17-09-2014 to 31-03-2015
54	BRLPS203839	Usha Kumari	Community Coordinator	21-Jan-2014	Sursand	Sitamarhi	3.22	B	Performance Payout from 21-01-2014 to 31-03-2015
55	BRLPS204067	Sanjeet Kumar Jha	Community Coordinator	21-Jan-2014	Riga	Sitamarhi	2.00	C	Performance Payout from 21-01-2014 to 31-03-2015
56	BRLPS204089	Chhatrash all Sudarsha	Community Coordinator	21-Jan-2014	Pupri	Sitamarhi	2.11	C	Performance Payout from 21-01-2014 to 31-03-2015
57	BRLPS205925	Nibha Kumari	Community Coordinator	4-Mar-2014	Cheraut	Sitamarhi	2.67	B	Performance Payout from 04-03-2014 to 31-03-2015
58	BRLPS201285	Durga Prasad Singh	Community Coordinator	13-May-2010	Bihariganj	Madhepura	2.67	B	Performance Payout from 01-04-2013 to 31-03-2015
59	BRLPS206640	Shikha Murti	Community Coordinator	16-Sep-2014	Goraul	Vaishali	2.11	C	Performance Payout from 16-09-2014 to 31-03-2015
60	BRLPS203732	Rajesh Kumar	Community Coordinator	21-Jan-2014	Mainatand	West Champaran	3.33	B	Performance Payout from 21-01-2014 to 31-03-2015
61	BRLPS206691	Pooja Kumari	Community Coordinator	16-Sep-2014	Bagha	West Champaran	2.67	B	Performance Payout from 16-09-2014 to 31-03-2015

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