



AYUSH VIBHAG,
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No. Ay. H (F)(3)-7/85-vol-II-(Incentive)
E file no: 207588
Dated: Shimla -9, the

19275-91

24-9-24

OFFICE ORDER

As per the approval of the Executive Body of the State AYUSH Society, Himachal Pradesh, in its meeting held on 13.08.2024 held under the Chairmanship of Secretary AYUSH, the following Performance Linked Indicators (PLIs) are hereby notified to be applicable for the release of the monthly incentives to AMO-CHO posted in the AYUSH Health and Wellness Centres, with immediate effect:

PERFORMANCE LINKED INCENTIVES TO AMOs (CHOs) FOR MONTHLY INDICATORS:

1. Number of OPD/month/institution

- AYUSH HWCs having at least 350/ OPD per month would be 100% performance.
- Between 250 to 350 OPD per month -75% performance.
- Between 150 to 250 OPD per month – 50% performance.

2. Number of procedures performed/ month/institution

Simple procedures, which do not require very much infra-structure & raw materials at the institution level but are quite beneficial to the general public are included as one indicator. There are various simple procedure like Ekangswahan/ Swaden/Kati vasti/ Jaanuvasti/ Shirodhara/ Marmchiktsa/ Agni karm/ Anushastra Karm/ Ksharsutra/Nasya/Anuvasanvasthi etc.

- If at least 10 procedures are performed every month/AYUSH HWC, it is 100% performance.
- Between 6 to 9- 75% performance
- Between 3 to 5 - 50% performance.

3. Yoga sessions

It would include performance of 32 Yoga sessions by male & 20 Yoga sessions/monthly by female as per NAM instructions and as per microplan guidelines issued by the AYUSH Vibhag Directorate.

4. Counselling camps

These camps should be at least two per month. Among these, one should be in school & one should be in public. Persons catered should be atleast 50/ per camp. The duration should be at least one hour.

5. Patient care outreach camps

Camps should be organised at a place within the jurisdiction of the AYUSH HWC but not to be organised within the institution of AYUSH HWC. Minimum of 50 patients/ persons should be there in the camp. The participants should be catered & subjected to non-communicable disease screening, patient's analysis/prakriti parikshan/ diagnostic tests/ prescription along with dispensing of drugs, wherever required. At least one outreach camp should be organised per month.

	Amount of PLI admissible against each parameter	100% performance	75% performance	50% performance	0 % performance
No. of OPD per month per institution	Rs. 1000/-	350 or More	Between 250-350	Between 150-250	Below 150
No. of procedure performed per month	Rs. 1000/-	10 or More	6-9	3-5	Below 3
Yoga session per month	Rs. 1000/-	32 by Male & 20 by Female	-	-	Less than 32 by Male or less than 20 by Female
Counseling camps	Rs. 1000/-	2 or more	-	1	-
Patients care outreach camps	Rs. 1000/-	1	-	-	-

The performance linked Incentive which shall be payable to a particular AMO-CHO shall be calculated, proportionately to the performance as tabulated above. The AHWC shall maintain a complete record of the parameters based on which the PLI shall be admissible and the record shall be made available to any Inspecting Officer. The Performance sheet of the AHWC shall be maintained by the SDAMO and the PLI shall be disbursed on the basis of this sheet only. The record of such performance sheets shall be maintained in the SDAMO Office.

PERFORMANCE LINKED INCENTIVES TO AHC TEAM FOR ANNUAL INDICATORS:

Rs. 1,00,000/- per year for AYUSH HWC team will be distributed among AMO (CHO), APO, Class-IV employee, Yoga Instructors or any other staff as per the situation in the particular HWC, on the basis of the following performance indicators:

Team Based PLI for AMO-CHO:

	Amount of annual PLI admissible to AMO-CHO
Achievement of 100% indicators in monthly report for all parameters for all twelve months	Rs. 25000/-
Achievement of at least 75% indicators in monthly report in all parameters for all twelve months	Rs. 15000/-
Achievement of at least 75% indicators in monthly report in all parameters for eight months	Rs. 10000/-

Team Based PLI for APO:

Rs. 2000/- per month shall be admissible to APO as team based incentive, in case APO manages drug/medicine inventory and the OPD details alongwith capturing particulars of patients on Paperless inventory management system. The validation shall be done by the system itself.


Team Based PLI for Class IV:

Rs. 100/- per procedure shall be admissible to Class-IV employees of the concerned AHC as team based incentive subject to maximum upto 20 procedures per month.

Team based incentive for Yoga guide:

Rs. 200/- per session shall be admissible to Yoga Instructor of the concerned AHC as team based incentive subject to providing 6 sessions over and above the already prescribed 32 sessions/hours in case of a male Yoga Instructor and 4 sessions in case of a female yoga Instructors to whom 20 sessions/hours are already fixed per month.

The above Performance Indicators must be followed strictly in letter & spirit and the Incentives may be released accordingly by the DAOs based on the performance reports sent by the AHCs and SDAMOs. Proper record keeping of the performance of the individual AHCs should be done at AHC and SDAMO level and the record preserved for inspection/audit.


24/9/24
Dr. Nipun Jindal (I.A.S)
Director AYUSH
Himachal Pradesh

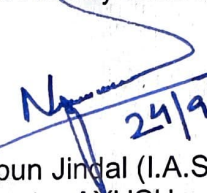
Endst. No. As above 19275-91

Dated

Shimla-9, 24-9-24

Copy forwarded to:

1. The Secretary AYUSH to the Government of Himachal Pradesh, Shimla-171 002.
2. All the Deputy Directors, Kangra/Shimla/ Mandi for information & necessary action.
3. All the District AYUSH Officers, Himachal Pradesh for further necessary action.


24/9/24.
Dr. Nipun Jindal (I.A.S)
Director AYUSH
Himachal Pradesh