

GOVERNMENT OF TELANGANA

ABSTRACT

HM&FW Department –Team Based Incentives (TBI) to staff for conducting normal deliveries in government hospitals above benchmark– Orders – Issued.

HEALTH, MEDICAL AND FAMILY WELFARE (H) DEPARTMENT

G.O.Rt.No.486

Dated:04.08.2022

Read the following:

1. From Commissioner of Health and Family Welfare, Lr.Rc.No.222/MHN/Deliveries/2021, dated 30.05.2022,
2. From Commissioner of Health and Family Welfare, Lr.Rc.No.222/MHN/Deliveries/2021, dated. 06.07.2022,

ORDER: -

In the references read above, Commissioner Health and Family Welfare (CH&FW) has informed that the state has very high C-section rate, and there is need to reduce the same. Commissioner Health and Family Welfare has therefore proposed to give “Team Based Incentives” to the staff who perform normal deliveries above a certain benchmark in Government health facilities in order to reduce the C-section rates in government hospitals.

2. Government after examination of the matter hereby issue the following orders for reducing the C-section rates in government hospitals:

- (i) Team Based Incentive (TBI) of Rs.3,000 per delivery will be paid to the staff for normal deliveries performed by them over and above the benchmark of deliveries.
- (ii) The percentage of normal deliveries performed during the year 2021-22 by a given institution shall be taken as benchmark percentage for that institution for the year 2022-23.
- (iii) The optimum level of normal deliveries as per WHO norms is about 85%. Therefore, if a public health facility has exceeded the 85% threshold of normal deliveries in 2021-22, then 85% of normal deliveries will be taken as benchmark for these facilities for the year 2022-23.
- (iv) The benchmarks calculated as above shall remain fixed during 2022-23 and shall be used to measure improvement in performance on a monthly basis.
- (v) The number of normal deliveries performed over and above this benchmark in that institution shall be given Team Based Incentive of Rs.3,000/- per delivery.
- (vi) Performance in each month above the benchmark shall be incentivised for that hospital and applicable amount shall be released to the institution on monthly basis.
- (vii) For each month, the number of benchmark normal deliveries as per benchmark percentage will be calculated vis-a-vis total deliveries conducted in that month.
- (viii) The actual number of normal deliveries over and above bench mark normal deliveries for that month as per (vii) above will be eligible for Team Based Incentive @ Rs.3,000/- per normal delivery.
- (ix) Institution based incentive shall be paid on pro rata basis to the staff in the listed categories.
- (x) Incentive for the field staff in the listed categories shall also be paid on pro rata basis by the hospital, where the ANM/ASHA have personally accompanied the pregnant women to facility irrespective of the outcome of the delivery. For this purpose, the hospital shall maintain a register.
- (xi) Funds will be released to the hospital superintendents who shall make payment to the hospital and field staff.

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- (xii) The facilities shall satisfy the following minimum deliveries per month to be eligible for the Team Based Incentive in a given month.

S.No	Facility Type	Benchmark of deliveries per facility/month
1	Teaching hospital	350
2	District Hospital including MCH	250
3	Area Hospital	150
4	Community Health Centre	50
5	24*7 Primary Health Centre	10
6	Primary Health Centre/Urban Primary Health Centre	5

- (xiii) Team Base Incentive shall be distributed among the staff as follows:

Staff	Incentive (In Rs)
Facility staff	
Gynaecologists/ Medical officers	1000
Midwife/Staff Nurses/ANM	1000
Ayah/ Sanitation workers	500
Sub-total	2,500
Field staff	
	Incentive
ANMs (sub-centre)	250
ASHA	250
Sub-total	500
Total	3,000

3. The scheme shall be applicable during the financial year 2022-23. Further continuation of the scheme shall be taken up based on results.

4. The expenditure shall be met from NHM funds.

5. The Commissioner, Health and Family Welfare, Hyderabad shall take further necessary action in the matter.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

S.A.M.RIZVI
SECRETARY TO GOVERNMENT

To

The Commissioner Health and Family Welfare, Hyderabad.

Copy to:

The Director of Medical Education, Hyderabad.

The Commissioner, Telangana Vaidya Vidhana Parishad, Hyderabad.

Director of Public Health and Family Welfare, Hyderabad.

The P.S. to Hon'ble M(HM&FW)

Sf/Sc.

// FORWARDED :: BY ORDER //


SECTION OFFICER