

Recruitment Policy_Customer Service Team (Sales Dept.)_DVM & AH_Kazi Farms Group
Effective Date: 1 April 2019

Salary Adjustment Policy for Existing DVM of Customer Service Team, Sales Department_Kazi Farms

Organization/Department/Designation	Educational Qualification	Joining Salary	Salary adjustment in job confirmation after 6 months
Kazi Farms Group Department: Customer Service, Sales Designation: Customer Service Officer (Job Group 5)	DVM (Doctor of Veterinary Medicine) AH (Animal Husbandry)	Tk.38,000/-	Tk.5000/-adjustment or Salary after confirmation Tk.40,000/- whichever is higher

Salary Adjustment Policy for Existing DVM of Customer Service Team, Sales Department_Kazi Farms

Organization/Department/Designation	Educational Qualification	Performance Level	Adjustment Percentage
Kazi Farms Group Department: Customer Service, Sales	DVM (Doctor of Veterinary Medicine) & AH (Animal Husbandry)	Below average	10% increase of current gross salary
		Average	20% increase of current gross salary
		Above Average	30% increase of current gross salary

Increment on July 2019

Govt. Salary (Starting Level) for DVM & Animal Husbandry	Dhaka	Out Side Dhaka
	Approximately Tk.36,000/-	Approximately Tk.32,000/-

Recommended by
Abu Kaosar Md. Saleh

GM- Sales
Recommended by
Sayed Sultan Ahme
GM- Sales
Assessed By
Nabil Ahmad
GM- HR
Assessed By
Ishtiaq Ahmed
CEO, Poultry & Feed
Approved by
Director
Kazi Farms Group

The objective is to make the salary for employees with DVM/AH degree more competitive in comparison with to the industry. It will also help to return good employees.

Minimum Level Adjustment_Customer Service Team (Sales Dept.)_DVM & AH_Kazi Farms Group
Effective Date: 1 April 2019

No	Org.	Emp.	Emp.	Dept.	Desig.	Joining	Birth	KFG	Other	Total	Education	Degree	Major	Institute	Last	Last	Last	HR	Job	Present	Performance	Salary	Increased	Proposed
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		Id	Name				Date	Exp	Exp	Exp	Level	Name	Subject	Name	Prom Date	Inc Date	Inc Amt	Emp	Group	Salary	Level	Adjustment %	Amount	Salary
1	Barisal Sales Office	1829253	DR. Md. Atik Abdulla	Sales	Regional Manager Customer Service	15. APR. 2018	01. JAN. 1983	0.83	6.5	7.33	Graduate	B.Sc (Animal Science & Veterinary Medicine)	Animal Science & Veterinary	Patuakhali Science & Technology University				MT	07	50000	Average	20	10000	60000
2	Comilla Sales Office	0914345	Dr, A.K.M Sohel Rana	Sales	Regional Sales Manager	12. APR. 2009	01. FEB. 1982	9.83	0	9.83	Graduate	B.Sc (D.V.M)	DVM	Sylhet Agri. University HSC or Equivalent	01. JUL. 2015	01. JUL. 2018	5974	MT	07	55764	Above Average	30	16729.2	72493.2
3	Sylhet Sales Office	0810017	Khaled Mahmud	Sales	Regional Manager Customer Service	02. FEB. 2008	12. DEC. 1981	11	0.42	11.42	Postgraduate	M.Sc (Anatomy)	Anatomy	BD Agriculture University	01. JUL. 2018	01. JUL. 2018	6196	MT	07	57828	Average	20	11565.6	69393.6
4	Bogra Sales Office	1829615	Dr. Nazmus Sakib	Sales	Sr. Executive Customer Service	15. JUL. 2018	15. OCT. 1990	0.58	3.67	4.25	Graduate	B.Sc (D.V.M)	DVM	Sylhet Agricultural University				MT	06	34000	Average	20	6800	40800
5	Chittagong North Sales Office	1423684	Mohammed Habibur Rahman	Sales	Area Manager Sales	18. MAY. 2014	01. JAN. 1982	4.75	0.92	5.67	Postgraduate	M.Sc (Microbiology)	Microbiology	Chittagong V & A University	01. JUL. 2018	01. JUL. 2018	4754	MT	06	44374	Above Average	30	13312.2	57686.2
6	Comilla Sales Office	1524510	Mohammad Farhad Hossain	Sales	Executive Customer Service	11. OCT. 2015	16. AUG. 1990	3.33	0.58	3.92	Graduate	B.Sc (D.V.M)	dr. Vetenary Medicine	Bangladesh Agricultural University Mymensingh HSC or Equivalent	01. JUL. 2018	01. JUL. 2018	4752	MT	06	34456	Above Average	30	10336.8	44792.8
7	Jhenaidah Sales Office	1829411	Dr. Md. Reyad Hasan Zoardar	Sales	Senior Executive Technical Service	15. MAY. 2018	09. SEP. 1988	0.75	4.25	5	Graduate	B.Sc (D.V.M)	Veterinary Science	Bangladesh Agricultural ensingh HSC or Equivalent University				MT	06	37000	Below Average	10	3700	40700
8	Mymensingh Sales Office	1624601	Md. Ashraful Islam	Sales	Senior Executive Service	17. APR. 2017	09. DEC. 1991	2.83	1.17	4	Graduate	B.Sc (D.V.M)	DVM	Chittagong Veterinary and Animal Sciences University Graduate	01. JUL. 2017	01. JUL. 2018	6400	MT	06	38400	Above Average	30	11520	49920
9	Noakhali Sales Office	1118573	Dr. Imam Hossain Mithu	Sales	Senior Area Manager Customer Service	05. JUL. 2011	01. JAN. 1985	7.58	1.17	8.75	Graduate	B.Sc (Poultry Science)	Poultry Science	Patuakhali S & T University HSC Equivalent	01. JUL. 201	01. JUL. 2018	5564	MT	06	51924	Above Average	30	15577.2	67501.2
10	Sylhet Sales Office	0913769	Khalid Md. Al Mamun	Sales	Sr. Executive Customer Service	14. DEC. 2008	05. NOV. 2008	10.17	0	10.17	Graduate	B.Sc (D.V.M)	DVM	Chittagong V&A Science University	01. JUL. 2017	01. JUL. 2018	3520	MT	06	47518	Average	20	9503.6	57021.6

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		Id	Name				Date	Exp	Exp	Exp	Level	Name	Subject	Name	Prom Date	Inc Date	Inc Amt	Emp	Group	Salary	Level	Adjustment %	Amount	Salary
11	Rajshahi Sales Office	1624603	A.T.M Iftakher Morshed	Sales	Executive Customer Service	21. APR. 2016	10. DEC. 1990	2.83	0	2.83	Postgraduate	M.Sc (Medicine)	Medicine	Hajee Mohammad Danesh Science & Technology University, Dinajpur	01. JUL. 2017	01. JUL. 2018	3450	MT	06	32200	Above Average	30	9660	41860
12	Tikatooli Sales Office	1829614	Dr. Md. Azar Uddin	Sales	Sr. Executive Customer Service	01. JUL. 2018	16. DEC. 1989	0.58	2.67	3.25	Postgraduate	M.Sc (Pharmacology)	Pharmacology, Toxicology, Drugs	Sylhet Agricultural University				MT	06	38000	Above Average	30	11400	49400
13	Barisal Sales Office	1829594	Dr. Md. Nazrul Huda	Sales	Customer Service Officer	01. JUL. 2018	15. OCT 1993	0.58	2.08	2.67	Graduate	B.Sc (D.V.M)	DVM	Patuakhali Science & Technology University				MT	05	32000	Average	20	6400	38400
14	Faridpur Sales Office	1829354	Dr. Protifal Biswas	Sales	Customer Service Officer	29. APR. 2018	07. AUG. 1987	0.75	1.58	2.33	Graduate	B.Sc (D.V.M)	Vaterinary Science	Chittagong Veterinary and Animal Sciences University				MT	05	30000	Average	20	6000	36000
15	Khulna Sales Office	1728657	Dr. Sujoy Kirtunia	Sales	Customer Service Officer	30. OCT. 2017	15. JAN. 1994	1.25	0	1.25	Graduate	B.Sc (D.V.M)	DVM	Patuakhali Science & Technology University		01. JUL. 2018	3000	MT	05	28000	Above Average	30	8400	36400
16	Mymensingh Sales Office	1728812	Dr. Al Mahmud Hasan	Sales	Customer Service Officer	03. DEC. 2017	11. JUL. 1992	1.17	0.25	1.42	Postgraduate	M.Sc (Parasitology)		Bangladesh Agricultural University Mymensingh		01. JUL. 2018	2240	MT	05	30240	Above Average	30	9072	39312
17	Narsingdhi Sales Office	1829192	Dr. Mazharul Islam	Sales	Customer Service Officer	24. MAY. 2018	07. FEB. 1990	0.92	0	0.92	Graduate	B.Sc (D.V.M)	Veterinary medicine	Chittagong Veterinary and Animal Sciences University				MT	05	25000	Above Average	30	7500	32500
18	Narsingdhi Sales Office	1524511	Md. Jakinur Arif	Sales	Customer Service Officer	11. OCT. 2015	15. MAY. 1988	3.33	2.08	5.42	Graduate	B.Sc (D.V.M)	Dr. of Vetenary Medicine	Bangladesh Agricultural University Mymensingh	01. JUL. 2017	01. JUL. 2018	4914	MT	05	35626	Average	20	7125.2	42751.2
19	Rangpur Sales Office	17282654	Md. Shipon Afrose	Sales	Customer Service Officer	01. JUL. 2017	27. DEC. 1990	7.58	0.08	1.67	Graduate	B.Sc (D.V.M)	Veterinary & Animal Science	Hajee Mohammad Danesh Science & Technology University		01. JUL. 2018	3000	MT	05	28000	Above Average	30	8400	36400
20	Rajshahi Sales Office	1829355	Dr. Md. Sultan Mahmud	Sales	Customer Service Officer	29. APR. 2018	28. NOV. 1993	10.17	0.08	0.83	Graduate	B.Sc (Veterinary Science & Animal Husbandry)	VSAH	Sher-E-Bangla Agriculture University				MT	05	30000	Below Average	10	3000	33000
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