

Kazi Farms

Increment proposal for Non-Management employee – 2018

S/L	Status	Location	Minimum Salary	Food Allowance	Residence Allowance	Total Salary	Disease Prevention Bonus	Production Bonus	Bio Security Bonus	Pre Production Allowance	Over Time	Total Amount	Increment Amount	Average Increment Based on Score	Total Increment	Increment %	Remarks
1	Present	Farm	8800	1500	500	10800	340	253	291	N/A	2656	14340	1907	100	2007	14.00	O.T Calculation based on last 3 months average
2	Proposed	Farm	10000	1800	500	12300	340	289	291	N/A	3028	16248					
3	Present	Farm (Construction)	8800	1500	500	10800	N/A	N/A	N/A	500	803	12103	1612	100	1712	14.15	O.T Calculation based on last 3 months average
4	Proposed	Farm (Construction)	10000	1800	500	12300	N/A	N/A	N/A	500	915	13715					

S/L	Status	Location	Minimum Salary	Food Allowance	Location Allowance	Total Salary	House Allowance	Production Bonus	Over Time	Total Amount	Increase Amount	Average Increment Based on Score	Total Increase	Increase %	Remarks
1	Present	Hatchery (In Side)	8800	1500	800	11100	N/A	360	34	11494	1555	100	1655	14.40	O.T Calculation based on last 3 months average
2	Proposed	Hatchery (In Side)	10000	1800	800	12600	N/A	410	39	13049					
3	Present	Hatchery (Out Side)	8800	N/A	800	9600	1500	360	34	11494	1555	100	1655	14.40	O.T Calculation based on last 3 months average
4	Proposed	Hatchery (Out Side)	10000	N/A	800	10800	1800	410	39	13049					

S/L	Status	Location	Minimum Salary	Food Allowance	Location Allowance	Total Salary	House Allowance	Over Time	Total Amount	Increase Amount	Average Increment Based on Score	Total Increase	Increase %	Remarks
1	Present	Feed Mill (Gojaria, Thakurgoan, Panchagorh)	8800	N/A	500	9300	N/A	1095	10395	1353	100	1453	13.98	O.T Calculation based on last 3 months average
2	Proposed	Feed Mill (Gojaria, Thakurgoan, Panchagorh)	10000	N/A	500	10500	N/A	1248	11748					
3	Present	Feed Mill (Sagorika)	8800	N/A	1000	9800	N/A	1200	11000	1368	100	1468	13.35	O.T Calculation based on last 3 months average
4	Proposed	Feed Mill (Sagorika)	10000	N/A	1000	11000	N/A	1368	12368					

S/L	Status	Location	Minimum Salary	Food Allowance	Location Allowance	Total Salary	House Allowance	Hardship Allowance	Overtime	Total Amount	Increase Amount	Average Increment Based on Score	Total Increase	Increase %	Remarks
1	Present	Compost Plant	8800	N/A	N/A	8800	N/A	1500	1768	12068	1448	100	1548	12.82	O.T Calculation based on last 3 months average
2	Proposed	Compost Plant	10000	N/A	N/A	10000	N/A	1500	2016	13516					
3	Present	Compost Plant (Construction)	8800	N/A	N/A	8800	N/A	0	4231	13031	1792	100	1892	14.52	O.T Calculation based on last 3 months average
4	Proposed	Compost Plant (Construction)	10000	N/A	N/A	10000	N/A	0	4823	14823					

S/L	Status	Location	Minimum Salary	Food Allowance	Location Allowance	Total Salary	House Allowance	Over Time	Total Amount	Increase Amount	Average Increment Based on Score	Total Increase	Increase %	Remarks
1	Present	KFIL All	8800	N/A	500	9300	N/A	1950	11250	973	100	1073	9.54	O.T Calculation based on last 3 months average
2	Proposed	KFIL All	9500	N/A	500	10000	N/A	2223	12223					

Score Distribution: The following performance rating has to be followed while evaluating the performance of all non-management level (except Driver heavy, medium & light) employees of KFG & KFIL.

Achievement level	Rating Score	Score Range	Rating	Distribution %	Deviation allowed in Distribution	Proposed Increment Amount
60% & Below	1	1-1.99	Requires Significant Improvement	5	+/-5%	0
61% to 75%	2	2-2.99	Partially Met Expectations	20	+/-5%	50
76% to 90%	3	3-3.99	Met Expectations	50	+10%	100
91% to 100%	4	4-4.79	Exceeds Expectations	20	+10%	150
101% and above	5	4.80-5	Far Exceeds Expectations	5	Maximum	200

Average Increment	100
-------------------	-----

Turn over rate for Non-Management (Last 5 years)							
Sl	Organization	Year	Year	Avearage Total Non- Management Employee	Number Separation Employees	Turn Over Rate (%)	Remarks
1	KFG	Farm	2013	3529	789	22.36	
			2014	3218	388	12.06	
			2015	3213	428	13.32	
			2016	3328	428	12.86	
			2017	3215	228	7.09	
		Hatchery	2013	1450	188	12.97	
			2014	1419	135	9.51	
			2015	1413	109	7.71	
			2016	1402	71	5.06	
			2017	1215	66	5.43	
		Farm Mill	2013	471	54	11.46	
			2014	568	66	11.62	
			2015	614	93	15.15	
			2016	672	65	9.67	
			2017	740	64	8.65	
		Others	2013	555	48	8.65	
			2014	695	65	9.35	
			2015	909	121	13.31	
			2016	887	209	23.56	
			2017	1127	98	8.70	
2	KFIL	KFIL All	2013	220	35	15.91	
			2014	290	34	11.72	
			2015	425	45	10.59	

			2016	497	55	11.07	
			2017	653	54	8.27	