

Kazi Farm

HR Department

Production Performance Bonus for Farm

With effect from: 10 April 2016

Date: 10.04.2016

S l	Farm Type	Input	Output	Avera ge Time Durati on Of Produ ct	Achieved DOH/HH Up to 68 weeks (140 & above)				Achieved DOH/HH Up to 68 weeks (145 & above)				Achieved DOH/HH Up to 68 weeks (150 & above)				Achieved DOH/HH Up to 68 weeks (155 & above)				Remar ks
					Farm Management (Production Officer to Farm Manager in Respective Farm)	Non- Manageme nt (Worker, Supervisor, & Shed Technician)	Non- Product ion (Farm, Enginee r, Security , Cook, Washin g. Site supervis or, Driver, Cash & Invento ry, Generat or, Operato r	Sr. Manag er/ AFM to DGM Farm (Divid ed by numbe r of Farms	Farm Manage ment (Producti on Officer to Farm Manager in Respectiv e Farm)	Non- Manage ment (Worker, Supervis or, & Shed Technicia n)	Non- Product ion (Farm, Enginee r, Security , Cook, Washin g. Site supervi sor, Driver, Cash & Invento ry, Generat or, Operato r	Sr. Manag er/ AFM to DGM Farm (Divid ed by numbe r of Farms	Farm Management (Production Officer to Farm Manager in Respective Farm)	Non-Management (Worker, Supervisor, & Shed Technician)	Non- Producti on (Farm, Engineer , Security, Cook, Washing . Site supervis or, Driver, Cash & Inventor y, Generato r, Operator	Sr. Manag er/ AFM to DGM Farm (Divid ed by numbe r of Farms	Farm Management (Production Officer to Farm Manager in Respective Farm)	Non- Management (Worker, Supervisor, & Shed Technician)	Non- Product ion (Farm, Enginee r, Security , Cook, Washin g. Site supervi sor, Driver, Cash & Invento ry, Generat or, Operato r	Sr. Manag er/ AFM to DGM Farm (Divid ed by numbe r of Farms	
1	Brood- Grow- Lay (Layer PS)	Parent Stock DOC	Hatching Egg	68 weeks	100% of Basics	100% of Basics	50% of Basic	100% of Basic	200% of Basic	200% of Basic	100% of Basic	200% of Basic	300% of Basic	300% of Basic	150% of Basics	300% of Basic	400% of Basics	400% of Basics	200% of Basics	400% of Basics	
2	Brood- Grow (Layer PS)	Parent Stock DOC	Parent Stock Pullet	0 – 21/22 weeks	30% of Basics	30% of Basics	15% of Basic	30% of Basic	60% of Basic	60% of Basic	30% of Basic	60% of Basic	90% of Basic	90% of Basic	45% of Basics	90% of Basic	120% of Basics	120% of Basics	60% of Basics	120% of Basics	
3	Producti on (Layer PS)	Parent Stock Pullet	Hatching Egg	21/22 – 68 weeks	70% of Basics	70% of Basics	35% of Basic	70% of Basic	140% of Basic	140% of Basic	70% of Basic	140% of Basic	210% of Basics	210% of Basics	105% of Basics	210% of Basics	280% of Basics		140% of Basics	280% of Basics	
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							Cook, Washin g. Site supervis or, Driver, Cash & Invento ry, Generat or, Operato r	(Divid ed by numbe r of Farms	Manager in Respectiv e Farm)	Technicia n)	Cook, Washin g. Site supervi sor, Driver, Cash & Invento ry, Generat or, Operato r	(Divid ed by numbe r of Farms			Site supervisor, Driver, Cash & Inventory, Generator, Operator	(Divid ed by numbe r of Farms			Site supervisor, Driver, Cash & Inventory, Generator, Operator	(Divid ed by numbe r of Farms	
4	Brood- Grow- Lay (Layer PS)	Parent Stock DOC	Hatching Egg	75 weeks	100% of Basics	100% of Basics	50% of Basics	100% of Basics	200% of Basic	200% of Basic	100% of Basics	200% of Basic	300% of Basic	300% of Basic	150% of Basics	300% of Basic					
5	Brood- Grow (Layer PS)	Parent Stock DOC	Parent Stock Pullet	0 – 16/17 weeks	30% of Basics	30% of Basics	15% of Basics	30% of Basics	60% of Basic	60% of Basic	30% of Basics	60% of Basic	90% of Basic	90% of Basic	45% of Basics	90% of Basic					
6	Producti on (Layer PS)	Parent Stock Pullet	Hatching Egg	16/17 – 75 weeks	70% of Basics	70% of Basics	35% of Basics	70% of Basics	140% of Basic	140% of Basic	70% of Basics	140% of Basic	210% of Basics	210% of Basics	105% of Basics	210% of Basics					
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7	GP Growing	GP DOC	GP Pullet	0 21/22 weeks	33% of Basics	33% of Basics	16.5% of Basics	33% of Basics	66% of Basics	66% of Basics	33% of Basics	66% of Basics	99% of Basics	99% of Basics	49.5% of Basics	99% of Basics					

8	GP Production	GP Pullet	GP Hatching Egg	21/22 – 65 weeks	67% of Basics	67% of Basics	33.5% of Basics	33% of Basics	134% of Basics	134% of Basics	67% of Basics	134% of Basics	201% of Basics	201% of Basics	105.5% of Basics	201% of Basics					
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9	Commercial Brood-Grow-Lay	Commercial Layer DOC	Table Egg	0 – 90 weeks	125% of Basics	125% of Basics	62.5% of Basics	125% of Basics	250% of Basics	250% of Basics	125% of Basics	250% of Basics	375% of Basics	375% of Basics	187.5% of Basics	375% of Basics					
10	Commercial Layer Growing	Commercial Layer DOC	Commercial Layer Pullet	0 – 15/16 weeks	25% of Basics	25% of Basics	12.5% of Basics	25% of Basics	50% of Basics	50% of Basics	25% of Basics	50% of Basics	75% of Basics	75% of Basics	37.5% of Basics	75% of Basics					
11	Commercial Layer Production	Commercial Layer Pullet	Table Egg	15/16 weeks – 90 weeks	100% of Basics	100% of Basics	50% of Basics	100% of Basics	200% of Basics	200% of Basics	100% of Basics	200% of Basics	300% of Basics	300% of Basics	150% of Basics	300% of Basics					

- Note : 1) Growing Farms bonus will be based on the target achievement of Production Farms
- 2) Farm management will ensure the achieved figure with the assistance of Production department and provide a list of entitlement for production bonus to the HR with duly sign through Regional ER & Head.
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- 4) Employees will not be eligible for the production bonus in case of job separation before bonus declared date.
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6) GP Farms Shed Workers & Shed Supervisors will get full bonus & all other will get based on the numb each flock.

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