D.O. No. Z-15015/11/2017- NHM-I
16th June, 2017

You are all aware of the key role that the frontline workers namely, the triple AAA, that is the ANM, ASHA and the Anganwadi Workers play in delivery of primary healthcare in the community. To optimize health care delivery at the community level and accelerate improvements in health and nutritional indicators the Ministry has designed team based incentives for the frontline workers. Providing team based incentives have the following distinct advantages:

(i) It fosters cooperative team spirit, enhances coordination, complementarity and more pertinently, provides a mechanism to influence the collective motivation of team members

(ii) It enables recognition of good performance on high impact interventions and also measure outcomes independently.

(iii) It further enables identification of areas for performance improvement and the need for skill upgradation.

(iv) It ensures simultaneous action by key health and nutrition incentives.

2. The Guidelines on Team Based Incentives is enclosed. It includes list of indicators along with scoring and calculation sheet with amount for each category and sampling methodology & field plan for external verification. The draft has already been shared with the States/UTs earlier. While there are obvious difficulties in validating individual based incentives of ASHAs, these guidelines provide for an independent validation.

3. Many States have already budgeted for Team Based Incentives. For those that have not so far proposed Team Based Incentives in their PIP, may do so in revised/supplementary PIP.

Encl: As above

Yours sincerely,

(Manoj Jhalani)

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