

## Award for Best Performing ASHA at Sector Level (Guidelines)

### Background:

Effective implementation of ASHA programme and notable contributions from ASHAs has resulted in the improvement of health indicators and promoting healthy life. The efforts and contributions of ASHAs need to be acknowledged and appreciated to encourage them to continue with the good work and to act as a motivation for others to perform better. To acknowledge and appraise the contribution of ASHAs in facilitating health service delivery at community level best performing ASHAs are being felicitated at block and district level. In continuation to the effort ASHAs will be awarded at sector level for their better performance to recognise their achievement and contribution and to motivate other ASHAs of the sector to work sincerely. Based on the performance one ASHA will be selected as best performing ASHA of the sector and will be awarded for her outstanding performance in the sector.

The selection will be done on the basis of regular activity performance and contribution during exceptional and extraordinary emergency situation by ASHAs. The following are the parameters for evaluating the activity performance and contribution during exceptional and extraordinary situation by ASHA.

### Evaluation Basis:

1. Incentive based activity performance - 85 points
2. Contribution during exceptional and extraordinary situations -15 Points

### Performance Evaluation Period:

Activity performed by each ASHA during the period 1<sup>st</sup> April, 2014 to 31<sup>st</sup> March, 2015 shall be considered for evaluation.

1. Incentive based activity performance - 85 points

Activity performed	Target	Achievement	Yardstick - achievement in %	Points
<b>Activities related to RMNCH+A programme</b>				
Escorting pregnant women for institutional delivery	Total no. of delivery	No. of cases mobilised/escorted for institutional delivery	More than 75	8
			60 to 75	6
			Less than 60	4
Newborns provided with HBNC	Total Live Births	No. of newborns visited	More than 75	8
			60 to 75	6
			Less than 60	4
Complete immunisation of children within 1 yr. of age	Total due	No. of children get complete immunisation	More than 75	8
			60 to 75	6
			Less than 60	4
Promoting eligible couples to opt for permanent method of family planning after 2 child	Total due as per eligible couples list	No. of cases promoted	More than 75	8
			60 to 75	6
			Less than 60	4

Facilitate in conducting VHND Session	No. of VHND sessions held	No. of sessions attended	More than 75	8
			60 to 75	6
			Less than 60	4
<b>Activities related to Disease Control Programme</b>				
Treatment of TB patients through DOTs	(Facilitate in treatment of no. of TB patients)		More than 4	6
			Up to 4	4
Treatment of Malaria cases	(No. of malaria slide collected/RDK)		More than 50	6
			Up to 50	4
Treatment of Leprosy cases	(No. of leprosy cases treatment completed)		More than 2	6
			Up to 2	4
Accompany cataract cases for operation	(No. of cataract cases accompanied for cataract operation)		Up to 2	6
			More than 2	4
<b>Others</b>				
Attending monthly sector meeting	No. of sector meetings held	No. of sector meetings attended	More than 75	8
			60 to 75	6
			Less than 60	4
Facilitate in conducting /organising GKS meeting	No. of GKS meetings held	No. of GKS meetings attended	More than 75	8
			60 to 75	6
			Less than 60	4
ASHA maintained the Diary properly and regularly	Maintained properly			5
	Maintained partially			3
<b>Total</b>				<b>85</b>

## 2. Contribution during exceptional and extraordinary emergency situations - 15 points

ASHAs contributed significantly during exceptional and extraordinary situation on any of the following situations will be considered by the committee and award marks out of 15 along with a detail note on their achievement.

Situations	Points
Epidemic situation (information to the health institutions, facilitate referral cases, disinfection of water sources, etc.)	3
Flood situation (saved life, supported pregnant women and children, disinfection of water sources, etc.)	3
Disaster Situation (helped the community in rescue and rehabilitation)	3
Accidents (First aid treatment, mobilise referral of the injured person etc.)	2
Led the community mobilisation process for addressing local health issues	2
Any other such activity	2
<b>Total</b>	<b>15</b>

### **Process of recommendation**

Based on the activity performance by ASHA the sector in-charge with the help of ANM will prepare a scoring sheet for selection of best performing ASHA in the sector. A committee is to be formed at block level constituting of the following members to facilitate and finalise the process for selecting one best performing ASHA for each sector of the block. In order to select one best performing ASHA for each sector the committee will assess the performance of ASHA based on the indicators mentioned in pre-pages.

#### **Block Level Committee:**

Block Medical Officer I/C - Chairperson,  
BPM, Sector In-charge, PHEO - Member

The committee will select one best performing ASHA from each sector of the block based on the points scored as per the performance yardstick and she will be awarded as best performing ASHA of the sector.

#### **Budget Provision**

The expenditure towards sector level ASHA award will be met out of the following budget heads under the PIP 2014-15.

B1.1.4.1 -Award to ASHAs at sector level @ Rs.1000/-per sector.

B1.1.4.2 -Award to ASHAs at district level @ Rs.20,000/-per district.

(District level award is to be given to three best performing ASHAs of the district selecting them from among the best performing ASHAs awarded at sector level.)

#### **Reporting:**

District will share the case study of giving award to best performing ASHAs for documentation and publicity at the state level.

