



Mission Directorate

National Health Mission, Odisha
Department of Health & Family Welfare,
Government of Odisha

Letter No. OSH & FWS/429

Date: 13.01.21

304/08CP-1)

From

Shalini Pandit, IAS
Mission Director, NHM, Odisha

To

All CDM& PHO-cum-District Mission Directors


Sub: Guidelines to felicitate best performing ASHAs(ASHA Award, 2020-21)

Madam/Sir,

In inviting a reference to the subject cited above this is to inform you that, in order to acknowledge and appreciate the contribution of ASHAs in facilitating health service delivery at community level, best performing ASHAs will be felicitated at block and district level during 2020-21. As an initiative to recognize the achievement and contribution of the best performing ASHAs, they will be awarded with cash prize, momentum and commendation certificate in a ceremonial programme at block or district level. The detailed guideline for felicitating best performing ASHA at block and district level is attached along with this letter for reference.

You are therefore, requested to take necessary steps for giving award to best performing ASHAs at block and district level adhering to the criteria mentioned in the attached guideline by end of February, 2021.

Yours' faithfully


12/01
Mission Director
NHM, Odisha

Encl. As above

Memo no. 420.....

Dated. 13.01.21.....

Copy submitted to Additional Chief Secretary, Health & Family Welfare Department, Govt. of Odisha for kind information.


Mission Director
NHM, Odisha

Memo no. 431.....

Dated. 13.01.21.....

Copy forwarded to all DPMUs for information and necessary action.


12/01/21
Joint Director, Technical
NHM, Odisha

Guidelines to felicitate best performing ASHAs (ASHA Award, 2020-21)

Background:

ASHAs are working at the community as a part of larger health systems strengthening effort. Acting as an interface between community and public health care system, ASHAs are playing pivotal role to support for health and wellbeing of the people. It is their facilitation support, commitment and dedication which have helped the health system to achieve the desired results. Notable contribution of ASHAs has resulted in the improvement of health indicators and promoting healthy life among the people. Such outstanding efforts and contributions of ASHAs need to be acknowledged and appreciated to encourage them to continue with the good work and further to act with a spirit of motivation for others to perform better. In order to acknowledge and appraise the contribution of ASHAs in facilitating health service delivery at community level and to keep up their motivation for better performance, best performing ASHAs of the district will be awarded on the occasion of district level function / convention.

To acknowledge and appraise the contribution of ASHAs in effective implementation of activities at community level, the best performing ASHAs of the block will be awarded at block level and the best performing ASHAs of the district selected from among the block level awarded ASHAs will be felicitated in the district level. Awards in form of cash prize, momentum and commendation certificate are to be given to the best performing ASHAs as part of felicitation. Selection of best performing ASHAs to be awarded at block and district level is to be done adhering to the process and criteria mentioned in this guideline.

Selection of best performing ASHA:

The selection of best performing ASHA will be done on the basis of regular activity performance and contribution made by the ASHA during exceptional and extraordinary emergency situation at the community level. While selecting best performing ASHA of the block steps should be taken not to include ASHAs awarded as best performing ASHA during last three years i.e. 2017-18, 2018-19 & 2019-20 only.

The following are the parameters for evaluating the activity performance and contribution during exceptional and extraordinary situation by ASHA.

Performance Evaluation Period:

Activity performed by each ASHA during the period 1st April, 2020 to 31st December, 2020 shall be considered for evaluation.

Basis of Evaluation:

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

The details of evaluation with activity performed, target, achievement and yardstick to calculate the points/score etc. are given below.

1. Incentive based activity performance - 85 points

A. Activities related to RMNCH+A programme				
Activity performed	Target	Achievement	Yardstick – achievement in %	Points
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				
Activity performed	Achievement		Yardstick – Achievement in nos.	Points
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)		More than 2	6
			Up to 2	4
C. Others				
Activity performed	Achievement		Yardstick – Achievement in %	Points
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	
Total			85	

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
Lead the community mobilisation process for addressing local health issues	2
Any other such activity	2
Total	15

Process of selection/nomination

A committee will be constituted at block level consisting of the following members to facilitate and finalise the process for selecting three best performing ASHAs of the block and nominate one best performing ASHA of the block for the district level award. In order to select three best performing ASHAs of the block and nominate one best performing ASHA of the block for district level award, the committee will assess the performance of ASHAs based on the indicators mentioned above.

Block Level Committee:

Block Medical Officer I/C - Chairperson,
BPM, Sector CP Nodal Person / Sector In-charge, PHEO – Member

Selection of best performing ASHA of the block

The committee will select three best performing ASHAs of the block and nominate one best performing ASHA from among them based on the points scored as per the performance yardstick. The best performing ASHAs of the block will be awarded with cash prize and commendation certificate. To felicitate best performing ASHAs of the block, the required budget may be met out of the line item 3.1.3.3 of the PIP 2020-21. The ASHA securing highest score will be nominated for the best performing ASHA Award at district level.

Selection of Best Performing ASHA for District level Award:

Three best performing ASHAs will be selected (in order of merit) from among ASHAs nominated by the blocks to be awarded as best performing ASHA of the district. The best performing ASHAs of the district will be felicitated with a commendation certificate, trophy and cash prize on the occasion of a district level function / ASHA convention. For selection of best performing ASHAs of the district, the entire process will be facilitated by the district level committee consisting of the following members.

CDMO-cum-District Mission Director - Chairperson
ADPHO (FW), DPM& DAM - Member
Assistant Manager, ASHA/GKS - Convenor

Budget Provision: The expenditure towards felicitating best performing ASHA with award will be met out of the following budget head under the PIP 2020-21.

A. Award to ASHAs at block level:

The provisioned amount of Rs. 5000/- per block is to be spent towards ASHA Award in the form of cash prize, memento and commendation certificate. The amount of cash prize may be distributed proportionately among ASHAs, depending upon the number of ASHA selected as best performing ASHA in top three positions (in order of merit).

B. Award to ASHAs at district level:

Out of the approved budget of Rs. 1,00,000/- (Felicitation of best performing ASHAs with Award at district level ASHA Convention), an amount of Rs. 30,000 may be spent towards Award to the best performing ASHAs of the district. The amount may be distributed as cash prize (in form of A/C payee cheque or PFMS) proportionately among the ASHAs selected for district level award depending on the number of ASHAs selected in top three positions. For ex.- if two or more no. of ASHAs selected in any particular position (i.e. 1st, 2nd or 3rd) then number of ASHAs to be awarded increases more than three. In such cases the amount of cash prize should be distributed among the awardees ASHAs proportionately in order of merit.

Documentation & Reporting:

Felicitation of best performing ASHA should be documented properly with video, still photographs and brief note on the process. Case study of each ASHA selected for district level best performing ASHA award should be prepared along with the detailed profile and achievements of her during the assessment period. The Asst. Manager, ASHA is responsible for preparing the documentation of the entire activity.

The case study of giving award to best performing ASHAs should be shared with CPRC, Mission Directorate, NHM for documentation and publicity at the state level.

Mission Director
NHM, Odisha