

GOVERNMENT OF ODISHA

DEPARTMENT OF AGRICULTURE & FARMERS'EMPOWERMENT

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NOTIFICATION

Bhubaneswar, dated: 12-06-2020

No.AG-GEN (M)17/2019 (Vol-II) 9364 /A&FE, In order to improve the efficiency in administration and to make it more citizen centric, Hon'ble Chief Minister, Odisha have laid out the 5T principles with a direction to formulate a clear cut policy for recognition of employees for transformative performance. Accordingly, GA & PG Department has already announced an over reaching framework for exceptional performances of the employees of the State. Apart from this to achieve higher employee satisfaction and to improve the delivery mechanism of the Agriculture and Farmers Empowerment Department, at the first instance it has been decided to felicitate the top performing Group 'B' and Group 'C' employees of the ten cadres as enumerated in the Employees Incentive Framework (EIF) through certificate of appreciation in State level events such as Kharif Conference, Rabi conference, Krushi Odisha etc. Besides other mechanisms of recognition like district wise Employee of the month, meeting with dignitaries, public display of such achievements will be made on various platforms.

The selection of top performers will be done transparently through a data backed measurement mechanism which is outlined in the EIF enclosed.

By order of Governor

  
Principal Secretary to Government

Memo No. 9365

/A&FE, Dated: 12-06-2020

Copy along with copy of the enclosure forwarded to Director, Agriculture & Food Production, Odisha / Director of Horticulture, Odisha/ Director Soil Conservation & WD, Odisha / All Officers of DA & FE in charge of Field Establishment Sections / Managing Director, OSSC Ltd. / OAIC Ltd./ OSCDC Ltd. / APICOL /Director, OSSOPCA / IMAGE / Head ADAPT Team for information and necessary action.

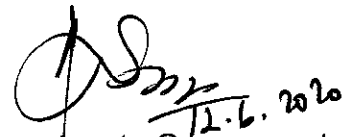
  
Joint Secretary to Government



Memo No. 9366

/A&FE, Dated: 12-06-2020

Copy along with the copy of enclosure forwarded to the PS to Minister, A and FE, F and ARD, HE / PS to Principal Secretary, DA & FE / PS to Special Secretary, DA & FE for kind information of Hon'ble Minister/Principal Secretary / Special Secretary.

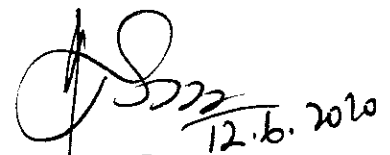
  
12.6.2020

Joint Secretary to Government

Memo No. 9367

/A&FE, Dated: 12-06-2020

Copy along with the copy of enclosure forwarded to all the CDAO / all PD Watersheds / ADSCs in charge of District / all DDH / ADH in charge of District for information and necessary action.

  
12.6.2020

Joint Secretary to Government

## **Employee Incentive Framework**

### **1. Background**

The role of human resources in any organizational setup is pivotal for the performance of the organization. As the complexity of effectively managing human resources in organizational setups increases, it becomes essential for the organizations to focus on embedding a sense of high motivation, inspiration and commitment among employees to meet their professional and personal goals.

The Performance Appraisal Report provides the basic and vital inputs for the growth of employees in the department. Unfortunately, over the years the Performance Appraisal Process has become slow and subjective, affecting the motivation and commitment of employees towards delivery of departmental outcomes. Some of the specific challenges faced in the current appraisal system are as follows–

1. Lack of specificity in defining the roles and responsibilities and quantifiable targets for evaluation of employee.
2. Greater chances of subjectivity in writing appraisals since there is no uniformity in defining performance standards.
3. Lack of motivation for exceptional performers since there is no distinction between average and good performers.
4. Absence of a mechanism for taking timely action against poor performers which increases the scope for mediocrity in employee and overall organizational performance.

### **2. Objective**

Recognizing the importance of moving away from the traditional Performance Measurement Mechanisms and Promotion Policy for the employees towards a more progressive one, Department of Agriculture and Farmers' Empowerment has conceptualized an Employee Incentive Framework (EIF). The EIF takes its inspiration from the 5T principles laid out by the Hon'ble Chief Minister. The objective of the incentive mechanism framework is to achieve higher employee satisfaction and improve the delivery mechanisms of the department.

Following are the objectives of the Employee Incentive Framework –

- i. Technology - Bringing in a data backed appraisal mechanism
- ii. Teamwork - Greater participation, commitment and collaboration
- iii. Transparency - Objective measurement of achievements and contributions
- iv. Time - Timely program implementation and promotions
- v. Transformation - Growth of employees, improved organizational performance

### **3. Scope of the Employee Incentive framework**

**3.1** The department aims to cover all government employees under the ambit of the new employee incentive framework.

**3.2** In order to actualize the same, the department has carefully phased out implementation of the incentive framework based on the different set of roles and responsibilities performed by each cadre employee.

**3.3** Out of the different cadres of services, emphasis has been given for designing the performance framework of Group-B and Group-C government employees who are directly involved in the last mile delivery of departmental schemes and services to the citizens. It has been realized that boosting the performance and motivation of Group-B and Group-C cadre employees is pivotal to the performance of the department.

**3.4** Within the Group-B and Group-C employee cadre, implementation of the employee incentive framework will be done initially for those officials who are deployed in field which will be followed by implementation of incentive mechanism for Group-B and Group-C officials deployed in offices.

**3.5** The employee incentive framework for Group-A cadre government employees will be done in Phase-2 of the initiative.

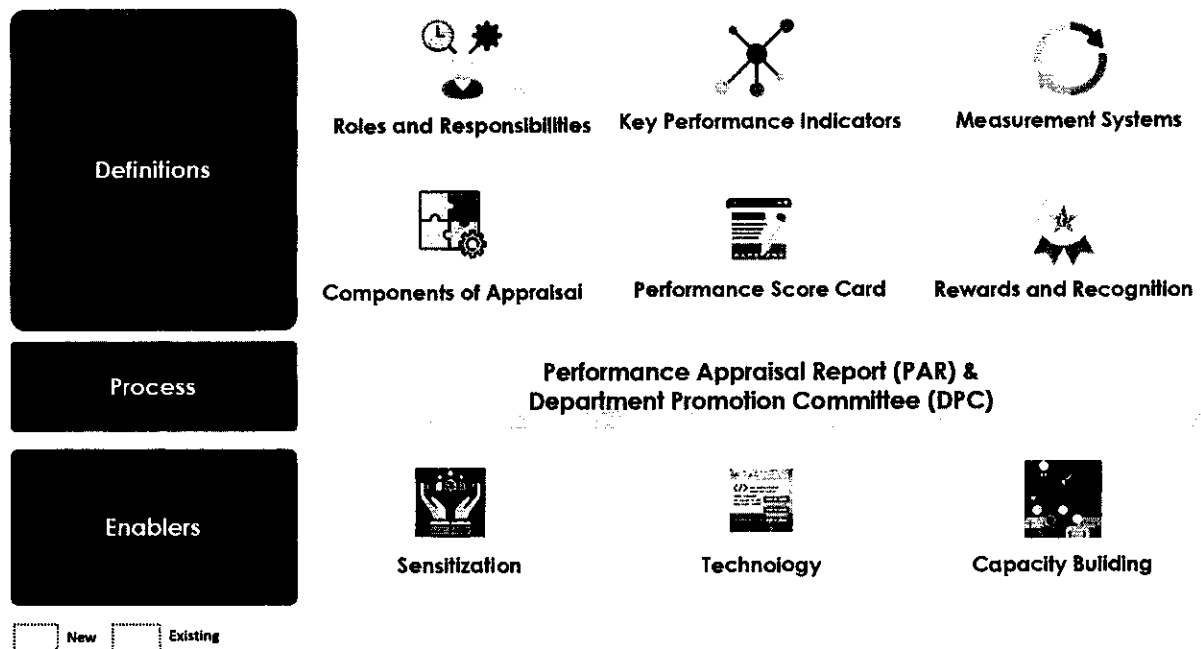
**3.6** The 10 cadres of government officials who will be covered under the Employee Incentive Framework in the first phase of implementation is enlisted below-

1. Assistant Horticulture Officer (AHO)
2. Assistant Agriculture Officer (AAO)
3. Assistant Soil Conservation Officer (ASCO)
4. Assistant Agriculture Engineer (AAE)
5. Agriculture Overseer (AO)
6. Horticulture Overseer (HO)
7. Soil Conservation Overseer (SO)
8. Village Agriculture Worker (VAW)
9. Horticulture Extension Worker (HEW)
10. Soil Conservation Extension Worker (SCEW)

**3.7** Additionally, it is important to note that the incentive framework is no substitution to the recruitment and promotion procedures followed by the department under the Odisha Civil Services Rules but is an initiative being implemented over and above the existing guidelines to recognize and reward exceptional performers in the system.

#### **4. About the Employee Incentive Framework**

The Employee Incentive Framework has been designed to overcome the shortcomings of existing process which is very subjective in nature. The framework refines the roles and responsibilities defined in the service codes of the employees, aligns it with the priority of the government and maps it with quantifiable Key Performance Indicators.



The framework has 3 parts:

#### 4.1 Definitions

The framework defines the specifics of various components of the Employee Incentive Framework.

##### 4.1.1 Roles and Responsibilities

The roles and responsibilities defined in the service codes of various cadres has been simplified and made much more objective to align them with the priorities of the government.

##### 4.1.2 Key Performance Indicators

An outcome metric (in most cases)/input metric has been defined to evaluate the performance of each employee against the roles and responsibilities assigned to them.

##### 4.1.3 Measurement Systems

The technology systems have been defined to measure each of the KPI defined. These technology systems are the combination of systems that already exist plus the new system that need to be created.

*An example of the roles and responsibilities, key performance indicators and ideal measurement systems for one of the sub-components (National Food Security Mission – Cotton) under component – Scheme Achievements and Outcomes for a Village Agriculture Worker (VAW) is illustrated below.*

Scheme Name	Roles and	Key Performance	Ideal Measurement
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	Responsibilities	Indicators	Systems
National Food Security Mission (Cotton)	1. Selection of demo patch. 2. Identification of beneficiaries. 3. Identification of beneficiary for distribution of need based inputs.	1. % increase in crop productivity in patch demonstrations. 2. % coverage of area in contiguous/continuous patch. 3. Timely issue of permit for subsidised inputs.	1. % crop productivity in patch demonstrations – Geotagging of demonstration using Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. 2. Supply of PP chemicals - Issue of permit to farmer selected through Need Based Inputs App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.

Detailed reports enlisting roles and responsibilities. KPIs and measurement systems of all subcomponents of appraisal for each of the shortlisted cadres is attached in **Annexure-1**.

#### 4.1.4 Components of Appraisal

The department has defined five broad components of appraisal for government employees. These components of appraisal have been defined such that they comprehensively cover the priority areas of the department.

It may be noted that these components are not static in nature and may be revised based on department priorities every year.

A brief summary on each of the components of appraisal applicable for performance evaluation of employees for the financial year 2020-21 is enlisted below:

##### a. Scheme Achievements and Outcomes

The achievements of the schematic activities against targets allocated for all applicable schemes of an administrative unit (District/Block/Gram Panchayat/s) will determine a major share of the appraisal of the employee.

##### b. 5T Action Items

Contribution towards on-ground implementation of the interventions defined as per 5T action plans of the government will determine the performance of the employee.

### c. State Priority Areas

Extraordinary performance of government officials over and above their contribution in routine works towards the departmental priority areas such as towards implementation of Agriculture Production Cluster scheme, improving Seed Replacement Ratio (SRR) etc will determine the performance of the employee.

### d. Risk Management

Employee contribution towards mitigating preventable risks to farmers through timely plant protection management (Pest Surveillance), increasing coverage of area under insurance (PMFBY) and immediate response to natural calamities will determine the performance of the employee.

### e. Mo Sarkar

Farmer feedback on quality of delivery of schemes and services collected through randomized feedback mechanism initiative of "Mo Sarkar" will determine the performance of the employee.

The number of sub-components under each of the components of appraisal for Group-B and Group-C employees is enlisted below.

Cadre – AAO		Cadre – AAE		Cadre – AHO	
Component	Nos of Subcomponents	Component	Nos of Subcomponents	Component	Nos of Subcomponents
Scheme Outcomes	21	Scheme Outcomes	3	Scheme Outcomes	12
ST Action Items	7	ST Action items	Nil	ST Action items	6
State Priority Areas	7	State Priority Areas	1	State Priority Areas	5
Risk Management	3	Risk Management	Nil	Risk Management	2
Mo Sarkar	All programmes	Mo Sarkar	All programmes	Mo Sarkar	All programmes

Cadre – ASCO, SCO, SCEW		Cadre – VAW		Cadre – HEW	
Component	Nos of Subcomponents	Component	Nos of Subcomponents	Component	Nos of Subcomponents
Scheme Outcomes	4	Scheme Outcomes	21	Scheme Outcomes	12
ST Action Items	2	ST Action items	7	ST Action items	6
State Priority Areas	1	State Priority Areas	6	State Priority Areas	3
Risk Management	Nil	Risk Management	3	Risk Management	2
Mo Sarkar	All programmes	Mo Sarkar	All programmes	Mo Sarkar	All programmes

The number of sub-components under each of the components of appraisal and component-wise weightage given for evaluation of performance of Group-B and Group-C employees for first year of implementation is enlisted below.

Cadre – AAO		Cadre – AAE		Cadre – AHO	
Component	Nos of Subcomponents and Weightage	Component	Nos of Subcomponents and Weightage	Component	Nos of Subcomponents and Weightage
Scheme Outcomes	6 (55%)	Scheme Outcomes	2 (65%)	Scheme Outcomes	3 (60%)
ST Action items	1 (15%)	ST Action items	Nil	ST Action items	1 (15%)
State Priority Areas	3 (15%)	State Priority Areas	1 (30%)	State Priority Areas	3 (15%)
Risk Management	2 (10%)	Risk Management	Nil	Risk Management	1 (5%)
Mo Sarkar	All programmes (5%)	Mo Sarkar	All programmes (5%)	Mo Sarkar	All programmes (5%)

Cadre – ASCO, SCO, SCEW		Cadre – VAW		Cadre – HEW	
Component	Nos of Subcomponents and Weightage	Component	Nos of Subcomponents and Weightage	Component	Nos of Subcomponents and Weightage
Scheme Outcomes	1 (25%)	Scheme Outcomes	3 (45%)	Scheme Outcomes	3 (60%)
ST Action items	2 (60%)	ST Action items	1 (15%)	ST Action items	1 (15%)
State Priority Areas	1 (10%)	State Priority Areas	2 (15%)	State Priority Areas	1 (10%)
Risk Management	Nil	Risk Management	2 (20%)	Risk Management	1 (10%)
Mo Sarkar	All programmes (5%)	Mo Sarkar	All programmes (5%)	Mo Sarkar	All programmes (5%)

*Note- It may be noted that the number of subcomponents of appraisal will vary depending on the phase of implementation and applicability of subcomponent in Blocks/Gram Panchayats*

The number of subcomponents under each of the components and component-wise weightage for Group-C employees is enlisted below.

Each component is further divided into subcomponents with weightages out of 100 based on their applicability at blocks and gram panchayats level. Similar to the list of components and their weightages this list may be revised every year.

The subcomponents with applicability in maximum blocks and gram panchayat have been given first preference.

For the components which are not applicable in all the blocks and gram panchayat, a list of subcomponents has been created. The department may decide on the alternate subcomponent for evaluation where the primary subcomponent is not applicable. However, it is important to communicate these subcomponents at the beginning of the year.

#### **4.1.5 Performance Score Card**

Based on the components and sub-components of the defined in above, a Performance Score Card has been created for every cadre for simplifying the evaluation process for the employees.



In the Performance Score Card, every employee will be given a score out of 100 marks which is the maximum attainable score according to the framework.

*An example of a Performance Score Card designed for a Village Agriculture Worker (VAW) for first year of implementation is enlisted below.*

<b>Component</b>	<b>Name</b>	<b>Unique Applicability in Gram Panchayats</b>	<b>Weightage</b>
Scheme 1	Improved Package of Practices/Next applicable scheme	6,798	20%
Scheme 2	Seed Treatment	3,600	20%
Scheme 3	Jalanidhi/Saura Jalanidhi	6,798	5%
5T	AO/VAW availability in GP offices on ever Monday as per roaster	6,798	15%
State Priority	Crop Cutting Experiments	6,798	10%
State Priority	Mukhya Mantri Abhinav Krushi Jantrapati Samman (MMAKJS)	6,798	5%
Risk Management	Pest Surveillance	2,720	10%
Risk Management	PMFBY enrollment	6,798	10%
Mo Sarkar	Mo Sarkar	6,798	5%
<b>Total</b>			<b>100%</b>

Performance score cards of other cadres and the list of alternative schemes and programmes that will be considered for evaluation of employees is attached in **Annexure - 2**.

#### **4.1.6 Rewards and Recognition**

The aim of the department is to recognize, reward and motivate the exceptionally good performing employees to value and encourage their good work.

- i. The selection of top performers will be done transparently through a data backed measurement mechanism. The shortlisted subcomponents of appraisal will be digitized on an online platform and achievements and outcomes of the subcomponents against the allocated targets will also be reported through the online platform.
- ii. It has been decided that the department will felicitate the top performing employees through a certificate of appreciation.
- iii. Top performing employees from all the cadres will be recognized in the events like Kharif Conference, Rabi Conference, Krushi Odisha etc. Other mechanism of recognition like district-wise employee of the month, meeting with dignitaries (Agri Minister, Principal Secretary, Director etc.) may also be implemented as and when feasible. The department may also post about the such achievements of employees on public platforms like newspapers, social media etc.

- iv. For Group-B and Group-C government employees, top 5% of the district sanctioned strength of the respective cadre will be eligible for rewards and recognition in the first year. District wise maximum employee eligibility strength for rewards and recognition is attached in **Annexure -3**.
- v. A ceiling cap will be applied such that the minimum cadre strength eligible for rewards from each district will be an integer and not a decimal.  
For example, if 5 percent of the total sanctioned strength (6) of Assistant Soil Conservation Officers (ASCO) in Angul district comes to be 0.3, the calculation will automatically consider the next integer closest to the decimal figure. i.e. 1 in this case.
- vi. However, it may be noted that an official will be eligible for getting rewards only if he/she has scored a minimum of 80 out of 100 marks.
- vii. Additionally, if there are any proceedings under OCS (CC&A) Rules 1962 against a government employee, he/she will be not eligible for any rewards and recognition under the Employee Incentive Framework.
- viii. For Group-B employees of the engineering works, selection of top performers will be based on their performance in individual schemes due to wide variation in targets across districts based on agro-climatic zones and ground water strata resulting in non-operationalization of some of the engineering schemes in some districts and blocks.
- ix. The details of the mechanism to be followed for shortlisting top employees from engineering works is enlisted in **Annexure -4**.

## **4.2 Processes**

### **4.2.1 Performance Appraisal Report (PAR) and Department Promotion Committee (DPC)**

The existing process using the Performance Appraisal Report and Department Promotion Committee will be followed for the appraisal of employees. The employees and committees should use the components and sub-components defined as part of Employees Incentive Framework as basis of yearly performance appraisal. The scorecard may be used to objectively evaluate the performance of the employees.

## **4.3 Enablers**

### **4.3.1 Sensitization**

This is a new mechanism being incorporated in the department for evaluation of the performance of the employees (initially for Group-C and Group D

employees). For the successful implementation of the framework, the department will conduct extensive workshops at the district level to sensitize all the employees about the various aspects of the Employee Incentive Framework.

The information will be made available to the employees in form of written material, videos and online to mitigate any information asymmetry.

#### **4.3.2 Technology**

In order to setup a robust data backed appraisal mechanism for government employees, steps will be taken to create online measurement systems to capture the achievements and outcomes and to move away from offline to online data systems and eventually from reported to transactional data systems.

A roadmap of the list of technology systems required to be set up for actualization of data backed performance appraisal of employees starting from April, 2020-21 is attached in **Annexure-5**.

#### **4.3.3 Capacity Building**

The department will also undertake capacity building workshops on regular basis to train the employees on various technology initiative being taken by the department for objectively evaluating the performance of the employees.

### **5. Target Setting Mechanism for the Financial Year 2020-21**

The most important step and a starting point for implementation of the appraisal mechanism starting from April 2020-21 will be allocation of targets of all components of appraisal (including schemes, 5T Action items, State Priority Areas) up to Gram Panchayat level.

The mechanism for target setting of different components of appraisal implementation is detailed out below:

- i. Preparation of District wise action plan of respective schemes, 5T Action Plan and State Priority Areas.
- ii. Communication of District Action Plans to District Officials
- iii. Reconciliation and finalization of District Action Plans at State level meeting
- iv. Distribution of block targets by district officials
- v. Distribution of GP level targets by block officials

Employee Incentive Report for Assistant Agriculture Officer (AAO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement Mechanism
First	BGREI	<ol style="list-style-type: none"> <li>1. Timely allocation of GP level targets for scheme.</li> <li>2. Supervision of demonstration patch.</li> <li>3. Monitoring timely supply of inputs for demonstrations</li> <li>4. Identification of farmers and cluster groups for adoption of asset building, site specific and post harvest activities.</li> <li>5. Compilation of result sheet of all GPs.</li> <li>6. Timely submission of online scheme MPR Report.</li> <li>7. Judicial evaluations through surprise visits to the field.</li> <li>8. Timely submission of indent for need based inputs to district.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. Monitoring of distribution of inputs for demonstration.</li> <li>4. % site specific and post harvest implements applications completed.</li> <li>5. % data compliance of timely online submissions of scheme MPR report.</li> <li>6. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Supply of Nutrient Inputs under subsidised sale - Collation of indent collected from GPs for submission to district.</li> <li>3. Site specific activities - Indent collection along with collection of application of SHG groups through Agri Extension App, application to be made available in Agri Extension App.</li> <li>4. Supply of post harvest implements - Approval of indent collected from interested SHG groups in Agri Extension App to be forwarded to district.</li> <li>5. Cropping system based trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>6. Scheme MPR Report - ADAPT Portal</li> </ol>
First	Millet Mission	<ol style="list-style-type: none"> <li>1. Timely allocation of GP level targets for scheme.</li> <li>2. Supervision of capacity building programme on production and procurement activities.</li> <li>3. Facilitation in selection of WSHGs and FPOs for setting up processing units and other millets enterprises.</li> <li>4. Verification of farmers list submitted by Facilitating NGD on adoption of improved agronomic practices.</li> <li>5. Ensure pest surveillance of millets crops.</li> <li>6. Support to farmers in ragi procurement through awareness, land verification as per guideline and registration in M-PAS.</li> <li>7. Timely submission of scheme MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in productivity and area of millets over previous year</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> <li>3. % capacity building programmes participated against the target</li> <li>4. Nos. of millet enterprises set up in block</li> <li>5. % of target achieved of procurement as per DLP (Optional)</li> <li>6. % scheme MPR achievement</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Capacity building trainings - Approval of nos. of trainings completed through Agri Extension App</li> <li>3. Supply of asset building Implements - Collection of indent from VAWs and report to district Hq</li> <li>4. Scheme MPR Report - ADAPT Portal</li> </ol>
First	NFSM Oilseeds /TRFA-Dilseeds	<ol style="list-style-type: none"> <li>1. Timely allocation of GP level targets for scheme.</li> <li>2. Supervision of patch for cluster demonstrations /oilseeds minikits.</li> <li>3. Facilitation for distribution of inputs to the beneficiaries of cluster demonstration.</li> <li>4. Ensuring target under PP chemicals, water application tools are met in the block.</li> <li>5. Timely submission of Scheme MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. Monitoring distribution of inputs for demonstration.</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Supply of subsidised need based Inputs - Collation of indent collected from GPs for submission to district.</li> <li>3. Scheme MPR Report - ADAPT Portal</li> </ol>
First	NFSM - Commercial crop(Cotton)	<ol style="list-style-type: none"> <li>1. Allocation of targets to GPs.</li> <li>2. Supervision of demonstration patch.</li> <li>3. Monitoring timely supply of inputs for demonstrations</li> <li>4. Compilation of report of result day of all GPs.</li> <li>5. Timely submission of indent for need based inputs to district Hq.</li> <li>6. Timely submission of scheme MPR data.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> <li>3. Monitoring distribution of inputs for demonstration.</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Supply of subsidised need based Inputs - Collation of indent collected from GPs for submission to district.</li> <li>3. Scheme MPR Report - ADAPT Portal</li> </ol>
First	NFSM - Rice/Coarse Cereals/Nutri Cereals/Sugarcane/Technology Mission on sugarcane	<ol style="list-style-type: none"> <li>1. Allocation of targets to GPs.</li> <li>2. Supervision of demonstration patch.</li> <li>3. Monitoring timely supply of inputs for demonstrations.</li> <li>4. Compilation of report of result day of all GPs.</li> <li>5. Timely submission of indent for need based inputs to district Hq.</li> <li>6. Timely submission of scheme MPR data.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. % PP equipments distributed.</li> <li>4. % trainings conducted.</li> <li>5. % scheme achievement/targets.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Supply of Nutrient Management and Soil Ameliorants - Collation of indent collected from GPs for submission to district.</li> <li>3. Supply of water application tools - To be updated on Farm Mechanisation Portal.</li> <li>4. Cropping system based trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>5. Scheme MPR Report - ADAPT Portal</li> </ol>

Employee incentive Report for Assistant Agriculture Officer (AAO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement Mechanism
First	Technology Mission on Cotton/INPC Cotton	<ol style="list-style-type: none"> <li>1. Allocation of GP level targets.</li> <li>2. Supervision of demonstration patch.</li> <li>3. Monitoring timely supply of inputs for demonstrations.</li> <li>4. Compilation of report of result day of all GPs.</li> <li>5. Supervision of training on grading and marketing of cotton, integrated crop production.</li> <li>6. Conducting awareness campaign on post harvest and cotton procurement.</li> <li>7. Timely submission of MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. % trainings conducted.</li> <li>4. % awareness campaigns conducted.</li> <li>5. % data compliance of timely online submissions of scheme MPR report</li> <li>6. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>3. Scheme MPR Report - ADAPT Portal</li> </ol>
First	NFSM - Jute	<ol style="list-style-type: none"> <li>1. Allocation of GP level targets.</li> <li>2. Supervision of demonstration patch.</li> <li>3. Monitoring timely supply of inputs for demonstrations.</li> <li>4. Compilation of report of result day of all GPs.</li> <li>5. Timely submission of MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Scheme MPR Report - ADAPT Portal</li> </ol>
First	Seed Treatment	<ol style="list-style-type: none"> <li>1. Motivating the farmers to practise seed treatment.</li> <li>2. Cover the area under demonstration of seed treatment in block.</li> <li>3. Timely submission of MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. Time bound conduct of demonstrations.</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> <li>3. % data compliance of timely online submissions of scheme MPR report</li> <li>4. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Scheme MPR Report - ADAPT Portal</li> </ol>
First	Promotion of Improved Package of Practices	<ol style="list-style-type: none"> <li>1. Allocation of GP level targets.</li> <li>2. Create awareness regarding the benefits of L.5. / L.T./ Green manuring with Dhanicha.</li> <li>3. Compilation of registered farmers report for demonstration incentive.</li> <li>4. Monitoring timely supply of seeds to farmers for green manuring.</li> <li>5. Supervision of demonstration.</li> <li>6. Compilation of beneficiary list and result day report of all GPs.</li> <li>7. Timely submission of scheme MPR data.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations under LS/LT and green manuring.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. % verification of beneficiaries received incentive mechanism.</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Scheme MPR Report - ADAPT Portal</li> </ol>
Second	Soil Health Card	<ol style="list-style-type: none"> <li>1. Distribution of target of soil sample collection in pilot villages (5 per block) where specific demonstrations like BGREI/NFSM &amp; other schemes.</li> <li>2. Ensuring timely collection of soil samples.</li> <li>3. Registration of all details of beneficiary farmers including Aadhar number, Mobile Number, Khata/Plot No. for entry into SHC Portal for specified analysis.</li> </ol>	<ol style="list-style-type: none"> <li>1. % soil samples collected as per beneficiary target in village /GP.</li> <li>2. Collection of all data relating to Soil Health Card.</li> <li>3. % soil health cards distributed/ registrations done.</li> </ol>	<ol style="list-style-type: none"> <li>1. Updation of information of soil sample collection registration, analysis and distribution - Soil Health Card Portal</li> </ol>
Second	Establishment of Mini Soil testing Laboratory (Midaparikshyalaya) at block level (FIAC)	<ol style="list-style-type: none"> <li>1. Distribution of target of soil sample collection in block where specific demonstrations like BGREI/NFSM &amp; other schemes.</li> <li>2. Ensuring timely collection of soil samples.</li> <li>3. Registration of all details of beneficiary farmers including Aadhar number, Mobile Number, Khata/Plot No. for entry into SHC Portal for specified analysis.</li> </ol>	<ol style="list-style-type: none"> <li>1. Number of Soil sample collection as per beneficiary target in village /GP.</li> <li>2. Collection of all data relating to Soil Health Card</li> </ol>	<ol style="list-style-type: none"> <li>1. Updation of information of soil sample collection registration, analysis and distribution - Soil Health Card Portal</li> </ol>
Second	Submission of Agriculture Extension (ATMA)	<p><b>A) Demonstration</b></p> <ol style="list-style-type: none"> <li>1. Allocation of GP level targets</li> <li>2. Supervision of demonstration patch.</li> <li>3. Arrangement of inputs for demonstration.</li> <li>4. Compilation of report of result day of all GPs</li> </ol> <p><b>B) Trainings</b></p> <ol style="list-style-type: none"> <li>1. Supervision of trainings</li> </ol> <p><b>C) Exposure visit</b></p> <ol style="list-style-type: none"> <li>1. Identification of farmers</li> </ol> <p><b>D) Group (FIG/ CIG/ WF5G etc.) promotion</b></p> <ol style="list-style-type: none"> <li>1. Facilitation for group formation</li> <li>2. Capacity building of groups</li> </ol> <p><b>E) Timely collection of indent of inputs to submit to district Hq</b></p> <p><b>F) Timely submission of scheme MPR Report</b></p>	<p><b>A) Demonstrations</b></p> <ol style="list-style-type: none"> <li>1. % increase in productivity/ profitability in patch demonstration</li> <li>2. % of coverage of area in continuous/ contiguous patch</li> </ol> <p><b>B) Trainings</b></p> <ol style="list-style-type: none"> <li>1. % of trainings and awareness camp conducted</li> </ol> <p><b>C) Exposure Visits</b></p> <ol style="list-style-type: none"> <li>1. % of exposure visit conducted</li> </ol> <p><b>D) Group (FIG/CIG/WF5G)</b></p> <ol style="list-style-type: none"> <li>1. Increase in nos. of groups</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>3. FIG Group formulation - Registration of FIG groups and updation of outputs generated from groups in result sheet.</li> <li>4. Scheme MPR Report - ADAPT Portal</li> </ol>

Employee Incentive Report for Assistant Agriculture Officer (AAO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement Mechanism
First	Jalanidhi	<ol style="list-style-type: none"> <li>1. Collection of application form and undertakings from farmer</li> <li>2. Physical verification of non irrigated site and contiguous patch.</li> <li>3. Approval of the site and upload of photo of site location with demarcated boundary of proposed site with beneficiary</li> <li>4. Physical verification of site post installation through upload of photograph within 3 days of project completion.</li> <li>5. Submission of project completion documents to AAO for further submission to ADO.</li> </ol>	<ol style="list-style-type: none"> <li>1. No. of sites visited &amp; photo uploaded before and after execution.</li> </ol>	<ol style="list-style-type: none"> <li>1. Collection of applications - Jalanidhi Portal/App.</li> <li>2. Verification of patch along with approval/rejection of site- To be integrated online as part of the workflow of Jalanidhi App.</li> <li>3. Post completion verification - Approval of geotagged assets uploaded on Jalanidhi App by VAWs.</li> </ol>
First	Saura Jalanidhi	Creation of awareness of scheme	1. % applications collected/target	1. Collection of applications - Application forms to be made available in Agri extension app.
First	Intercropping of Pulses with Sugarcane	1. Identification of beneficiary for distribution of biofertilisers and PP chemicals	1. Timely monitoring of issue of permit for need based inputs.	<ol style="list-style-type: none"> <li>1. Supply of Nutrient Management and Soil Ameliorants, PP chemicals - Collection of indent of inputs from all VAWs and submit to district Hq.</li> <li>2. Scheme MPR Report - ADAPT Portal</li> </ol>

Component 2 - 5T Action Items

Year of consideration for evaluation	Action Plans under 5T	Implemented under schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	Doubling of Farmer's Income in convergence with allied sectors such Livestock and Fisheries		To be defined as per scheme guidelines	To be defined as per scheme guidelines	To be defined as per scheme guidelines
Second	Identification of districts/blocks with productivity lower than State average and define an action plan to improve their productivity or crop diversification with attractive incentive mechanism.	NFSM - Pulses, NFSM - Oilseeds, NFSM - Cotton, NFSM- Nutri Cereals, MIDH (Vegetables, Lemon Grass)	<ol style="list-style-type: none"> <li>1. Allocation of targets to VAW.</li> <li>2. Creation of awareness regarding production incentive to farmers.</li> <li>3. Supervision of beneficiary selection under the programme.</li> <li>4. Provide indent of seeds to CDAO/ADO.</li> <li>5. Monitoring supply of inputs like seeds for patch demonstration.</li> <li>6. Submission of MPR Reports.</li> </ol>	1. %of achievement of area covered against the target given	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of achievement of demonstration area submitted by HEW in the Agri Extension App. Collation of result sheet and submission to CDAO/ADO.</li> </ol>
Second	Financial Incentives for moving to crop diversification and low water duty crops especially in Rabi Season	TFRA - Pulses, Special Action Plan for Pulses, MIDH	<ol style="list-style-type: none"> <li>1. Allocation of targets to GPs.</li> <li>2. Identification of beneficiaries.</li> <li>3. Supervision of demonstration patch.</li> <li>4. Monitoring of inputs for demonstration.</li> <li>5. Compilation of report of result day of all GPs.</li> <li>6. Timely submission of indent for need based inputs to district Hq.</li> <li>7. Timely submission of scheme MPR data.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous patch.</li> <li>3. % farm implements and equipments distributed</li> <li>4. % trainings conducted.</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Supply of Nutrient Management and Soil Ameliorants - Collation of indent collected from GPs for submission to district.</li> <li>3. Supply of water application tools - To be updated on Farm Mechanisation Portal.</li> <li>4. Cropping system based trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>5. Scheme MPR Report - ADAPT Portal</li> </ol>
Second	A robust and reliable database by streamlining the KALIA Database with other databases	None	<ol style="list-style-type: none"> <li>1. Overseeing field verification of farmers and members of farm families</li> <li>2. Overseeing farmer validation of information recorded in the database</li> <li>3. Getting incomplete/incorrect information regularly updated</li> <li>4. Enrollment of new farmers</li> <li>5. Grievance Redressal</li> <li>6. Providing feedback on the guidelines/process</li> </ol>	<ol style="list-style-type: none"> <li>1. % records verified (in respective block)</li> <li>2. % records validated by the farmers (in respective block)</li> <li>3. % records with complete information (depends on availability)</li> <li>4. % saturation (in respective block)</li> <li>5. % grievances resolved (in respective block)</li> </ol>	<ol style="list-style-type: none"> <li>1. Verification of farmers, updating of incomplete farmer information, enrollment of new farmers - Agri Extension App</li> </ol>
Second	The procurement of all the crops will be enabled (to an extent of 25% of all the crops)	None	<ol style="list-style-type: none"> <li>1. Creation of awareness among farmers regarding selling of produce at MSP or at market price (whichever is higher) to avoid distress sale.</li> <li>2. Providing assistance to farmers for online registration on procurement agency portals.</li> <li>3. Supervision awareness cum training programmes ( as per schematic guidelines) on marketing and grading of produce.</li> </ol>	1. % non paddy crops procured/produced	<ol style="list-style-type: none"> <li>1. % crops procured - GP level records of procurement figures enabled on procurement agency portals, such as E- Samridhi</li> </ol>
Second	Promotion of Nutri-Cereals (Millets) in upland areas and procurement and inclusion in State Nutrition Programs	Millet Mission	<ol style="list-style-type: none"> <li>1. Timely allocation of GP level targets for scheme.</li> <li>2. Supervision of capacity building programme on production and procurement activities</li> <li>3. Facilitation in selection of WSHGs and FPOs for setting up processing units and other millets enterprises</li> <li>6. Verification of farmers list submitted by Facilitating NGO on adoption of improved agronomic practices.</li> <li>7. Ensure pest surveillance of millets crops</li> <li>8. Support to farmers in ragi procurement through awareness, land verification as per guideline and registration in M-PAS</li> <li>9. Timely submission of scheme MPR Report</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in productivity and area of millets over previous year</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> <li>3. % capacity building programmes participated against the target</li> <li>4. Nos. of millet enterprises set up in block</li> <li>5. % of target achieved of procurement as per DLP (Optional)</li> <li>6. % scheme MPR achievement</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of area covered under patch demonstrations and compilation of results from CCEs for submission to district.</li> <li>2. Capacity building trainings - Approval of nos. of trainings completed through Agri Extension App.</li> <li>3. Supply of asset building implements - Collection of indent from VAWs and report to district Hq.</li> <li>4. Scheme MPR Report - ADAPT Portal</li> </ol>
First	VAW availability roster in GPs offices & monitoring of presence of VAWs through Mobile App	None	<ol style="list-style-type: none"> <li>1. Allocation of GPs to VAWs on the Agri Extension App</li> <li>2. Resolve queries raised by VAWs on the App</li> <li>3. Monitor the attendance of VAWs regularly</li> <li>4. Ensure that field staff provide timely information in data input forms circulated by department</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance % of VAWs in GPs</li> <li>2. % issue resolution</li> <li>3. % compliance of forms filled those which are circulated by the dept</li> </ol>	<ol style="list-style-type: none"> <li>1. Allocation of GPs and monitoring performance - Agri Extension App</li> </ol>

Component -3 State Priority Areas

Year of consideration for evaluation	Priority Area	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Mukhyamantri Krushi Udyog Yojana (MKUY)	<ol style="list-style-type: none"> <li>1. Mobilisation and selection of entrepreneurs at village level.</li> <li>2. Provide handhold support to enterprises and entrepreneurs in applications.</li> <li>3. Visit the site and submit feasibility report within 15 days of application submission.</li> <li>4. Update periodic report of the enterprise to AAO.</li> <li>5. Trainings to be provided to AEs.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Applications collected</li> <li>2. % entrepreneurial projects executed</li> <li>3. % deviation in timelines of execution of project from prescribed</li> <li>4. % trainings of AEs conducted</li> </ol>	<ol style="list-style-type: none"> <li>1. Application collection - MKUY Portal</li> <li>2. Submission of Feasibility Report - MKUY Portal</li> <li>3. Entrepreneurship projects execution achievement - MKUY Portal</li> </ol>
First	Mukhyamantri Abhinav Krushi Jantrapathi Samman (MMAKJS)	<ol style="list-style-type: none"> <li>1. Creation of awareness about the scheme.</li> <li>2. Collection of applications of innovative practices taken up by farmers.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected</li> <li>2. % award winning applications</li> </ol>	<ol style="list-style-type: none"> <li>1. Collection of applications - Agri Extension App</li> </ol>
Second	PM- Kisan	<ol style="list-style-type: none"> <li>1. Supervision of field verification of beneficiaries done by VAWs.</li> <li>2. Updating incorrect/incomplete beneficiary information.</li> <li>3. Grievance Redressal.</li> <li>4. Generating Awareness and ensuring all eligible beneficiaries are covered.</li> </ol>	<ol style="list-style-type: none"> <li>1. % beneficiaries/applications verified (for assigned GPs)</li> <li>2. % such applications resolved (for assigned GPs)</li> <li>3. % grievances resolved (for assigned GPs)</li> </ol>	<ol style="list-style-type: none"> <li>1. PM Kisan and KALIA Portal</li> </ol>
First	BTT Meetings	<ol style="list-style-type: none"> <li>1. Conducting BTT meeting in block office every fortnight.</li> <li>2. Ensuring discussion of agenda items as per agenda circulated.</li> <li>3. Timely submission of BTT Meeting form.</li> <li>4. Timely raising issues faced by farmers and extn officers to district Hq for resolution.</li> </ol>	<ol style="list-style-type: none"> <li>1. Conducting BTT meeting in block office every fortnight.</li> <li>2. Ensuring discussion of agenda items as per agenda circulated.</li> <li>3. Timely submission of BTT Meeting form.</li> <li>4. Timely raising issues faced by farmers and extn officers to district Hq for resolution.</li> </ol>	<ol style="list-style-type: none"> <li>1. BTT Meeting form compliance - ADAPT Portal</li> </ol>
Second	Improving SRR	<ol style="list-style-type: none"> <li>1. Creating awareness among farmers regarding newer varieties of seeds.</li> <li>2. Motivating farmers to use hybrid/new variety seeds during sowing.</li> </ol>	<ol style="list-style-type: none"> <li>1. % of high yielding and hybrid variety used in that particular area/ total cultivable area in that particular crop</li> </ol>	<ol style="list-style-type: none"> <li>1. % SRR - a) Seeds sale figures in seeds portal (NIC) b) Net sown Area - ADAPT DSS</li> </ol>
Second	Increasing cropping intensity	<ol style="list-style-type: none"> <li>1. Motivate farmers for growing second crop after first crop is harvested.</li> </ol>	<ol style="list-style-type: none"> <li>1. % cultivable area in kharif and rabi seas</li> </ol>	<ol style="list-style-type: none"> <li>1. % cropping intensity - Net sown area submitted through ADAPT DSS</li> </ol>
Second	Reducing rabi fallow area	<ol style="list-style-type: none"> <li>1. Motivating farmers to take up cropping in Rabi season on fallow land.</li> <li>2. Creating awareness among farmers regarding irrigation assistance, seeds assistance etc as part of schemes during Rabi season.</li> </ol>	<ol style="list-style-type: none"> <li>1. % rabi cultivative area during the season as compared to last season.</li> </ol>	<ol style="list-style-type: none"> <li>1. % rabi cultivated area - Net sown area submitted through ADAPT DSS</li> </ol>



## Component 4 - Risk Management

Year of consideration for evaluation	Action Plans under ST	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Pest Management	<ol style="list-style-type: none"> <li>1. Allocation of GPs and GP targets to VAWs in EPest App before each season.</li> <li>2. Conducting weekly pest surveillance in random plots and pest infested GPs.</li> <li>3. Ensuring all VAWs conduct pest surveillance in allocation GPs and report pest data on mobile app.</li> <li>4. Collation of pest affected and pest area treated data at block level for weekly submission.</li> <li>5. Communication of pest advisory to VAWs for further dissemination.</li> </ol>	<ol style="list-style-type: none"> <li>1. % area surveyed out of target minimum area of surveillance</li> <li>2. % days surveyed/target in pest surveillance GPs</li> </ol>	1. <b>E-Pest Surveillance Portal</b>
Second	Response to Natural Calamity	<ol style="list-style-type: none"> <li>1. Dissemination of crop advisory through awareness camps or mobile camps during contingency situations.</li> <li>2. Timely execution and submission of crop loss assessment joint survey report.</li> <li>3. Submission of beneficiary list for delivery of special packages.</li> </ol>	<ol style="list-style-type: none"> <li>1. % of villages covered/target set under mobile awareness programme for dissemination of crop advisory</li> <li>2. % of farmers covered under group meetings for dissemination of the crop advisory</li> <li>3. % of villages covered/target set for crop loss assessment through joint survey within time limit</li> <li>4. % of affected farmers identified under disaster</li> <li>5. % of affected farmers benefited under special package</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Awareness programmes/group meetings</b> - Upload of Geotagged photo in Agri Extension App.</li> <li>2. <b>Joint Survey results</b> - Upload of joint survey results through agri extension app along with geotagged photo of the joint survey.</li> </ol>
First	PMFBY	<ol style="list-style-type: none"> <li>1. Monitoring of awareness campaign for enrolment of farmers.</li> <li>2. Preparation of compiled report on crop coverage and natural calamity (if any).</li> <li>3. Timely conduct of Block Level Monitoring Committee (BLMC) meetings and field survey (when required).</li> <li>4. Supervision of CCEs.</li> <li>5. Facilitating grievance redressal of farmers.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Increase in enrolment of Non-loanee and loanee farmers.</li> <li>2. % of CCE supervised.</li> </ol>	1. <b>PMFBY Portal</b>

Incentive Mechanism Report for Village Agriculture Worker (VAW) and Agricultural Overseer (AO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	BGREI	<ol style="list-style-type: none"> <li>1. Selection of patch.</li> <li>2. Identification and selection of beneficiary.</li> <li>3. Timely collection of indent for different inputs.</li> <li>5. Providing technical know how and creating awareness among beneficiaries for conducting demonstration.</li> <li>6. Submission of beneficiary list and result sheet.</li> <li>7. Identification of beneficiaries for issue of permit for nutrient management and integrated pest management.</li> <li>8. Identification of farmers and cluster groups for adoption of asset building, site specific and post harvest activities.</li> <li>9. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous/continuous patch.</li> <li>3. Timely distribution of inputs for demonstration.</li> <li>4. Timely issue of permit for subsidised inputs.</li> <li>5. % site specific and post harvest implements executed.</li> <li>6. % trainings completed.</li> <li>7. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. Supply of Nutrient Management and Soil Ameliorants, PP chemicals - Issue of permit to farmer selected through Need Based inputs App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.</li> <li>3. Supply of site specific implements- Indent collection along with collection of application of SHG groups through Agri Extension App, application to be made available in Agri Extension App.</li> <li>4. Supply of post harvest implements - Indent collection from interested SHG groups in Agri Extension App. Indent to be forwarded to AAO concerned.</li> <li>5. Cropping system based trainings - Geotagged photo of the training session along with capturing Farmer IDs in Agri Extension App.</li> <li>6. Indent collection of area to be covered under demonstrations, subsidised inputs etc - Collection of indent through Agri Extension App and forwarded the same to AAO.</li> <li>7. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	Millet Mission	<ol style="list-style-type: none"> <li>1. Awareness of improved agronomic practices on millets in villages selected by NGDs.</li> <li>2. Participation in the capacity building programmes and awareness campaigns.</li> <li>3. Conducting feasibility studies for shortlisting suitable WSHGs and FPDs.</li> <li>4. Selection of WSHGs and FPDs for setting up of processing units and other millet enterprises.</li> <li>5. Verification of farmers list submitted by facilitating NGO on adoption of improved agronomic practices.</li> <li>6. Pest surveillance of millet crops.</li> <li>7. Support to farmers in ragi procurement through awareness, land verification as per guideline and registration in M-PAS.</li> <li>8. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in productivity and area of millets over previous year.</li> <li>2. % coverage of area in contiguous/continuous patch and nos. of beneficiaries covered.</li> <li>3. % capacity building programmes participated.</li> <li>4. Nos. of millet enterprises set up in block.</li> <li>5. % of target achieved on procurement as per DLP (Optional).</li> <li>6. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot along with capturing farmer ID in Agri Extension App. CCE experiment as per demonstration plot selected in CCE App.</li> <li>2. % capacity building programmes - Geotagged photo of all the residential and non residential trainings along with capturing farmer IDs of participating farmers.</li> <li>3. % supply of asset building implements - Support CDBs in collection of indent from farmer groups and report to block Hq.</li> <li>4. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	NFSM - Commercial crop(Cotton)	<ol style="list-style-type: none"> <li>1. Selection of patch.</li> <li>2. Identification and selection of beneficiaries.</li> <li>3. Arrangement of inputs for demonstration.</li> <li>4. Conducting field day and submission of result sheet.</li> <li>5. Identification of beneficiary for distribution of need based inputs.</li> <li>6. Timely collection of indent for different inputs.</li> <li>7. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous/continuous/continuous patch.</li> <li>3. Timely distribution of inputs for demonstration.</li> <li>4. Timely issue of permit for subsidised inputs.</li> <li>5. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. Supply of PP chemicals - Issue of permit to farmer selected through Need Based inputs App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.</li> <li>3. Indent collection of area to be covered under demonstrations, subsidised inputs - Collection of indent through Agri Extension App and forwarded to AAO.</li> <li>4. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	Technology Mission on Cotton/INPC Cotton	<ol style="list-style-type: none"> <li>1. Selection of patch.</li> <li>2. Identification and selection of beneficiary.</li> <li>3. Arrangement of inputs for demonstration.</li> <li>4. Providing technical know how and creating awareness among beneficiaries for conducting demonstration.</li> <li>5. Conducting field day, submission of beneficiary list and result sheet.</li> <li>6. Identification of farmers for training on grading and marketing of cotton, integrated crop production.</li> <li>7. Conducting awareness campaign on post harvest and cotton procurement.</li> <li>8. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous/continuous/continuous patch.</li> <li>3. % trainings conducted.</li> <li>4. % awareness campaigns conducted.</li> <li>5. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID and other information details as per scheme requirement in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. % trainings on grading and marketing conducted - Geotagged photo of the training session along with capturing Farmer IDs of participating farmers in Agri Extension App</li> <li>3. Indent collection of area to be covered under demonstrations, subsidised inputs - Collection of indent through Agri Extension App and forwarded to AAO concerned.</li> <li>4. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	NFSM - Jute	<ol style="list-style-type: none"> <li>1. Selection of patch.</li> <li>2. Identification and selection of beneficiary.</li> <li>3. Arrangement of inputs for demonstration.</li> <li>4. Providing technical know how and creating awareness among beneficiaries for conducting demonstration.</li> <li>5. Supervision of demonstration.</li> <li>6. Conducting field day, submission of beneficiary list and result sheet.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous/continuous/continuous patch and nos. of beneficiaries covered.</li> <li>3. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID and other information details as per scheme requirement in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. Indent collection of area to be covered under demonstrations, subsidised inputs and mechanisation implements - Indent collection to be done through Agri Extension App and forwarded to AAO concerned.</li> <li>3. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>

Incentive Mechanism Report for Village Agriculture Worker (VAW) and Agricultural Overseer (AO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Seed Treatment	<ol style="list-style-type: none"> <li>Motivating the farmers to practise seed treatment.</li> <li>Cover the area under demonstration of seed treatment.</li> <li>Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>Time bound conduct of demonstrations.</li> <li>% coverage of area in contiguous/continuous patch and nos. of beneficiaries covered.</li> <li>% area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li><b>% crop productivity in patch demonstrations</b> - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID and other information details as per scheme requirement in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li><b>Indent collection of area to be covered under demonstrations, subsidised inputs and mechanisation implements</b> - Indent collection to be done through Agri Extension App and forwarded to AAO concerned.</li> <li><b>% area cultivated using demonstration techniques during current year</b> - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	Promotion of Improved Package of Practices	<ol style="list-style-type: none"> <li>Select and motivate the interested beneficiary farmers.</li> <li>Create awareness regarding the benefits of L.S./ L.T./ Green manuring with Dhanicha.</li> <li>Registration of farmers for demonstration incentive.</li> <li>Providing technical know how for conducting demonstration.</li> <li>Timely providing free of cost seeds for green manuring.</li> <li>Supervision of demonstration.</li> <li>Organisation of field day.</li> <li>Submission of beneficiary list and result sheet.</li> <li>Timely collection of indent for different inputs.</li> <li>Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>% increase in crop productivity in patch demonstrations under LS/LT and green manuring.</li> <li>% coverage of area in contiguous/continuous patch.</li> <li>% verification of beneficiaries who have received incentive mechanism.</li> <li>% area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li><b>Registration of farmers for demonstration incentive</b> - The registration of farmers along with filling their bank account details will be done in Agri Extension App and application form to be made available in App</li> <li><b>% crop productivity in patch demonstrations</b> - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID and other information details as per scheme requirement in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li><b>Verification of release of assistance to farmers</b> - Payment status made to farmer to be updated on Agri Extension App after completion of demonstration and forwarded to AAO concerned.</li> <li><b>Indent collection of area to be covered under demonstrations, subsidised inputs and mechanisation implements</b> - Indent collection to be done through Agri Extension App and forwarded to AAO concerned.</li> <li><b>% area cultivated using demonstration techniques during current year</b> - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	Soil Health Card	<ol style="list-style-type: none"> <li>Selection of villages (5 per block) for collection of soil samples.</li> <li>Collection of all details of beneficiary farmers including Aadhar number, Mobile Number, Khata/Plot No. for entry into Soil Health web Portal.</li> </ol>	<ol style="list-style-type: none"> <li>% soil samples collected as per beneficiary target in village /GP.</li> <li>Collection of all data relating to Soil Health Card.</li> <li>% soil health cards distributed/ registrations done.</li> </ol>	<ol style="list-style-type: none"> <li><b>Update of information of soil sample collection registration, analysis and distribution</b> - Agri Extension App for forwarding it to AAO concerned.</li> <li><b>Distribution of SHC in campaign mode</b> - Upload of geotagged photo of distribution day in Agri Extension App.</li> </ol>
First	Establishment of Mini Soil testing Laboratory (Miridapatikshyalaya) at block level (FIAC)	<ol style="list-style-type: none"> <li>Selection of villages ( 5 per block) for collection of soil samples.</li> <li>Collection of soil sample in village /GP where specific demonstrations like BGREI/NFSM &amp; others are to be conducted.</li> <li>Timely collection of soil samples.</li> <li>Collection of all details of beneficiary farmers including Aadhar number, Mobile Number, Khata/Plot No. for entry into Soil Health web Portal for specified analysis.</li> </ol>	<ol style="list-style-type: none"> <li>% soil samples collected as per beneficiary target in village /GP.</li> <li>Collection of all data relating to Soil Health Card.</li> <li>% soil health cards distributed/ registrations done.</li> </ol>	<ol style="list-style-type: none"> <li><b>Update of information of soil sample collection registration, analysis and distribution</b> - Agri Extension App for forwarding it to AAO concerned.</li> <li><b>Distribution of SHC in campaign mode</b> - Upload of geotagged photo of distribution day in Agri Extension App.</li> </ol>
Second	NFSM Oilseeds /TRFA-Oilseeds	<ol style="list-style-type: none"> <li>Selection of beneficiary and patch for cluster demonstrations /oilseeds minikits.</li> <li>Geo-tagging cluster demonstration area.</li> <li>Timely distribution of seeds /other inputs for cluster demonstration.</li> <li>Timely identification of beneficiary for providing permit under subsidised inputs as per the targets.</li> <li>Creation of awareness among farmers for subsidised PP equipments.</li> <li>Motivation of eligible farmers /FIG/SHGs for installation of small oil extraction units under value addition.</li> <li>Timely collection of indent for different inputs.</li> <li>Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>% increase in crop productivity in patch demonstrations</li> <li>% of achievements under cluster minikits demonstration/ subsidised sale of inputs and water application tools.</li> <li>Quantities of oilseed produces procured under PSS.</li> <li>% area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li><b>% crop productivity in patch demonstrations</b> - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID and other information details as per scheme requirement in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li><b>Supply of subsidised inputs</b> - Issue of permit to farmer selected through Need Based inputs App. The need based inputs will have an interface with Agri Extension App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.</li> <li><b>Indent collection of area to be covered under demonstrations, subsidised inputs and mechanisation implements</b> - Indent collection to be done through Agri Extension App and forwarded to AAO concerned.</li> <li><b>% area cultivated using demonstration techniques during current year</b> - Geotagging of 20% demonstration plots of previous year.</li> </ol>

Incentive Mechanism Report for Village Agriculture Worker (VAW) and Agricultural Overseer (AO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	Submission of Agriculture Extension (ATMA)	<p>A) Demonstration</p> <ol style="list-style-type: none"> <li>1. Selection of patch</li> <li>2. Identification and selection of beneficiary</li> <li>3. Arrangement of inputs for demonstration</li> <li>4. Providing technical know how for conducting demonstration</li> <li>5. Supervision of demonstration</li> <li>6. Conduct of field day</li> <li>7. Submission of beneficiary list and result sheet</li> <li>8. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol> <p>B) Trainings</p> <ol style="list-style-type: none"> <li>1. Identification of farmers</li> </ol> <p>C) Exposure visit</p> <ol style="list-style-type: none"> <li>1. Identification of farmers</li> </ol> <p>D) Group (HG/ CIG/ WFSG etc.) promotion</p> <ol style="list-style-type: none"> <li>1. Facilitation for group formation</li> <li>2. Capacity building of groups</li> </ol> <p>E) Timely collection of indent for different inputs.</p>	<p>A) Demonstrations</p> <ol style="list-style-type: none"> <li>1. % Increase in productivity/ profitability in patch demonstration</li> <li>2. % of coverage of area in continuous/ contiguous patch</li> <li>3. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol> <p>B) Trainings</p> <ol style="list-style-type: none"> <li>1. % of trainings and awareness camp conducted</li> </ol> <p>C) Exposure Visits</p> <ol style="list-style-type: none"> <li>1. % of exposure visit conducted</li> </ol> <p>D) Group (HG/CIG/WFSG)</p> <ol style="list-style-type: none"> <li>1. increase in nos. of groups</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. % farmer trainings conducted - Geotagged photo of the training session along with capturing Farmer IDs of participating farmers in Agri Extension App</li> <li>3. % Exposure visits conducted - Upload of Farmer IDs of farmers attending exposure visits in Agri Extension App</li> <li>4. indent collection of area to be covered under demonstrations, subsidised inputs and currently offline mechanisation implements to be done through Agri Extension App and forwarded to AAO concerned.</li> </ol>
Second	NF5M - Rice/Coarse Cereals/Nutritional Cereals/Sugarcane/Technology Mission on sugarcane/NFSM Pulse	<ol style="list-style-type: none"> <li>1. Selection of patch.</li> <li>2. Identification and selection of beneficiary.</li> <li>3. Arrangement of inputs for demonstration.</li> <li>4. Providing technical know how for conducting demonstration.</li> <li>5. Supervision of demonstration.</li> <li>6. Conduct of field day.</li> <li>7. Submission of beneficiary list and result sheet.</li> <li>8. Identification of farmers for providing subsidised farm implements and equipments.</li> <li>9. Conducting cropping system based trainings.</li> <li>10. Motivating beneficiaries of previous year/s to take up demonstration without assistance.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Increase in crop productivity in patch demonstrations.</li> <li>2. % coverage of area in contiguous/continuous patch.</li> <li>3. % farm implements and equipments distributed</li> <li>4. % trainings conducted.</li> <li>4. % area cultivated using demonstration techniques in demonstration village during current year.</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.</li> <li>2. Supply of Nutrient Management and Soil Ameliorants, PP chemicals - Issue of permit to farmer selected through Need Based Inputs App. The need based inputs will have an interface with Agri Extension App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.</li> <li>3. Supply of water application tools - To be updated in Farm mechanisation portal</li> <li>4. Cropping system based trainings - Geotagged photo of the training session along with capturing Farmer ID of the farmers in Agri Extension App</li> <li>5. % area cultivated using demonstration techniques during current year - Geotagging of 20% demonstration plots of previous year.</li> </ol>
First	Jalanidhi	<ol style="list-style-type: none"> <li>1. Collection of application form and undertakings from farmer.</li> <li>2. Supervision of verification of non irrigated site and contiguous/continuous patch of all applications at block level.</li> <li>3. Physical verification of site and post installation through upload of photograph within 3 days of project completion.</li> <li>4. Submission of project completion documents to AAO for further submission to ADO concerned.</li> </ol>	<ol style="list-style-type: none"> <li>1. % sites visited &amp; photos uploaded before and after execution.</li> </ol>	<ol style="list-style-type: none"> <li>1. Collection of application - Jalanidhi Portal/App</li> <li>2. Verification of patch along with approval/rejection of site- To be integrated online as part of the workflow of Jalanidhi App</li> <li>3. Post completion verification - Asset should be geotagged and uploaded on Jalanidhi App and application forwarded to AAO concerned.</li> </ol>
First	Saura Jalanidhi	Creation of awareness of scheme and collection of applications.	1. % applications collected w.r.t target.	1. Collection of applications - Application forms to be made available in Agri extension app
First	Intercropping of Sugarcane with Pulses	1. Identification of beneficiary for distribution of biofertilisers and PP chemicals.	1. Timely issue of permit for subsidised inputs.	1. Supply of Nutrient Management and Soil Ameliorants, PP chemicals - Issue of permit to farmer selected through Need Based Inputs App. The need based inputs will have an interface with Agri Extension App. On issue of permit, the farmer will get an OTP and unique permit ID which he will then show to the registered dealer for purchase of input.

Component 2 - 5T Action Items

Year of consideration for evaluation	Action Plans under 5T	Implemented under schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	Doubling of Farmer's Income in convergence with allied sectors such as Livestock and Fisheries				
Second	Identification of districts/blocks with productivity lower than state average and to define an action plan to improve their productivity or crop diversification with attractive Incentive mechanism	NFSM, MIDH	<ol style="list-style-type: none"> <li>1. Creation of awareness regarding production incentive to farmers.</li> <li>2. Identification of beneficiary under the programme.</li> <li>3. Ensuring supply of inputs like seeds for patch demonstration.</li> <li>4. Creation of awareness on farm machineries used for non-paddy crops.</li> </ol>	1. % achievement of area covered under crop diversification	1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.
Second	Financial Incentives for moving to crop diversification and low water duty crops especially in Rabi Season		<ol style="list-style-type: none"> <li>1. Identification of patch area.</li> <li>2. Identification of beneficiaries for demonstration.</li> </ol>	1. % area covered under demonstration	1. % area coverage under diversification - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.
Second	A robust and reliable database by streamlining the KALIA Databasewith other databases	None	<ol style="list-style-type: none"> <li>1. Field verification of farmers and members of farm families.</li> <li>2. Getting farmer validation of Information in the database.</li> <li>3. Updating incomplete/incorrect information regularly.</li> <li>4. Enrollment of new farmers.</li> <li>5. Grievance Redressal.</li> <li>6. Providing feedback on the guidelines/process.</li> </ol>	<ol style="list-style-type: none"> <li>1. % records verified (for assigned GPs)</li> <li>2. % records validated by the farmers (for assigned GPs)</li> <li>3. % records with complete information (for assigned GPs)</li> <li>4. % saturation (for assigned GPs)</li> <li>5. % grievances resolved (for assigned GPs)</li> </ol>	1. Verification of farmers, updating of incomplete farmer information, enrollment of new farmers - Agri Extension App
Second	The procurement of all the crops will be enabled (to an extent of 25% of all the crops)	None	<ol style="list-style-type: none"> <li>1. Creation of awareness among farmers regarding selling of produce at MSP or at market price (whichever is higher) to avoid distress sale.</li> <li>2. Providing assistance to farmers for online registration on procurement agency portals.</li> <li>3. Conducting awareness cum training programmes ( as per schematic guidelines) on marketing and grading of produce.</li> </ol>	1. % non paddy crops procured/produced	1. % crops procured - GP level records of procurement figures enabled on procurement agency portals, such as E-5amridhi
Second	Promotion of Nutri-Cereals (Millets) in upland areas and procurement and inclusion in State Nutrition Programs	Millet Mission	<ol style="list-style-type: none"> <li>1. Awareness of improved agronomic practices on millets in villages selected by NGOs.</li> <li>2. Participation in the capacity building programme and awareness campaigns.</li> <li>3. Conducting feasibility studies for shortlisting suitable WSHGs and FPDs.</li> <li>4. Selection of WSHGs and FPOs for setting up of processing units and other millet enterprises.</li> <li>5. Verification of farmers list submitted by facilitating NGO on adoption of improved agronomic practices.</li> <li>6. Pest surveillance of millets crops.</li> <li>7. Support to farmers in ragi procurement through awareness, land verification as per guideline and registration in M-PAS.</li> </ol>	<ol style="list-style-type: none"> <li>1. % increase in productivity and area of millets over previous year</li> <li>2. % coverage of area in contiguous patch and nos. of beneficiaries covered.</li> <li>3. % Capacity building programmes participated against the target</li> <li>4. no of millet enterprises set up in block</li> <li>5. % of target achieved on procurement as per DLP (Optional)</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App</li> <li>2. % Capacity building programmes and campagins participated against target - Geotagged photo of all the residential and non residential trainings along with capture of farmer IDs of participating farmers in Agri Extension App</li> <li>3. % supply of asset building implements - Support CDBs in collection of indent from farmer groups and report to block Hq (through Agri Extension App)</li> </ol>
First	VAW availability roster in GPs offices & monitoring of presence of VAWs through Mobile App	None	<ol style="list-style-type: none"> <li>1. Visit PRI building of every allocated GP once a week.</li> <li>2. Provide accurate information based on data input forms rolled out.</li> <li>2. Raise the queries/issues faced by farmers to AAO which cant be resolved at GP level through App.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance %</li> <li>2. % data compliance of forms which are circulated by the dept</li> </ol>	1. Attendance, query resolution and data collection - Agri Extension App

Component 3 - State Priority Areas

Year of consideration for evaluation	Priority Area	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Mukhyamantri Abhinav Krushi Jantrapathi Samman (MMAKIS)	<ol style="list-style-type: none"> <li>1. Creation of awareness about the scheme.</li> <li>2. Collection of applications of innovative practices taken up by farmers.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected</li> <li>2. % award winning applications</li> </ol>	1. Collection of applications - Agri Extension App
First	Crop Cutting Experiments (CCE)	<ol style="list-style-type: none"> <li>1. Coordinating with officials and farmers for ensuring CCEs are done timely.</li> <li>2. Assisting in conducting CCEs in the specified number of plots given as target</li> </ol>	<ol style="list-style-type: none"> <li>1. % of CCE supervised</li> </ol>	1. Capturing CCE data - CCE App
Second	PM- Kisan	<ol style="list-style-type: none"> <li>1. Field verification of beneficiaries.</li> <li>2. Updating incorrect/incomplete beneficiary information.</li> <li>3. Grievance redressal.</li> <li>4. Generating awareness and ensuring all eligible beneficiaries to be covered.</li> </ol>	<ol style="list-style-type: none"> <li>1. % beneficiaries/applications verified (for assigned GPs)</li> <li>2. % such applications resolved (for assigned GPs)</li> <li>3. % grievances resolved (for assigned GPs)</li> </ol>	1. PM Kisan and KALIA Portal
Second	Improving SRR	<ol style="list-style-type: none"> <li>1. Creating awareness among farmers regarding newer varieties of seeds.</li> <li>2. Motivating farmers to use hybrid/new variety seeds during sowing.</li> </ol>	<ol style="list-style-type: none"> <li>1. % of high yielding and hybrid variety used in that particular area/ total cultivable area in that particular crop</li> </ol>	<ol style="list-style-type: none"> <li>1. % SRR - <ol style="list-style-type: none"> <li>a) Seeds sale figures in seeds portal (NIC)</li> <li>b) Net sown Area - ADAPT DSS</li> </ol> </li> </ol>
Second	Increasing cropping intensity	<ol style="list-style-type: none"> <li>1. Motivate farmers for growing second crop after first crop is harvested.</li> </ol>	<ol style="list-style-type: none"> <li>1. % cultivable area in kharif and rabi season</li> </ol>	1. % cropping intensity - Net sown area submitted through ADAPT DSS
Second	Reducing rabi fallow area	<ol style="list-style-type: none"> <li>1. Motivating farmers to take up cropping in Rabi season on fallow land.</li> <li>2. Creating awareness among farmers regarding irrigation assistance, seeds assistance etc as part of schemes during Rabi season.</li> </ol>	<ol style="list-style-type: none"> <li>1. % rabi cultivative area during the season as compared to last season.</li> </ol>	1. % rabi cultivated area - Net sown area submitted through ADAPT DSS

Component 4 - Risk Management

Year of consideration for evaluation	Action Plans under ST	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Pest Management	<ol style="list-style-type: none"> <li>1. Conducting weekly pest surveillance in the targeted GP.</li> <li>2. Issue real time pest advisory to farmers through Mobile App</li> </ol>	<ol style="list-style-type: none"> <li>1. % area surveyed out of minimum target area of surveillance</li> <li>2. % days surveyed/target in pest surveillance GPs</li> <li>3. % high/medium intensity area treated/total area affected with pest/disease</li> </ol>	<ol style="list-style-type: none"> <li>1. E-Pest Surveillance Portal</li> </ol>
First	PMFBY	<ol style="list-style-type: none"> <li>1. Creation of awareness among the farmers regarding benefits of having crop insurance and process of enrolment.</li> <li>2. Maintenance of records relating to crop coverage and crop condition.</li> <li>3. Provide up-to-date information on occurrence of natural calamities (if any).</li> </ol>	<ol style="list-style-type: none"> <li>1. % Increase in enrolment of Non-loanee farmers.</li> <li>2. % Verification of payment status of claim disbursal to farmer updated on ground (Tentative)</li> </ol>	<ol style="list-style-type: none"> <li>1. PMFBY Portal</li> <li>2. Agriculture Crop Insurance monitoring portal (ADAPT Portal)</li> </ol>
Second	Response to Natural Calamity	<ol style="list-style-type: none"> <li>1. Dissemination of crop advisory through awareness camps or mobile camps during contingency situations</li> <li>2. Timely execution and submission of crop loss assessment through joint survey report</li> <li>3. Submission of beneficiary list for delivery of special packages</li> </ol>	<ol style="list-style-type: none"> <li>1. % of villages and farmers covered under mobile awareness programme for dissemination of crop advisory.</li> <li>2. % of villages covered under crop loss assessment through joint survey within timelines.</li> <li>3. % affected farmers identified due to disasters.</li> <li>4. % affected farmers benefited under special package.</li> </ol>	<ol style="list-style-type: none"> <li>1. Awareness programmes/group meetings - Upload of Geotagged photo in Agri Extension App</li> <li>2. Joint Survey results - Upload of joint survey results through agri extension app along with geotagged photo of the joint survey</li> </ol>

Employee Incentive Report for Assistant Horticulture Officer (AHO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	PMKSY	<ol style="list-style-type: none"> <li>1. Timely allocation of targets to HEW/HO level.</li> <li>2. Online registration of beneficiary in specific time period.</li> <li>3. Coordination for supply and installation of sprinkler/drip by the system manufacture within the financial year in phase manner as per PMKSY norm.</li> <li>4. Issue of Certificates for SF/MF if necessary.</li> <li>6. Sanction of projects relating to sprinklers.</li> <li>7. Ensuring uploading completion documents for completed projects in the portal.</li> <li>8. Supervision of geotagging of assets (sprinklers).</li> <li>9. Timely submission of scheme MPR.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected at block level</li> <li>2. % area covered under microirrigation at block level</li> <li>3. % financial expenditure done/allocation</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % of projects completed and document uploaded in the Portal</li> <li>6. % of assets geotagged</li> </ol>	<ol style="list-style-type: none"> <li>1. Online registration of applicants - PMKSY Portal.</li> <li>2. Sanction of Sprinkler projects - PMKSY Portal.</li> <li>3. Uploading project completion documents - PMKSY Portal.</li> <li>4. Geotagging of Assets - PMKSY Portal.</li> </ol>
First	Input subsidy	<ol style="list-style-type: none"> <li>1. Break up of targets at HEW/HO level.</li> <li>2. Creating awareness among farmers to take up backyard plantation by fixing hoarding in common place.</li> <li>3. Compilation of information of achievement at Block level and make adequate visit for ensuring plantation.</li> <li>4. Timely submission of scheme MPR report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % plants supplied under backyard plantation.</li> <li>2. % data compilation of timely online submissions of scheme MPR report.</li> <li>3. % scheme achievement/targets.</li> <li>4. No. of field visit conducted</li> </ol>	<ol style="list-style-type: none"> <li>1. Sale of Planting material - Collation of achievement of sales received from HEWs in addition to sales done at block level in Agri Extension App to submit at district level.</li> <li>2. Scheme MPR Report - ADAPT Portal.</li> </ol>
First	Crop specific Scheme - Coconut	<ol style="list-style-type: none"> <li>1. Break up of targets at HEW/HO level.</li> <li>2. Help farmers in filling of application form and timely collection of all documents.</li> <li>3. Coordination with DDH/ADH for timely available of monitoring of planting material at Block level.</li> <li>4. Supervision of verification of plantation for release of subsidy.</li> <li>5. Supervision of survivability in 2nd year.</li> <li>6. Verification of project and submission the same report for release of subsidy.</li> <li>7. Timely submission of scheme MPR report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected at block level.</li> <li>2. % applications approved out of applications received.</li> <li>3. % increase in area under production.</li> <li>4. % data compilation and timely online submissions of scheme MPR report.</li> <li>5. % scheme achievement.</li> </ol>	<ol style="list-style-type: none"> <li>1. Application process - Filling of online application, application to be made available in Agri Extension App.</li> <li>2. Distribution of inputs - Approval of indent placed by HEWs and compilation for submission at district level.</li> <li>3. Verification of Plantation - Approval of geotagged photos of the plantation by the HEW/HO in the Agri Extension App for release of subsidy at district level.</li> <li>4. Verification of survivability of plantation - Approval of geotagged photos of the plantation by the HEW in the Agri Extension App for release of subsidy at district level.</li> <li>5. Scheme MPR Report - ADAPT Portal.</li> </ol>
First	Crop specific Scheme - Betelvine	<ol style="list-style-type: none"> <li>1. Break up of targets at HEW/HO level.</li> <li>2. Provide ambient atmosphere to farmers in filling of application form and timely collection of all documents.</li> <li>3. Coordination at District level for providing for supply of planting material to HEW/HO as per target.</li> <li>4. Supervision of verification of plantation for release of subsidy.</li> <li>5. Supervision of survivability in 2nd Year.</li> <li>6. Supervision of verification of project completion status and submission at District level for release of subsidy.</li> <li>7. Timely submission of scheme MPR report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected at block level</li> <li>2. % applications approved/applications received</li> <li>3. % increase in area under production at block level</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Application process - Filling of online application, application to be made available in Agri Extension App.</li> <li>2. Assistance in layout and aftercare - Approval of the area covered under plantation uploaded by HEW in the Agri Extension App.</li> <li>3. Scheme MPR Report - ADAPT Portal.</li> </ol>
First	RKVY - Area expansion of Cashew	<ol style="list-style-type: none"> <li>1. Break up of targets at HEW/HO level.</li> <li>2. Supervision of beneficiary selection for taking up betelvine.</li> <li>3. Assist farmers in filling up application form and timely collection of all documents.</li> <li>4. For identification of feasible site for plantation and render appropriate technology</li> <li>5. Approval of project completion status submitted by HEWs/HO and submission at district level for release of subsidy.</li> <li>6. Timely submission of scheme MPR report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected at block level</li> <li>2. % applications approved against applications received</li> <li>3. % increase in area under production at block level</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Application process - Filling of online application, application to be made available in Agri Extension App.</li> <li>2. Assistance in layout and aftercare - Approval of the area covered under plantation uploaded by HEW in the Agri Extension App.</li> <li>3. Scheme MPR Report - ADAPT Portal.</li> </ol>



Employee Incentive Report for Assistant Horticulture Officer (AHO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Development of Potato, Vegetables and Spices	<ol style="list-style-type: none"> <li>1. Break up of targets at HEW level as per feasibility.</li> <li>2. Supervision of beneficiary selection in clusters.</li> <li>3. Assist farmers in filling up application form and timely collection of all documents.</li> <li>4. Facilitating the farmers to purchase seed potato/onion seed from empanelled dealers.</li> <li>5. Ensuring timely supply of inputs.</li> <li>6. Guide the farmers for nursery management/planting and taking aftercare.</li> <li>7. Facilitate post harvest storage through cold storages/onion storage structure/Evaporative low energy cool chamber.</li> <li>8. Maintenance of records with empanelled supplier in respect of seed/planting material supply.</li> <li>9. Verification of project completion status and forward the details to higher authority for release of subsidy.</li> <li>10. Timely submission of scheme MPR report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected at block level</li> <li>2. % supply of inputs made/indent placed with empanelled supplier</li> <li>3. % increase in area under production of onion and vegetables</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process</b> - Filling of online application, application available in Agri Extension App.</li> <li>2. <b>Placing indent of seed potato/onion seeds to CDAO</b> - Collation of HEW level target through Agri Extension App.</li> <li>3. <b>Issue of permit to beneficiary for purchasing inputs from dealers</b> - Agri Extension App.</li> <li>4. <b>Assistance in nursery management and aftercare</b> - Approval of area under plantation reported by HEW in Agri Extension App.</li> <li>5. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
First	NFSM Oilpalm	<ol style="list-style-type: none"> <li>1. Allocation of targets to HEW involving company personnels.</li> <li>2. Motivating eligible farmers to take up oil palm plantation.</li> <li>3. Provide information to farmers regarding assistance from scheme.</li> <li>4. Co-ordinate with the company involved in area expansion of oil palm.</li> <li>5. Asses the requirement QPM as it is a key factor for plantation.</li> <li>6. Submission of reprot to DDH/ADH for release of subsidy to beneficiary.</li> <li>7. Timely submission of scheme MPR.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected as per target</li> <li>2. % area covered under oil palm cultivation as per target.</li> <li>3. % Micro-irrigation systems installed.</li> <li>4. % financial expenditure done</li> <li>5. Timely online submissions of scheme MPR</li> <li>6. Component wise % scheme achievement against target.</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process</b> - Filling of online application, application available in Agri Extension App.</li> <li>2. <b>Issue of permit to beneficiary for purchasing inputs from dealers</b> - Agri Extension App.</li> <li>3. <b>Verification of plantation</b> - Approval of area under plantation reported by HEW in Agri Extension App.</li> <li>4. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
First	Coconut Development Board (CDB)	<p>a) Re-Planting and Re-Juvenation</p> <ol style="list-style-type: none"> <li>1. Distribution of targets.</li> <li>2. Conducting of field survey in the proposed area.</li> <li>3. Motivate farmers for felling of the old senile palms.</li> <li>4. Cutting of old senile palms.</li> <li>5. Re-planting as required to have desired population.</li> <li>6. Collection and verification of all documents as required.</li> <li>7. Documentation and maintenance for two years.</li> </ol>	<ol style="list-style-type: none"> <li>1. % area surveyed</li> <li>2. % Plants removed of senile plants</li> <li>3. % Plants replanted at block level</li> <li>4. % Area maintained during 1st year in block</li> <li>5. % Area maintained during 2nd year in block</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Replanting as required</b> - Approval of achievement of seedlings and grafts submitted by HEW in the Agri Extension App.</li> </ol>
	Coconut Development Board (CDB)	<p>b) Block Level workshop</p> <ol style="list-style-type: none"> <li>1. Organistion of Block level training programme.</li> <li>2. Documentation and maintenance of records.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Farmers trained at block level</li> </ol>	<ol style="list-style-type: none"> <li>2. <b>Trainings</b> - Approval of achievement submitted by HEW in Agri Extension App.</li> </ol>
	Coconut Development Board (CDB)	<p>c) Drganic Manure Unit</p> <ol style="list-style-type: none"> <li>1. Construction of Drganic Manure unit in farm/nursery.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Units established at block level</li> </ol>	<ol style="list-style-type: none"> <li>3. <b>Construction of manure unit</b> - Approval of achievement submitted by HEW in Agri Extension App.</li> </ol>
	Coconut Development Board (CDB)	<p>d) laying out of demonstration plot (LODP)</p> <ol style="list-style-type: none"> <li>1. Identify old coconut garden to being it productive.</li> <li>2. Maintenance of records.</li> </ol>	<ol style="list-style-type: none"> <li>% Area of old coconut gardens maintained</li> </ol>	<ol style="list-style-type: none"> <li>4. <b>Maintenance of Coconut Garden</b> - Approval of achievement submitted by HEW in Agri Extension App.</li> </ol>
	Coconut Development Board (CDB)	<p>e) Establishment of Regional Coconut Nursery</p> <ol style="list-style-type: none"> <li>1. Judicious use of TN/BLN/Farm for production of coconut seedlings.</li> <li>2. All preparatory measures to be taken for 100% achievements.</li> </ol>	<ol style="list-style-type: none"> <li>% Coconut seedling produced.</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Plantation of seedlings</b> - Approval of achievement submitted by HEW in Agri Extension App for submission to DDH/ADH.</li> <li>2. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
First	Production of QPM	<ol style="list-style-type: none"> <li>1. Timely allocation of farm wise QPM production target to HO/HEW.</li> <li>2. Intermediary monitoring &amp; supervision of production programme in farms / nurseries.</li> <li>3. Advise / guidance to HO/ HEW to timely workout calender of operation.</li> <li>4. Verification of input &amp; production register.</li> <li>5. Uploading achievement in ADAPT Portal.</li> <li>6. Cooperate Joint Inspection team during final verification.</li> <li>7. Submission of scheme MPR Report.</li> <li>8. Supply of calender of operation schedule</li> </ol>	<ol style="list-style-type: none"> <li>1. No. of supervisory visits made to farm/nursery.</li> <li>2. No. of QPM produced against the target</li> </ol>	<ol style="list-style-type: none"> <li>a. <b>Visits</b> - Geotagged photo of the visit in Agri Extension App.</li> <li>b. <b>QPM Production</b> - Approval of achievement submitted by HEW in Agri Extension App.</li> <li>c. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>

Employee Incentive Report for Assistant Horticulture Officer (AHO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Revival of Block Level Nursery	<ol style="list-style-type: none"> <li>1. Identification of components required for development of nursery and raise requisition to DDH for preparation of estimates by AAE to make it accreditation standard.</li> <li>2. Co-ordinate impementation of different components in coordination with DDH/ADH in a time bound manner.</li> <li>3. Supervision and monitoring of civil works.</li> <li>4. OPWD rules may be followed</li> </ol>	<ol style="list-style-type: none"> <li>1. % new nurseries developed</li> <li>2. % civil works completed</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Geo tagging of infrastructure</b> - Approval of achievement of infrastructures geotagged by HEW in Agri Extension App.</li> <li>2. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
First	MIDH	<ol style="list-style-type: none"> <li>1. Allocation of targets among HEW/HO.</li> <li>2. On line registration of beneficiary triangulation of documents and Scheme filing.</li> <li>3. Uploading of documents viz, completion report , joint verification report, GPs enabled photographs for recommendation of subsidy.</li> <li>4. Verification of field.</li> <li>5. Uploading of completion report geo enabled photographs and recommendation of subsidy.</li> <li>6. Timely submission of scheme MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected/target</li> <li>2. % Go ahead generated</li> <li>3. % projects verified</li> <li>4. % Geotagging of area completed</li> <li>5. % data compliance of timely online submissions of scheme MPR report</li> <li>6. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Farmer registration</b> - MIDH Portal.</li> <li>2. <b>Geotagging of demonstrations, cultivation and asset creation</b> - Uploading of geotagged photos on MIDH Portal.</li> </ol>
First	RKVY	<ol style="list-style-type: none"> <li>1. Selection of beneficiary for private sector and works for public sector.</li> <li>2. Feedback from farming Community/farmers benefited.</li> <li>3. Geotagging of assets created.</li> <li>4. Timely submission of scheme MPR Report.</li> <li>5. Submission of information for preparation of RDMIS report in prescribed format.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected/target</li> <li>2. % Go ahead generated</li> <li>3. % projects verified</li> <li>4. % Geotagging of area completed</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Farmer Registration</b> - Farmer ID of the shortlisted beneficiaries selected to be uploaded on Agri Extension App.</li> <li>2. <b>Demonstrations, Plantation and Protected Cultivation</b> - Approval of achievement uploaded by the HEW in Agri Extension App.</li> <li>3. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>

Component 2 - ST Implementation

Year of consideration for evaluation	Action Plans under ST	Implemented under schemes	Roles	Key Performance Indicators	Measurement System
Second	Doubling of Farmer's income in convergence with allied sectors such as Livestock and Fisheries.	-	To be defined as per scheme guidelines	To be defined as per scheme guidelines	To be defined as per scheme guidelines
Second	Identification of districts/blocks with productivity lower than state average and define an action plan to improve their productivity or crop diversification with attractive incentive mechanism.	NFSM - Pulses, NFSM - Oilseeds, NFSM - Cotton, NFSM- Nutri Cereals, MIDH (Vegetables, Lemon Grass)	<ol style="list-style-type: none"> <li>1. Allocation of targets to HEW.</li> <li>2. Creation of awareness regarding production incentive to farmers.</li> <li>3. Supervision of beneficiary selection under the programme.</li> <li>4. Provide indent of seed/planting materials to DDH/ADH.</li> <li>5. Ensuring supply of inputs like seeds/planting materials for patch demonstration.</li> <li>6. Submission of MPR Reports.</li> </ol>	<ol style="list-style-type: none"> <li>1. % achievement of area covered in block</li> </ol>	<ol style="list-style-type: none"> <li>1. % crop productivity in patch demonstrations - Approval of achievement of demonstration area submitted by HEW in the Agri Extension App.</li> <li>2. Collation of results from demonstrations - Approval of result sheets submissions made by HEWs for submission to DDH/ADH.</li> </ol>
Second	Crop diversification to low water duty crop i.e hybrid vegetable cultivation in convergence with MIDH.	TFRA - Pulses, Special Action Plan for Pulses, MIDH	<ol style="list-style-type: none"> <li>1. Identification of clusters and selection of hybrid vegetable crops as per feasibility.</li> <li>2. Collection of documents such as ID proof, land particulars, bank details etc.</li> <li>3. Providing technological support and package of practices for better productivity through field visits.</li> <li>4. Upload of photographs for release of subsidy.</li> <li>5. Timely submission of scheme MPR Reports.</li> </ol>	<ol style="list-style-type: none"> <li>1. % registration of clusters</li> <li>2. % area covered/target</li> <li>3. Physical verification of the plantation before crop is harvested</li> </ol>	<ol style="list-style-type: none"> <li>1. Application process - Filling of online application, application available in Agri Extension App.</li> <li>2. Verification of Plantation - Approval of area covered under plantation submitted by the HEW in the Agri Extension App for submission to DDH for release for subsidy.</li> </ol>
Second	A robust and reliable database by streamlining the KALIA Database with other databases	Nil	<ol style="list-style-type: none"> <li>1. Overseeing field verification of farmers and members of farm families.</li> <li>2. Overseeing farmer validation of information recorded in the database.</li> <li>3. Getting incomplete/incorrect information regularly updated.</li> <li>4. Enrollment of new farmers.</li> <li>5. Grievance Redressal.</li> <li>6. Providing feedback on the guidelines/process.</li> </ol>	<ol style="list-style-type: none"> <li>1. % records verified (in respective block)</li> <li>2. % records validated by the farmers (in respective block)</li> <li>3. % records with complete information (depends on availability)</li> <li>4. % saturation (in respective block)</li> <li>5. % grievances resolved (in respective block)</li> </ol>	<ol style="list-style-type: none"> <li>1. Verification of farmers, updating of incomplete farmer information, enrollment of new farmers - Agri Extension App.</li> </ol>
Second	Support to women SHGs through value addition and market linkage	Nil	<ol style="list-style-type: none"> <li>1. Coordination with Mission Shakti for selection of members of the SHGs.</li> <li>2. Organisation of training for SHGs.</li> <li>3. Coordination with resource persons such as KVVKs/SAUs for imparting training.</li> <li>4. Preparation of Micro Plan for SHGs and linkage with banks.</li> <li>5. Providing handhold support to the SHGs for value addition and marketing.</li> <li>6. Submission of scheme MPR.</li> <li>7. Sponsoring of application to Banks for credit linked backended subsidy.</li> </ol>	<ol style="list-style-type: none"> <li>1. % women SHGs shortlisted/target</li> <li>2. % trainings conducted</li> <li>3. % SHGs onboarded for value addition and market linkages</li> <li>4. Outputs from assistance</li> </ol>	<ol style="list-style-type: none"> <li>1. Trainings - Geotagged photo of training session along with capturing farmer IDs of SHG group members in Agri Extension App.</li> <li>2. Applications collected - Information of shortlisted SHG groups along with commodity to be uploaded in Agri Extension App.</li> </ol>
First	VAW/HEW/SCW availability roster in GPs offices & monitoring of presence of HEWs through Mobile App	None	<ol style="list-style-type: none"> <li>1. Allocation of GPs to HEWs on the Agri Extension App.</li> <li>2. Resolve queries raised by HEWs on the App.</li> <li>3. Monitor the attendance of HEWs regularly.</li> <li>4. Ensure that field staff provide timely information in data input forms circulated by department.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance % of HEWs in GPs</li> <li>2. % issue resolution</li> <li>3. % compliance of forms filled those which are circulated by the dept</li> </ol>	<ol style="list-style-type: none"> <li>1. Allocation of GPs and monitoring performance - Agri Extension App.</li> </ol>

Component 3 - State Priority Areas

Year of consideration for evaluation	Priority Area	Roles	Key Performance Indicators	Measurement System
First	Mukhyamantri Krushi Udyog Yojana (MKUY)	<ol style="list-style-type: none"> <li>1. Ensuring mobilisation and selection of entrepreneurs at village level.</li> <li>2. Provide handhold support to enterprises and entrepreneurs in applications.</li> <li>3. Visit the site and submit feasibility report within 15 days of application submission.</li> <li>4. Update periodic report of the enterprise.</li> <li>5. Trainings to be provided to AEs.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Applications collected</li> <li>2. % entrepreneurial projects executed</li> <li>3. % deviation in timelines of execution of project from prescribed</li> <li>4. % trainings of AEs conducted</li> </ol>	<ol style="list-style-type: none"> <li>1. Application collection - MKUY Portal</li> <li>2. Submission of Feasibility Report - MKUY Portal</li> <li>3. Entrepreneurship projects execution achievement - MKUY Portal</li> </ol>
First	MNREGS	<ol style="list-style-type: none"> <li>1. Motivating eligible farmers to take up fruit tree plantation.</li> <li>2. Provide information to farmers regarding assistance from scheme.</li> <li>3. Supervision of technical support provided to the beneficiary for lay out, digging of pit, supply of planting material, planting &amp; maintenance measures.</li> <li>4. Supervision of geotagging of plantations once completed.</li> <li>5. Submission of MRs to DDH/ADH for release of wages to job seekers account.</li> <li>6. Submission of muster roll to the DDH/ADH for online payment.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected as per target at block level</li> <li>2. % area covered under fruit tree cultivation as per target.</li> <li>3. Timely submissions of muster roll for payment.</li> <li>4. % scheme MPR achievement</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process</b> - Filling of online application, application available in Agri Extension App.</li> <li>2. <b>Verification of Plantation</b> - Approval of area covered under plantation submitted by HEWs in the Agri Extension App.</li> <li>3. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
Second	APC project	<ol style="list-style-type: none"> <li>1. Supervision of identification of producer groups and families for cultivation.</li> <li>2. Organisation of producer groups into producer clusters.</li> <li>3. Motivation of farmers for growing HY crops, fruit tree plantation and utilise storage and post harvest implements.</li> <li>4. Submission of indent of plantation material input to district officials</li> <li>5. Timely submission of MPR Report</li> </ol>	<ol style="list-style-type: none"> <li>1. % area covered under HY crops</li> <li>2. % area covered under Fruit Tree plantation</li> <li>3. % aggregating, sorting and grading centres sold</li> <li>4. % data compliance of scheme MPR Reports</li> <li>5. % scheme MPR achievement</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process</b> - Filling of online application, application available in Agri Extension App.</li> <li>2. <b>Verification of Plantation</b> - Approval of area covered under plantations submitted by HEWs in the Agri Extension App.</li> <li>3. <b>Scheme MPR Report</b> - ADAPT Portal.</li> </ol>
	FPOs	To be formulated as per scheme guidelines	To be formulated as per scheme guidelines	To be formulated as per scheme guidelines

Component 4 - Risk Management

Year of consideration for evaluation	Action Plans under ST	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Pest Management	<ol style="list-style-type: none"> <li>1. Allocation of GPs and GP targets to HEW in EPest App before each season.</li> <li>2. Conducting weekly pest surveillance in random plots and pest infested GPs.</li> <li>3. Ensuring all HEWs conduct pest surveillance in allocation GPs and report pest data on mobile app.</li> <li>4. Collation of pest affected and pest area treated data at block level for weekly submission.</li> <li>5. Communication of pest advisory to HEWs for further dissemination.</li> </ol>	<ol style="list-style-type: none"> <li>1. % area surveyed out of target minimum area of surveillance</li> <li>2. % days surveyed/target in pest surveillance GPs</li> </ol>	<ol style="list-style-type: none"> <li>1. E-Pest Surveillance Portal.</li> </ol>
Second	Response to Natural Calamity	<ol style="list-style-type: none"> <li>1. Dissemination of crop advisory through awareness camps or mobile camps during contingency situations.</li> <li>2. Timely execution and submission of crop loss assessment joint survey report.</li> <li>3. Submission of beneficiary list for delivery of special packages.</li> </ol>	<ol style="list-style-type: none"> <li>1. % of villages and farmers covered under mobile awareness programme for dissemination of crop advisory.</li> <li>2. % of villages covered under crop loss assessment through joint survey within timelines.</li> <li>3. % affected farmers identified under disaster.</li> <li>4. % affected farmers benefited under special package.</li> </ol>	<ol style="list-style-type: none"> <li>1. Awareness programmes/group meetings - Upload of Geotagged photo in Agri Extension App.</li> <li>2. Joint Survey results - Upload of joint survey results through agri extension app along with geotagged photo of the joint survey.</li> </ol>

Employee Incentive Report for Horticulture Extension Worker (HEW) and Horticulture Overseer (HO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	PMKSY	1. Online registration of beneficiary in specific time period. 2. Verification/geotagging & uploading of photograph & documents for recommendation of subsidy.	1. % applications collected as per target 2. % area covered under microirrigation 3. % of assets geotagged	1. Online registration of applicants - PMKSY Portal 2. Updating project completion documents - PMKSY Portal 3. Geotagging of assets - PMKSY Portal
First	Input subsidy	1. Creating awareness among farmers to take up backyard plantation by fixing hoarding in common places. 2. Provide information to farmers regarding available species, rate of subsidy and farmer share. 3. Sale of planting materials, maintaining sales records and obtaining farmers signature. 4. Briefing farmers about planting and aftercare.	1. % plants supplied under backyard plantation	1. Sale of Planting material - OTP based authentication of farmer in Agri Extension App where online sales records are kept and beneficiary verification is done through authentication.
First	Crop specific Scheme - Betelvine	1. Selection of right beneficiary for taking up betelvine. 2. Assist farmers in filling of application form and timely collection of all documents. 3. Assistance in layout, planting and aftercare.	1. % applications collected 2. % increase in area	1. Application process - Filling of online application, application to be made available in Agri Extension App. 2. Assistance in layout and aftercare - A geotagged photo of the plantation post completion to be uploaded in the Agri Extension App
First	RKVY - Area expansion of Cashew	1. Selection of right beneficiary for taking up cashew. 2. Assist farmers in filling up application form and timely collection of all documents. 3. Assistance in layout, planting and aftercare.	1. % applications collected 2. % increase in area under production	1. Application process - Filling of online application, application available in Agri Extension App 2. Assistance in layout and aftercare - A geotagged photo of the plantation post completion to be uploaded in the Agri Extension App
First	Development of Potato, Vegetables and Spices	1. Selection of farmers in clusters as per feasibility. 2. Assist farmers in filling up application form and timely collection of all documents. 3. Facilitating the farmers to purchase seed potato/onion seed from empanelled dealers. 4. Timely supply of inputs 5. Guide the farmers for nursery management/planting and taking aftercar 6. Facilitate post harvest storage through cold storages/onion storage structure/evaporative low energy cool chamber	1. % applications collected 2. % supply of inputs made/indent placed with empanelled supplier 3. % increase in area under production of onion and vegetables	1. Application process - Filling of online application, application to be made available in Agri Extension App. 2. Placement of indent of seed potato/onion seeds to block/ CDAO - Agri Extension App 3. Issue of permit to beneficiary for purchasing inputs from dealers - Agri Extension App 4. Assistance in nursery management and aftercare - A geotagged photo of the plantation post completion to be uploaded in the Agri Extension App
First	NFSM Oilpalm	1. Motivate farmers to take up oil palm plantation in feasible areas. 2. Collection of applications against target 3. Assist farmers in filling up application form and timely collection of all documents. 4. Co-ordinate with the company involved in area expansion of oil palm and beneficiary for lay out, digging of pit, supply of planting material and Planting & maintenance measures. 5. Assess the requirement of QPM as it is a key factor for plantation. 6. Verification of survival at the end of year and to facilitate in release of subsidy. 7. Timely submission of photographs and documents alongwith recommendation to AHO for release of subsidy .	1. % applications collected as per target 2. % of area achieved 3. % survival at the end of the year.	1. Application process - Filling of online application, application to be made available in Agri Extension App. 2. Assistance in layout, digging of pit - A geotagged photo of the site of the plantation to be uploaded in the Agri Extension App. 3. Verification of survival of plantation - A geotagged photo of the plantation post completion to be uploaded in the Agri Extension App along with providing reason for approval or rejection of subsidy. 4. Submission of photographs and documents to AHO - Geotagged photographs and scanned documents to be uploaded against the beneficiary application for release of subsidy.
First	Coconut Development Board (CDB)	a) Re-Planting and Re-Juvenation 1. Conducting field survey in the proposed area. 2. Motivate farmers for felling of the old senile palms. 3. Cutting of old senile palms to have desired population. 3. Re planting as required. 4. Collection and verification of all documents as required. 5. Documentation and maintenance of records for 2 years.	1. % area surveyed 2. % senile plants removed 3. % plants replanted 4. % area maintained during 1st year 5. % area maintained during 2nd year	1. Replanting of coconut seeds - Geotagged photo of the seedlings and grafts after completion of plantation along with capturing of Farmer ID and other details in the Agri Extension App.
First	Coconut Development Board (CDB)	b) Block Level Work shop 1. Identification of trainees. 2. Organisation of training. 3. Documentation and maintenance of records.	1. % farmers trained	2. Trainings - A geotagged photo of the training session along with capturing Farmer ID of beneficiaries to be uploaded in the Agri Extension App.
First	Coconut Development Board (CDB)	c) Organic Manure Unit 1. Construction of organic manure unit. 2. Making vermi compost in farm/nursery. 3. Maintenance of records.	1. % units established	3. Construction of manure unit - Geotagging of each unit built in Agri Extension App.
First	Coconut Development Board (CDB)	d) Laying out of Demonstration Plot (LODP) 1. Identification of old coconut garden for making it productive. 2. Maintenance of records.	% Area maintained	4. Maintenance of Coconut Garden - Geotagging of the plot along with capturing Farmer ID of the beneficiaries to be done in Agri Extension App.

Employee Incentive Report for Horticulture Extension Worker (HEW) and Horticulture Overseer (HO)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Coconut Development Board (CDB)	e) Establishment of Regional Coconut Nursery 1. Collection of seed nuts. 2. Field preparation for raising of Coconut seedlings. 3. Judicious use of TN/BLN/Farm for production of coconut seedlings. 4. Planting of seed nut and maintenance of nurseries. 5. Maintenance of records.	% coconut seedling produced.	5. <b>Plantation of seedlings</b> - A geotagged photo of the training session along with capturing Farmer ID of beneficiaries to be uploaded in the Agri Extension App.
First	Production of QPM	1. Timely procurement of seeds /stones & other inputs required for production of QPM as per target assigned to farm/ nursery. 2. Training of scion, grafting, making gootees & other post grafting operation. 3. Maintenance of input register & production register.	1. % quantity of seed/ inputs procured 2. % Nos. of QPM produced	1. <b>Trainings</b> - Geotagged photo of the training sessions to be uploaded in Agri Extension App. 2. <b>Production of QPM</b> - A geotagged photo of the seedlings and grafts, area covered along capturing Farmer ID of beneficiaries to be uploaded in the Agri Extension App
Second	Revival of Block Level Nursery	1. Make layout, planting & after care for planting related work. 2. Keep record of labour engaged. 3. Coordinate implementation of different components in time bound manner with AHO. 4. For civil work , keeping record of labour engaged & ensure curing of CC/RCC works.	% assets created	1. <b>New asset creation</b> - Geotagging of new asset created such as vermi composting to be done in Agri Extension App
First	Crop specific Scheme - Coconut	1. Motivate farmers to take up coconut plantation in suitable areas. 2. Assessment of feasible area for plantation. 3. Assist farmers in filling up application form and timely collection of all documents. 4. Timely distribution of Planting material as per norms by competent authority. 5. Providing handholding support to beneficiary for layout, digging of pit, planting & post planting measures. 6. Verification of Plantation for release of subsidy. 7. Verification of survivability of plantation in 2nd year. 8. Submission of verified application for release of 2nd year subsidy. 9. Documentation.	1. % applications collected 2. % area covered under plantation 3. % Application collected and submitted for release of 2nd Year subsidy.	1. <b>Application process</b> - Filling of online application, application available in Agri Extension App 2. <b>Distribution of inputs</b> -OTP based authentication/ geotagged photo of the beneficiary with inputs to be uploaded in the Agri Extension App. 3. <b>Verification of Plantation</b> - Upload of a geotagged photo of the plantation by the HEW in the Agri Extension App along with providing reason for approval or rejection of release of subsidy to higher authorities 4. <b>Verification of survivability of plantation in 2nd year</b> - The farmer ID of the beneficiary will be entered upon which his application will be opened and HEW will upload of a geotagged photo of the plantation along with providing reason for approval or rejection of 2nd year
First	MIDH	1. Selection of beneficiary for project based and non project activities. 2. Implementation of different components and principles such as PHM/protected cultivation/Hort. Mechanisation/HRDs/ hyb vegetable cultivation creation of water resource etc. 3. Feedback from farming community/farmers benefited. 4. Geotagging of plantation and assets.	1. % applications collected/target 2. % Go-aheads generated 3. % projects verified 4. % geotagging of area completed 5. % scheme achievement	1. <b>Farmer registration</b> - MIDH Portal. 2. <b>Geotagging of demonstrations, cultivation and asset creation</b> - Photos uploaded on the MIDH Portal using mobile app.
First	RKVY	1. Selection of beneficiary for private sector and works for public sector. 2. Feedback from farming community/farmers benefited. 3. Geotagging of plantation and assets. 4. Submission of information on preparation of RDMIS report in prescribed format to AHO.	1. % applications collected/target 2. % Go aheads generated 3. % projects verified 4. % geotagging of area completed 5. % scheme achievement	1. <b>Farmer registrations</b> - Farmer ID of the shortlisted beneficiaries selected to be uploaded on Agri Extension App under the project name. 2. <b>Geotagging of plantation and assets</b> - Geotagging to be done in Agri Extension App

Component 2 - ST Action Items

Year of consideration for evaluation	Action Plans under ST	Implemented under schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	Doubling of Farmer's Income in convergence with allied sectors such as Livestock and Fisheries		To be defined as per scheme guidelines	To be defined as per scheme guidelines	To be defined as per scheme guidelines
Second	Identification of districts/blocks with productivity lower than state average and define an action plan to improve their productivity or crop diversification with attractive incentive mechanism.	NFSM - Pulses, NFSM - Oilseeds, NFSM - Cotton, NFSM - Nutri Cereals, MIDH (Vegetables, Lemon Grass)	<ol style="list-style-type: none"> <li>1. Creation of awareness regarding production incentive to farmers.</li> <li>2. Identification of beneficiary under the programme.</li> <li>3. Ensuring supply of inputs like seeds/planting materials for patch demonstration.</li> <li>4. Creation of awareness on farm machineries used for non-paddy crops.</li> </ol>	1. % achievement of area covered under crop diversification	1. % crop productivity in patch demonstrations - Geotagged photo of the demonstration plot prior to sowing along with capturing farmer ID in the Agri Extension App. CCE experiment as per demonstration plot selected in CCE App. A second geotagged photo of the demonstration to be taken during field day along with uploading result sheet data in the App.
Second	Crop Diversification to Low water duty crop i.e Hybrid vegetable cultivation in convergence with MIDH	TFRA - Pulses, Special Action Plan for Pulses, MIDH	<ol style="list-style-type: none"> <li>1. Identification of clusters and selection of hybrid vegetable crops as per feasibility.</li> <li>2. Collection of documents such as ID proof, land particulars, bank details etc.</li> <li>3. Providing technological support and package of practices for better productivity through field visits.</li> <li>4. Upload of photographs for release of subsidy.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Registration of clusters</li> <li>2. % Area covered/target</li> <li>3. % Verification completion of the plantation before crop is harvested</li> </ol>	<ol style="list-style-type: none"> <li>1. Application process - Filling of online application, application to be made available in Agri Extension App.</li> <li>2. Verification of Plantation - Upload of a geotagged photo of the plantation in the Agri Extension App along with providing reason for approval or rejection of release of subsidy to higher authorities.</li> </ol>
Second	A robust and reliable database by streamlining the KALIA Database with other databases	Nil	<ol style="list-style-type: none"> <li>1. Overseeing field verification of farmers and members of farm families</li> <li>2. Overseeing farmer validation of information recorded in the database</li> <li>3. Getting incomplete/incorrect information regularly updated</li> <li>4. Enrollment of new farmers</li> <li>5. Grievance Redressal</li> <li>6. Providing feedback on the guidelines/process</li> </ol>	<ol style="list-style-type: none"> <li>1. % records verified (in respective block)</li> <li>2. % records validated by the farmers (in respective block)</li> <li>3. % records with complete information (depends on availability)</li> <li>4. % saturation (in respective block)</li> <li>5. % grievances resolved (in respective block)</li> </ol>	1. Verification of farmers, updating of incomplete farmer information, enrollment of new farmers - Agri Extension App
Second	Support the women SHGs through value addition and market linkage	Nil	<ol style="list-style-type: none"> <li>1. Identification of SHGs on cluster approach for commodity based.</li> <li>2. Communication with SHG members training programme.</li> <li>3. Organisation of training programme on value addition.</li> <li>4. Selection of SHGs for providing assistance as per their needs.</li> </ol>	<ol style="list-style-type: none"> <li>1. % Women SHGs shortlisted/target</li> <li>2. % trainings conducted</li> <li>3. % SHGs onboarded for value addition and market linkages</li> <li>4. Outputs from assistance</li> </ol>	<ol style="list-style-type: none"> <li>1. Trainings - Geotagged photo of training session along with capturing farmer IDs of SHG group members in Agri Extension App.</li> <li>2. Applications collected - information of shortlisted SHG groups along with commodity to be uploaded in Agri Extension App.</li> </ol>
First	GP extension workers availability roster in GPs offices & monitoring of presence of VAWs through Mobile App	None	<ol style="list-style-type: none"> <li>1. Visit PRI building of every allocated GP once a week.</li> <li>2. Provide accurate information based on data input forms rolled out.</li> <li>2. Raise the queries/issues faced by farmers to AHO which can't be resolved at GP level through App.</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance %</li> <li>2. % data compliance of forms which are circulated by the dept</li> </ol>	1. Attendance, query resolution and data collection - Agri Extension App



Component 3 - State Priority Areas

Year of consideration for evaluation	Priority Area	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	MNREGS	<ol style="list-style-type: none"> <li>1. Motivating eligible farmers to take up fruit tree plantation.</li> <li>2. Provide information to farmers regarding assistance from scheme.</li> <li>3. Provide technical support to the beneficiary for lay out , digging of pit, supply of planting material, planting &amp; maintenance measures.</li> <li>4. Fixation of transparency board and Geo tagging of plantation site as per MGNREGS guideline .</li> <li>5. Submission of MRs to DDH/ADH for release of wages to job seekers account.</li> </ol>	<ol style="list-style-type: none"> <li>1. % applications collected as per target</li> <li>2. % area covered under fruit tree cultivation as per target.</li> <li>3. Timely submissions of muster roll for payment.</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process-</b> Filling of online application, application to be made available in Agri Extension App</li> <li>2. <b>Verification of Plantation -</b> Upload of a geotagged photo of the plantation in the Agri Extension App.</li> </ol>
Second	APC project	<ol style="list-style-type: none"> <li>1. Identification of producer groups and families for cultivation.</li> <li>2. Organisation of producer groups into producer clusters.</li> <li>3. Motivation of farmers for growing HY crops, fruit tree plantation and utilise storage and post harvest implements.</li> <li>4. Facilitate in timely supply of inputs for plantation</li> </ol>	<ol style="list-style-type: none"> <li>1. % area covered under HY crops</li> <li>2. % area covered under Fruit Tree plantation</li> <li>3. % aggregating, sorting and grading centres sold</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>Application process-</b> Filling of online application, application to be made available in Agri Extension App.</li> <li>2. <b>Verification of Plantation -</b> Upload geotagged photo of the plantation in Agri Extension App.</li> </ol>
Second	FPDs	To be formulated as per scheme guidelines	To be formulated as per scheme guidelines	To be formulated as per scheme guidelines

Component 4 - Risk Management

Year of consideration for evaluation	Action Plans	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Pest Management	<ol style="list-style-type: none"> <li>1. Conducting weekly pest surveillance in the targeted GP.</li> <li>2. Issue real time pest advisory to farmers through Mobile App</li> </ol>	<ol style="list-style-type: none"> <li>1. % area surveyed out of target minimum area of surveillance</li> <li>2. % days surveyed/target in pest surveillance GPs</li> </ol>	1. E-Pest Surveillance Portal
First	Response to Natural Calamity	<ol style="list-style-type: none"> <li>1. Dissemination of crop advisory through awareness camps or mobile camps during contingency situations</li> <li>2. Timely execution and submission of crop loss assessment joint survey report</li> <li>3. Submission of beneficiary list for delivery of special packages</li> </ol>	<ol style="list-style-type: none"> <li>1. % of villages and farmers covered under mobile awareness programme for dissemination of crop advisory.</li> <li>2. % of villages covered under crop loss assessment through joint survey within timelines.</li> <li>3. % affected farmers identified under disaster.</li> <li>4. % affected farmers benefited under special package.</li> </ol>	<ol style="list-style-type: none"> <li>1. Awareness programmes/group meetings - Upload of Geotagged photo in Agri Extension App</li> <li>2. Joint Survey results - Upload of joint survey results through agri extension app along with geotagged photo of the joint survey</li> </ol>

Employee Incentive Report for Assistant Soil Conservation officer (ASCD)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	PMKSY-WD	<ol style="list-style-type: none"> <li>1. Distribution of targets to SCEWs.</li> <li>2. Supervision of awareness meetings in watershed villages.</li> <li>3. Execution of Structures/SC measures.</li> <li>4. Ensuring uploading of photos pre and post execution for all projects executed at block level.</li> <li>5. Supervision &amp; implementation of production system and livelihood activities.</li> <li>6. Supervision of training for participants of farm production and livelihood system.</li> <li>7. Timely online submission of different scheme MPRs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Number of beneficiaries in works program at block level</li> <li>2. % number of structures completed at block level</li> <li>3. % number of structures in progress at block level</li> <li>4.% of expenditure at block level</li> <li>5. % projects in which photos uploaded/number of projects taken up</li> <li>6. % of trainings completed at block level</li> <li>7. % data compliance of timely online submissions of scheme MPR</li> <li>8. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution and geotagging of structures - Expenditure/IWMP MIS.</li> <li>2. Selection of beneficiaries for farm production livelihood system - IWMP Portal.</li> <li>3. Trainings for farm production and livelihood system beneficiary - Approval of geotagged photo of the training session along with capturing farmer IDs of the beneficiaries in Agri Extension App for submission at district level.</li> </ol>
Second	PMKSY-DI	<ol style="list-style-type: none"> <li>1. Distribution of targets to SCEWs.</li> <li>2. Execution of Structures.</li> <li>3. Ensuring uploading of photos pre and post execution for all projects executed at block level.</li> <li>4. Timely online submission of scheme MPR.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number of structures completed at block level</li> <li>2. % number of structures in progress</li> <li>3. % of expenditure done at block level</li> <li>4. % of MIS entry</li> <li>5. % projects in which photos uploaded/number of projects taken up</li> <li>6. % data compliance of timely online submissions of scheme MPR report</li> <li>7. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution of Structures - Expenditure or PMKSY MIS.</li> <li>2. Uploading of photos - Bhuvan PDMC</li> </ol>
Second	RAD	<ol style="list-style-type: none"> <li>1. Distribution of targets to SCEWs.</li> <li>2. Supervise awareness meetings in project villages.</li> <li>3. Execution of RAD cluster/ IFS model.</li> <li>4. Supervise training for IFS beneficiary.</li> <li>5. Timely online submission of scheme MPR.</li> </ol>	<ol style="list-style-type: none"> <li>1. Number of beneficiaries involved in works program at block level</li> <li>2. % of funds utilization at block level</li> <li>3. % of trainings completed at block level</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<p>Approval of following achievements reported by SCEWs for further submission at district level :</p> <ol style="list-style-type: none"> <li>1. Awareness campaigns - Approval of geotagged photo of awareness campaigns along with capture of farmer IDs of the beneficiaries in Agri Extension App.</li> <li>2. Training of IFS beneficiaries - Geotagged photo of the training session to be uploaded in Agri Extension App.</li> </ol>
First	MGNREGA	<ol style="list-style-type: none"> <li>1. Distribution of targets to SCEWs for execution of structures.</li> <li>2. Execution of plantation work.</li> <li>3. Supervise training for IFS beneficiary.</li> <li>4. Timely submission of online scheme MPR Report.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number of structures completed</li> <li>2. % number of structures in progress</li> <li>3. % of expenditure</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution of Structures - MNREGA Portal.</li> <li>2. Execution of Plantation work - MNREGA Portal.</li> <li>3. Uploading Photos - MNREGA Portal.</li> </ol>

Component 2 - ST Action items

Year of consideration for evaluation	Action Plans under ST	Implemented under scheme	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Every willing farmer can have a farm pond and executed by WSHG	Farm Pond	<ol style="list-style-type: none"> <li>1. Distribution of targets to SCEWs.</li> <li>2. Execution of structures.</li> <li>3. Ensuring uploading of photos pre and post execution.</li> <li>4. Timely online submission of scheme MPR.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number of structures completed, % number of structures in progress</li> <li>2. % of expenditure done at block level</li> <li>3. % projects in which photos uploaded/number of projects taken up</li> <li>4. % data compliance of timely online submissions of scheme MPR report</li> <li>5. % scheme achievement/targets</li> </ol>	<ol style="list-style-type: none"> <li>1. MGNREGA portal (Block level).</li> <li>2. MGNREGA portal (Block level).</li> <li>3. Scheme MPR Report - ADAPT Portal.</li> </ol>
First	SCD/SCEW availability roster in GPs offices & monitoring of presence of SCDs/SCEWs through Mobile App		<ol style="list-style-type: none"> <li>1. Allocation of GPs to SCDs/SCEWs on the Agri Extension App</li> <li>2. Resolve queries raised by SCDs/SCEWs on the App</li> <li>3. Monitor the attendance of SCDs/SCEWs regularly</li> <li>4. Ensure that field staff provide timely information in data input forms circulated by department</li> </ol>	<ol style="list-style-type: none"> <li>a) Attendance % of SCDs/SCEWs in GPs</li> <li>b) % issue resolution</li> <li>c) % compliance of forms filled those which are circulated by the dept</li> </ol>	<ol style="list-style-type: none"> <li>1. Allocation of GPs and monitoring performance - Agri Extension App</li> </ol>

Component 3 - State Priority Areas

Year of consideration for evaluation	State Priority Area	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Number of Awareness trainings programmes conducted	<ol style="list-style-type: none"> <li>1. Mobilisation of farmers</li> <li>2. Conducting training programme and recording all details</li> </ol>	<ol style="list-style-type: none"> <li>1. % training programmes conducted</li> </ol>	<ol style="list-style-type: none"> <li>1. Nos. of trainings conducted - Scheme MPR submission</li> </ol>

Component 4 (Risk Management)

Nil

**Employee Incentive Report for Soil Conservation Extension Worker (SCEW) and Soil Conservation Overseer (SCO)**

**Component 1 - Scheme Achievements and Outcomes**

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
Second	PMKSY-WD	<ol style="list-style-type: none"> <li>1. Organising awareness meetings in watershed villages.</li> <li>2. Execution of structures/ S.C measures.</li> <li>3. Geotagging of structures on Bhuvan App.</li> <li>4. Selection of beneficiaries/nos. of groups for farm production livelihood system.</li> <li>5. Training for farm production and livelihood system users.</li> </ol>	<ol style="list-style-type: none"> <li>1. % trainings conducted</li> <li>1. Number of beneficiaries involved in works program</li> <li>2. % number of structures completed</li> <li>2. % number of structures in progress</li> <li>3. % projects in which photos uploaded</li> <li>4. Fund utilisation % for coverage of beneficiaries</li> <li>5. % of trainings completed</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution and geotagging of structures - Bhuvan Portal/IWMP MIS.</li> <li>2. Selection of beneficiaries for farm production livelihood system - IWMP Portal.</li> <li>3. Trainings for farm production and livelihood system users - Geotagged photo of the training session along with capturing farmer IDs of the beneficiaries in Agri Extension App.</li> </ol>
Second	PMKSY-Other interventions	<ol style="list-style-type: none"> <li>1. Selection of beneficiaries.</li> <li>2. Preparation of plan and estimates.</li> <li>3. Execution of structures.</li> <li>4. Uploading of photos pre and post execution.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number fo structures completed</li> <li>% number of structures in progress</li> <li>2. % projects in which photos uploaded/number of projects taken up</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution of Structures - Bhuvan Portal.</li> <li>2. Uploading of photos - Bhuvan PDMC</li> </ol>
Second	RAD	<ol style="list-style-type: none"> <li>1. Organising awareness meetings in project villages.</li> <li>2. Selection of beneficiaries for Integrated farming system.</li> <li>3. Preparation of plan and estimates for IFS model.</li> <li>3. Capacity building for IFS beneficiary.</li> </ol>	<ol style="list-style-type: none"> <li>1. Number of beneficiaries involved in works program</li> <li>2. % Area covered under IFS</li> <li>2. % Fund utilisation for coverage of beneficiaries</li> <li>3. % of trainings completed</li> </ol>	<ol style="list-style-type: none"> <li>1. Awareness campaigns - Geotagged photo of awareness campaigns along with capture of farmer IDs of the beneficiaries in Agri Extension App.</li> <li>2. Training of IFS beneficiaries- Geotagged photo of the training session to be uploaded in Agri Extension App.</li> </ol>
First	MGNREGA	<ol style="list-style-type: none"> <li>1. Selection of beneficiaries.</li> <li>2. Preparation of plan and estimates.</li> <li>3. Preparation of muster rolls, code generation.</li> <li>4. Execution of Structures/ S.C measures.</li> <li>5. Execution of Plantation work.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number of structures completed</li> <li>% number of structures in progress</li> <li>% of expenditure completed</li> <li>2. % plantation area covered</li> <li>projects taken up</li> </ol>	<ol style="list-style-type: none"> <li>1. Execution of Structures - MNREGA Portal.</li> <li>2. Execution of Piantation work - MNREGA Portal.</li> </ol>

**Component 2 - ST Action Items**

Year of consideration for evaluation	Action Plans under ST	Implemented under schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Every willing farmer can have a farm pond and executed by WSHG	Farm Pond	<ol style="list-style-type: none"> <li>1. Identification of beneficiary.</li> <li>2. Execution of Structures.</li> <li>3. Uploading of photos pre and post execution.</li> </ol>	<ol style="list-style-type: none"> <li>1. % number fo structures completed</li> <li>% number of structures in progress</li> <li>2. % of expenditure</li> <li>3. % projects in which photos uploaded/number of projects taken up</li> </ol>	<ol style="list-style-type: none"> <li>1. MGNREGA portal (Block level).</li> <li>2. MGNREGA portal (Block level).</li> </ol>
First	SCO/SCEW availability roster in GPs offices through Mobile App	None	<ol style="list-style-type: none"> <li>1. Visit PRI building of every allocated GP once a week.</li> <li>2. Provide accurate information based on data input forms rolled out</li> <li>2. Raise the queries/issues faced by farmers to ASCO which cant be resolved at GP level through App</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance %</li> <li>2. % compliance of forms filled those which are circulated by the dept</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendance, query resolution and data collection - Agri Extension App</li> </ol>

**Component 4 (Risk Management)**

Nil

Employee Incentive Report for Assistant Agriculture Engineer (AAE)

Component 1 - Scheme Achievements and Outcomes

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Farm Mechanisation (involving schemes like SMAM, BGREI, NFSM, RKVY & STATE PLAN)	1. Post verification of the implements supplied in his/her block after release of subsidy through DBT mode. 2. Coordinating with different manufacturers/dealers for demonstration of Implements suitable in the area of AAE as per SLA (Service Level Agreement) of Manufacturers.	1. % verification of the implements completed against his/her page in the agrisnet site 2. % demonstrations conducted in a year	1. <b>Post Implement supply verification</b> - Geotagged photo upload of implement along with beneficiary through Agri Extension App and connected to Farm Mech Portal. 2. <b>Demonstration of the new implements</b> - Geotagged photo of the demonstration along with capturing Farmer ID of farmers who attended the demonstration.
First	JALANIDHI-1 (involving State Plan scheme)	1. Inspection and bill preparation post execution but before bill preparation through mobile app.	1. % inspections completed and bills prepared of shallow tube well & bore well pending against his/her page in the agrisnet site	1. <b>Site inspection of executed projects</b> - Geotagging of sites for all target implements to be done through Jalanidhi mobile app.
Second	Infrastructure development Works (under 2 schemes)	1. Feasibility study of sites under specific activities under BGREI and NFSM in Agri Extension App along with providing a reason for approval/rejection to DLMC. 2. Preparation of estimate. 3. Supervision & execution of work within timelines. 4. Measurement & preparation of bill. 5. Submission of Project Completion Report.	1. % feasibility studies conducted against applications received 2. % achievement in preparation of estimates. 3. % work executed within timelines. 4. % measurements completed & bills prepared. 5. % Project Completion Reports submitted.	1. <b>Feasibility study of sites</b> - Geotagged photo upload of the site along with providing reason for approval/rejection for the application in the Agri Extension App. 2. <b>Pre execution</b> - Geotagged photo upload of the work site with date of project initiation. 3. <b>Post execution</b> - A second geotagged photo of the work will be uploaded in agri extension app.

Component -3 State Priorities

Year of consideration for evaluation	Schemes	Roles and Responsibilities	Key Performance Indicators	Measurement System
First	Saura Jalanidhi	1. Feasibility study in the site proposed for installation of solar pump. 2. Uploading report in the designated mobile app.	1. % verification of the applications completed against his/her page in the agrisnet site	1. <b>Feasibility study of sites</b> - Geotagged photo upload of the site along with providing reason for approval/rejection for the application in the Saura Jalanidhi App. 2. Access to information of applications approved by OR5AC against total applications verified will be available for view.

Component 2 and 4 (ST and Risk Management)

Nil

**Annexure -2****Performance Score Card for Assistant Agriculture Officer (AAO)**

<b>Component</b>	<b>Name</b>	<b>Unique Applicability in blocks</b>	<b>Weightage</b>
Scheme 1	Seed Treatment	314	10%
Scheme 2	Improved Package of Practices	314	10%
Scheme 3	NFSM Pulse/TRFA Pulse/Special Action Plan for Improving Pulse Productivity	308	10%
Scheme 4	BGREI/NFSM Rice	300	10%
Scheme 5	NFSM Oilseeds/TRFA Oilseeds/Next applicable scheme	269	10%
Scheme 6	Jalanidhi -1/ In saline blocks, next applicable scheme	280	5%
5T	Monitoring AO/VAW availability in GP offices and ensuring issue resolution of GP level issues	314	15%
State Priority	MMAKJS	314	5%
State Priority	Mukhya Mantri Krushi Udyog Yojana	314	5%
State Priority	BTT Meetings	314	5%
Risk Management	Pest Surveillance	314	5%
Risk Management	PMFBY enrollment	314	5%
Mo Sarkar	Mo Sarkar	314	5%
<b>Total</b>			<b>100%</b>

**Performance Score Card for Agriculture Overseer (AO)/Village Agriculture Worker (VAW)**

<b>Component</b>	<b>Name</b>	<b>Unique Applicability in Gram Panchayats</b>	<b>Weightage</b>
Scheme 1	Improved Package of Practices/Next applicable scheme	6,798	20%
Scheme 2	Seed Treatment	3,600	20%
Scheme 3	Jalanidhi/Saura Jalanidhi	6,798	5%
5T	AO/VAW availability in GP offices on every Monday as per roster	6,798	15%
State Priority	Crop Cutting Experiments	6,798	10%
State Priority	Mukhya Mantri Abhinav Krushi Jantrapati Samman (MMAKJS)	6,798	5%
Risk Management	Pest Surveillance	2,720	10%
Risk Management	PMFBY enrollment	6,798	10%
Mo Sarkar	Mo Sarkar	6,798	5%
<b>Total</b>			<b>100%</b>

**List of alternative agriculture schemes to be considered for evaluation in performance score card if shortlisted schemes are not applicable in Block/GP**

<b>Priority Order</b>	<b>Scheme Name</b>
1	Millet Mission
2	National Food Security Mission - Nutri Cereals
3	National Food Security Mission - Coarse Cereals
4	National Food Security Mission - Cotton
5	Technology Mission on Cotton
6	National Food Security Mission - Jute
7	National Food Security Mission - Sugarcane
8	Technology Mission on Sugarcane Development

**Performance Score Card for Assistant Horticulture Officer (AHO)**

Component	Name	Unique Applicability in blocks	Weightage
Scheme 1	MIDH/Non Mission District	314	20%
Scheme 2	PMKSY - Microirrigation (Sprinkler)	314	20%
Scheme 3	Development of Potato, Vegetables and Spices/Input Subsidy/Production of QPM/Next applicable scheme	289	20%
5T	Monitoring HO/HEW availability in GP offices and ensuring issue resolution of GP level issues	314	15%
State Priority	MKUY - Mukhya Mantri Krushi Udyog Yojana	314	5%
State Priority	BTT Meetings	314	5%
State Priority	MNREGS Plantation and its survivability	314	5%
Risk Management	Pest Surveillance in horticulture crops	314	5%
Mo Sarkar	Mo Sarkar	314	5%
<b>Total</b>			<b>100%</b>

**Performance Score Card for Horticulture Overseer (HO) / Horticulture Extension Worker (HEW)**

Component	Name	Unique Applicability in GPs	Weightage
Scheme - 1	MIDH/Non Mission District	6,798	20%
Scheme - 2	PMKSY - Micro Irrigation (Sprinkler / Drip) under PDMC (Per Drip More Crop)	6,798	20%
Scheme - 3	Development of Potato Vegetable and Spices/ Input Subsidy / Production of QPM/Next applicable scheme	GPs with Eligible Criteria	20%
5T	HEW/HO availability in GP Offices on every Monday as per roaster	6,798	15%
State Priority	MNREGS Plantation and its survivability	6,798	10%
Risk Management	Pest Surveillance in horticulture crops	6,798	10%
Mo Sarkar	Mo Sarkar	6,798	5%
<b>Total</b>			<b>100%</b>

**List of alternative horticulture schemes to be considered for evaluation in performance score card if shortlisted schemes are not applicable in Block/GP**

Priority Order	Scheme Name
1	Crop Specific Scheme Coconut
2	Coconut Development Board
3	RKVY - Area Expansion under Cashew Plantation
4	Production of Quality Planting Material
5	National Food Security Mission - Oilpalm



**Performance Score Card for Assistant Soil Conservation officer (ASCO)**

Component	Name	Unique Applicability in blocks	Weightage
Scheme 1	MGNREGS	314	25%
5T	Farm Pond	314	50%
5T	Monitoring SCO/SCEW availability in GP offices and ensuring issue resolution of GP level issues	314	10%
State Priority	Awareness trainings programs	314	10%
Mo Sarkar	Mo Sarkar	314	5%
<b>Total</b>			<b>100%</b>

**Performance Score Card for Soil Conservation Overseer (SCO) /Soil Conservation Extension Worker (SCEW)**

Component	Name	Unique Applicability in GPs	Weightage
Scheme 1	MGNREGS	6,798	25%
5T	Farm Pond	6,798	50%
5T	SCO/SCEW availability in GP offices on ever Monday as per roaster	6,798	10%
State Priority	Awareness trainings programs	6,798	10%
Mo Sarkar	Mo Sarkar	6,798	5%
<b>Total</b>			<b>100%</b>

**Performance Score Card for Assistant Agriculture Engineers (AAE)**

Component	Name	Unique Applicability in blocks	Weightage
Scheme 1	Subsidy sale of farm machines	314	35%
Scheme 2	Private Lift Irrigation Points (Jalanidhi-1)	314	30%
State Priority	Saura Jalanidhi	314	30%
Mo Sarkar	Mo Sarkar	314	5%
<b>Total</b>			<b>100%</b>

### Annexure -3

#### District Wise Employee Eligibility Strength for Rewards and Recognition

It may be noted that the proposal entails the maximum employee strength eligible for rewards and recognition for implementation of first year.

#	Cadre	Level	District Sanctioned Strength (In Nos)	Eligible Sanctioned Strength (in Nos)	Ceiling Cap
1	AAE	Group-B	130	9 (Refer to Annexure -3)	9
2	AAO	Group-B	714	35.7	36
3	AO	Group-B	1,567	78.4	79
4	AHO	Group-B	314	15.7	16
5	HO	Group-B	300	15.0	15
6	ASCO	Group-B	201	10.1	11
7	SCO	Group-B	240	12.0	12
8	VAW	Group-C	3,218	161.0	161
9	HEW	Group-C	794	39.7	40
10	SCEW	Group-C	795	39.8	40
	<b>Total</b>		<b>8,273</b>	<b>413.8</b>	<b>417</b>

Table 1.2

<b>Maximum Eligibility Strength according to District Sanctioned Strength - DAFP</b>										
<b>Sl.No.</b>	<b>District</b>	<b>AAO</b>	<b>Top 5%</b>	<b>Ceiling Cap</b>	<b>AO</b>	<b>Top 5%</b>	<b>Ceiling Cap</b>	<b>VAW</b>	<b>Top 5%</b>	<b>Ceiling Cap</b>
1	Angul	22	1.1	2	34	2	2	123	6	7
2	Balasore	30	1.5	2	40	2	2	170	9	9
3	Baragarh	29	1.45	2	58	3	3	189	9	10
4	Bhadrak	19	0.95	1	10	1	1	119	6	6
5	Bolangir	32	1.6	2	79	4	4	191	10	10
6	Boudh	9	0.45	1	16	1	1	49	2	3
7	Cuttack	36	1.8	2	30	2	2	129	6	7
8	Deogarh	8	0.4	1	13	1	1	35	2	2
9	Dhenkanal	21	1.05	2	14	1	1	127	6	7
10	Gajapati	9	0.45	1	41	2	3	18	1	1
11	Ganjam	58	2.9	3	60	3	3	255	13	13
12	Jagatsinghpur	20	1	1	10	1	1	71	4	4
13	Jajpur	28	1.4	2	17	1	1	98	5	5
14	Jharsuguda	11	0.55	1	19	1	1	48	2	3
15	Kalahandi	30	1.5	2	80	4	4	202	10	11
16	Kandhamal	20	1	1	75	4	4	41	2	3
17	Kendrapara	23	1.15	2	11	1	1	103	5	6
18	Keonjhar	31	1.55	2	116	6	6	112	6	6
19	Khordha	21	1.05	2	32	2	2	92	5	5
20	Koraput	28	1.4	2	148	7	8	93	5	5
21	Malkanagiri	15	0.75	1	14	1	1	87	4	5
22	Mayurbhanj	46	2.3	3	138	7	7	187	9	10
23	Nawarangpur	21	1.05	2	91	5	5	52	3	3
24	Nayagarh	20	1	1	21	1	2	84	4	5
25	Nuapada	12	0.6	1	68	3	4	68	3	4
26	Puri	25	1.25	2	15	1	1	130	7	7
27	Rayagada	21	1.05	2	71	4	4	69	3	4
28	Sambalpur	20	1	1	88	4	5	87	4	5
29	Sonepur	14	0.7	1	22	1	2	75	4	4
30	Sundargarh	35	1.75	2	136	7	7	114	6	6
	<b>Total</b>	<b>714</b>	<b>35.7</b>	<b>36</b>	<b>1,567</b>	<b>78</b>	<b>79</b>	<b>3,218</b>	<b>161</b>	<b>161</b>

Table 1.3

Maximum Eligibility Strength according to District Sanctioned Strength - DoH										
Sl.No.	District	AHO	Top 5%	Ceiling Cap	HO	Top 5%	Ceiling Cap	HEW	Top 5%	Ceiling Cap
1	Angul	8	0.4	1	10	0.5	1	29	1.45	2
2	Balasore	14	0.7	1	12	0.6	1	35	1.75	2
3	Baragarh	12	0.6	1	9	0.45	1	31	1.55	2
4	Bhadrak	12	0.6	1	8	0.4	1	23	1.15	2
5	Bolangir	7	0.35	1	11	0.55	1	36	1.8	2
6	Boudh	3	0.15	1	3	0.15	1	9	0.45	1
7	Cuttack	14	0.7	1	15	0.75	1	43	2.15	3
8	Deogarh	3	0.15	1	3	0.15	1	8	0.4	1
9	Dhenkanal	8	0.4	1	9	0.45	1	26	1.3	2
10	Gajapati	7	0.35	1	9	0.45	1	16	0.8	1
11	Ganjam	22	1.1	2	23	1.15	2	56	2.8	3
12	Jagatsinghpur	8	0.4	1	4	0.2	1	24	1.2	2
13	Jajpur	10	0.5	1	6	0.3	1	28	1.4	2
14	Jharsuguda	5	0.25	1	3	0.15	1	10	0.5	1
15	Kalahandi	13	0.65	1	14	0.7	1	34	1.7	2
16	Kandhamal	12	0.6	1	15	0.75	1	22	1.1	2
17	Kendrapara	9	0.45	1	4	0.2	1	25	1.25	2
18	Keonjhar	13	0.65	1	14	0.7	1	35	1.75	2
19	Khordha	10	0.5	1	13	0.65	1	38	1.9	2
20	Koraput	14	0.7	1	13	0.65	1	29	1.45	2
21	Malkangiri	7	0.35	1	5	0.25	1	14	0.7	1
22	Mayurbhanj	26	1.3	2	26	1.3	2	49	2.45	3
23	Nawarangpur	10	0.5	1	8	0.4	1	19	0.95	1
24	Nayagarh	8	0.4	1	9	0.45	1	23	1.15	2
25	Nuapada	5	0.25	1	5	0.25	1	14	0.7	1
26	Puri	11	0.55	1	13	0.65	1	30	1.5	2
27	Rayagada	11	0.55	1	8	0.4	1	22	1.1	2
28	Sambalpur	9	0.45	1	8	0.4	1	23	1.15	2
29	Sonepur	6	0.3	1	6	0.3	1	12	0.6	1
30	Sundargarh	17	0.85	1	14	0.7	1	31	1.55	2
	<b>Total</b>	<b>314</b>	<b>15.7</b>	<b>16</b>	<b>300</b>	<b>15</b>	<b>15</b>	<b>794</b>	<b>39.7</b>	<b>40</b>

Table 1.4

Maximum Eligibility Strength according to District Sanctioned Strength - DSC&WD										
Sl.No.	District	ASCO	Top 5%	Ceiling Cap	SCO	Top 5%	Ceiling Cap	SCEW	Top 5%	Ceiling Cap
1	Angul	6	0.30	1	7	0.35	1	25	1.25	2
2	Balasore	6	0.30	1	8	0.40	1	23	1.15	2
3	Baragarh	9	0.45	1	9	0.45	1	30	1.50	2
4	Bhadrak	2	0.10	1	3	0.15	1	9	0.45	1
5	Bolangir	7	0.35	1	8	0.40	1	28	1.40	2
6	Boudh	3	0.15	1	4	0.20	1	9	0.45	1
7	Cuttack	7	0.35	1	9	0.45	1	28	1.40	2
8	Deogarh	3	0.15	1	5	0.25	1	11	0.55	1
9	Dhenkanal	5	0.25	1	8	0.40	1	23	1.15	2
10	Gajapati	4	0.20	1	6	0.30	1	19	0.95	1
11	Ganjam	14	0.70	1	10	0.50	1	35	1.75	2
12	Jagatsinghpur	2	0.10	1	4	0.20	1	9	0.45	1
13	Jajpur	4	0.20	1	6	0.30	1	20	1.00	1
14	Jharsuguda	3	0.15	1	5	0.25	1	14	0.70	1
15	Kalahandi	9	0.45	1	11	0.55	1	35	1.75	2
16	Kandhamal	10	0.50	1	12	0.60	1	44	2.20	3
17	Kendrapara	2	0.10	1	2	0.10	1	9	0.45	1
18	Keonjhar	9	0.45	1	12	0.60	1	36	1.80	2
19	Khordha	7	0.35	1	8	0.40	1	24	1.20	2
20	Koraput	15	0.75	1	15	0.75	1	46	2.30	3
21	Malkanagiri	5	0.25	1	6	0.30	1	19	0.95	1
22	Mayurbhanj	16	0.80	1	16	0.80	1	56	2.80	3
23	Nawarangpur	9	0.45	1	10	0.50	1	36	1.80	2
24	Nayagarh	6	0.30	1	8	0.40	1	24	1.20	2
25	Nuapada	5	0.25	1	6	0.30	1	42	2.10	3
26	Puri	3	0.15	1	5	0.25	1	12	0.60	1
27	Rayagada	9	0.45	1	10	0.50	1	41	2.05	3
28	Sambalpur	6	0.30	1	8	0.40	1	32	1.60	2
29	Sonepur	4	0.20	1	5	0.25	1	13	0.65	1
30	Sundargarh	11	0.55	1	14	0.70	1	43	2.15	3
	<b>Total</b>	<b>201</b>	<b>10.05</b>	<b>11</b>	<b>240</b>	<b>12.00</b>	<b>12</b>	<b>795</b>	<b>39.75</b>	<b>40</b>

**Mechanism for shortlisted of top performers from Engineering Works****1. Subsidy sale of farm machines**

Basing on the historical performance of the scheme in the last 2 years, all the 30 districts have been drawn into 3 segments namely potential, moderate and lean districts. It is suggested to incentivize 3 AAEs for the scheme i.e. 2 from potential districts and 1 from moderate districts.

**2. Execution of Private Lift Irrigation Points (Jalanidhi-1)**

Basing on the previous performance of the scheme In the last 2 years, all the 30 districts have been drawn into 3 segments namely potential, moderate and lean districts for Bore well and only 2 segments for Shallow tube well i.e. potential and less potential. It is suggested to incentivize 3 AAEs for the particular scheme i.e 2 from bore well districts ( 1 from the potential districts of Bore well and 1 from the moderate districts of Bore well) and 1 from the 10 potential districts of Shallow tube well.

**3. Execution of Soura Jalanidhi**

Since this is a state priority programme of the department, the AAEs of all the 30 districts will be evaluated based on their performance in the scheme implementation and 3 AAEs will be incentivised under the scheme.

**Different Segments for Engineering schemes**

Scheme Name - Farm Mechanisation

<b>Less Potential</b>	<b>Moderate</b>	<b>Potential</b>
Gajapati	Kendrapara	Jajpur
Boudh	Khurda	Jharsuguda
Phulbani	Jagatsinghpur	Sundergarh
Deogarh	Koraput	Balasore
Raygada	Nuapada	Mayurbhanj
Nayagarh	Nabarangapur	Keonjhar
Bolangir	Dhenkanal	Ganjam
Angul	Puri	Sambalpur
Bhadrak	Sonepur	Kalahandi
Malkangiri	Cuttack	Bargarh

## Scheme Name - Jalanidhi-1

Borewell			Shallow Tube Well		
Less Potential	Moderate	Potential	Less Potential	Less Potential	Potential
Bargarh	Balasore	Subarnapur	Bargarh	Malkangiri	Kendrapara
Nuapada	Cuttack	Gajapati	Bolangir	Mayurbhanj	Keonjhar
Bolangir	Sundergarh	Jharsuguda	Boudh	Nabarangapur	Cuttack
Keonjhar	Nabarangapur	Boudh	Deogarh	Nayagarh	Khurda
Mayurbhanj	Malkangiri	Koraput	Dhenkanal	Nuapada	Jagatsinghpur
Angul	Kalahandi	Bhadrak	Gajapati	Puri	Bhadrak
Dhenkanal	Nayagarh	Jagatsinghpur	Jharsuguda	Raygada	Ganjam
Ganjam	Deogarh	Kandhamal	Kalahandi	Sambalpur	Jajpur
Khurda	Sambalpur	Kendrapara	Kandhamal	Subarnapur	Angul
Raygada	Jajpur	Puri	Koraput	Sundergarh	Balasore

**Annexure : 5- Roadmap for Development of Technology Systems for Implementation of Employee Incentive framework (EIF)**

S.No.	Component of Appraisal	Subcomponent of Appraisal	Functionality	Technology system	Phase of implementation
1	Scheme Achievements	All productivity type schemes	Crop cutting experiment of demonstration plots	Crop Cutting Experiment App (CCE)	Already implemented
2	Scheme Achievements	All schemes	Online workflow of supply of farm mechanisation implements	Farm mechanisation portal	Already implemented
3	ST	VAW Availability in GP offices	Geotagged attendance marker	Agri Extension App	Already implemented
4	Scheme Achievements	All schemes	Submission of Monthly Progress Reports	ADAPT Decision Support System (DSS)	Already implemented
5	ST	Resolution of issues reported by GP level extension officials during farmer interaction	Issue resolution	Agri Extension App	Already implemented
6	State Priority	BTT Meetings	Data submission	ADAPT Decision Support System (DSS)	Already implemented
7	Scheme Achievements	Jalanidhi	Geotagging of inspection of sites	Jalanidhi App	Already implemented
8	Scheme Achievements	Saura Jalanidhi	Geotagging of inspection of sites	Saura Jalanidhi App	Already implemented
9	Scheme Achievements	All productivity type schemes	Geotagging of demonstrations	Agri Extension App	Phase 1
10	Scheme Achievements	All productivity type schemes	Geotagging of trainings/ awareness campaigns	Agri Extension App	Phase 1
11	Scheme Achievements	All schemes	Online workflow of subsidised sprayers, weeders, flexi components	To be incorporated on Farm Mechanisation Portal	Phase 1
12	State Priority	Improving SRR	Block/GP level seeds sales figures	Seed DBT Portal - NIC	Phase 1
13	All	Allocation of GP level targets	Distribution of physical targets to GP extension workers	ADAPT Decision Support System (DSS)	Phase 1
14	Scheme Achievements	All plantation specific schemes	Geotagging plantation post completion	Agri Extension App	Phase 1
15	Scheme Achievements	Revival of Block Level Nursery	Geotagging of new assets created	Agri Extension App	Phase 1
16	Scheme Achievements	All plantation specific schemes	Verification of survivability of plantation	Agri Extension App	Phase 1
17	Scheme Achievements	All productivity type schemes	Online workflow of supply of need based inputs	Agri Extension App for VAW interface Mobile App for input dealers	Phase 2
18	Scheme Achievements	All productivity type schemes	Collection of indent for different inputs	Agri Extension App	Phase 2
19	ST	Robust Farmer Database	Verification, updating farmer information, enrollment of new farmers	Agri Extension App	Phase 2
20	ST	Procurement of crops upto 25%	Block/GP level MIS report of procurement of crops	TDCC, CII, NAFED, E-SAMRIDHI	Phase 2
21	Risk Management	Response to Natural Calamities	Geotagged photo of joint surveys conducted	Agri Extension App	Phase 2
22	Scheme Achievements	Bringing Green Revolution to Eastern India (BGREI)	Indent collection of site specific activities	Agri Extension App	Phase 2
23	Scheme Achievements	All schemes	Approval of indent collected for different inputs for submission to district level	Agri Extension App	Phase 2
24	Scheme Achievements	Farm Mechannisation	Geotagging of physically verified implements	Agri Extension App	Phase 2
25	Scheme Achievements	Farm Mechannisation	Geotagging of demonstration conducted by manufacturers	Agri Extension App	Phase 2
26	Scheme Achievements	Infrastructure Development Works	Geotagging of site during preparation of estimate, pre and post execution	Agri Extension App	Phase 2
27	Scheme Achievements	Input Subsidy schemes	Sale of Planting Material	Agri Extension App	Phase 2
28	Scheme Achievements	All plantation specific schemes	Submission of farmer applications	Agri Extension App	Phase 2
29	Scheme Achievements	PMKSY- WD, RAD	Geotagging of training for IF5 beneficiaries	Agri Extension App	Phase 2

*Note: It may be noted here that timelines for development of functionalities mentioned under Phase -1 to be completed by 15th April*

*Note: It may be noted here that timelines for development of functionalities mentioned under Phase -2 to be completed by 31st May*