

**DIRECTORATE OF AGRICULTURE & FOOD PRODUCTION, KRUSHI BHAWAN,
BHUBANESWAR, ODISHA**

ORDER No.2M (15)28/2019.

32724

/Agril. Dated 29/11/2019

ORDER

Pursuant to the proceedings of the meeting held under the Chairmanship of the Principal Secretary to Government, Agriculture & Farmers' Empowerment Department on 20.11.19 on 'Formulation of policy for out of turn promotion of employees on transformative performance', wherein it has been decided for implementation of employee incentivisation mechanism in the 1st phase in respect of four identified posts of this Directorate, i.e, Village Agriculture Worker (VAW), Agriculture Overseer (A.O), Assistant Agriculture Officer (AAO) and Assistant Agriculture Engineer (AAE), which will not be a substitute of Performance Appraisal Report (PAR), but, will be implemented over and above PAR; the following two Committees are hereby constituted for finalizing and recommending the roles, targets and key performance indicators for implementation of the Incentive Mechanism to incentivize transformative performance.

Name of the Committee	Composition	Posts meant for the Committee
Committee - I	Director of Agriculture & Food Production, Odisha - Chairman Additional Director of Agriculture (Administration) / Joint Director of Agriculture,(Administration)- Convener- cum - Member Addl. Director (Extension) – Member Director, IMAGE - Member Joint Director of Agriculture (Plan &CC) – Member Scheme Officer, Insurance- Member AAO (LR) Training - Member	Village Agriculture Worker (VAW), Agriculture Overseer (A.O), Assistant Agriculture Officer (AAO)

	A.A.O (Agriculture Information Officer) - Member	
Committee- 2	Chief Engineer (Agriculture)- Chairman Additional Director of Agriculture (Administration)/ Joint Director of Agriculture (Administration) – Convener – cum - Member Development Engineer – Member Superintending Engineer, Central Zone - Member Executive Engineer (Mr. Bishnu Prasad Mishra) - Member Asst. Executive Engineer (Mr. Chandrashekhar) - Member	Assistant Agriculture Engineer (AAE)

The Committees will present their recommendations on the components of performance appraisal, roles, targets and key performance indicators in respect of the assigned post (s) ,and, benchmarks and cut offs for implementation of incentive mechanism to the Principal Secretary , Agriculture & FE Department on 15th December 2019. The Committees will be assisted by ADAPT Team.

Yours faithfully,

Director of Agriculture & Food Production, Odisha.

Memo No

32725

/Agril dated

29/11/2019

Copy submitted to the Principal Secretary to Govt., Agriculture & F.E. Department for favour of kind information .

Director of Agriculture & Food Production, Odisha.

Memo No 32726

/Agril dated 29/11/2019

Copy forwarded to the Persons Concerned / ADAPT Team for information and necessary action.



Director of Agriculture &
Food Production, Odisha

Memo No 32727

/Agril dated 29/11/2019

Copy to all Chief District Agriculture Officers for information and necessary action.



Director of Agriculture &
Food Production, Odisha.

Memo No 32728

/Agril dated 29/11/2019

Copy to the O.I. C, e-governance cell for uploading a copy of the order on the website for the general information of all concerned.



Director of Agriculture &
Food Production, Odisha