

TERMS OF REFERENCE
FOR
FINANCIAL SPECIALIST IN PMU (NDMA) for NCRMP

1. Overall Objective

The Financial Specialist will be required to handle/provide support in all accounts & financial matters pertaining to the NCRMP being implemented by the Project Management Unit (PMU) constituted at the NDMA including financial sanctions, annual budget estimates, ensuring timely release of funds to implementing agencies, monitoring of expenditure and re-imburement from IDA.

2. Duties and Responsibilities of the Financial Specialist:

- (a) Discharge of duties and responsibilities as per the Financial Management Manual.
- (b) Assist in the preparation and consolidation of annual and revised budget estimates for the project and ensuring that activities are budgeted under appropriate budget codes to facilitate generation of financial reports.
- (c) Consolidation and preparation of Interim Unaudited Financial Reports (IUFRRs) both for internal reporting purposes and for submission to the World Bank & CAAA.
- (d) Prepare consolidated annual financial statements of the project.
- (e) Manage the quarterly internal audit of the project by a firm of Chartered Accountants and follow up compliance of audit observations.
- (f) Ensure in getting the accounts/financial statements and statements of expenditure of the project audited in a timely manner by the Accountant General in line with the TOR agreed with the IDA for the state of AP, Goa, Karnataka, Kerala, Maharashtra, West Bengal and PMU and external auditors for Odisha and Gujarat and NIDM. Ensure submission of the Audit Report to World Bank in time.
- (g) Attend the audit queries and take prompt action to settle the audit objections.
- (h) Monitor expenditure and receipt of reimbursement claims from the various implementing units and prepare consolidated reimbursement claims to be sent to the CAAA/World bank.
- (i) Monitor and review monthly expenditure reports and advances/cash surpluses with the implementing agencies.
- (j) Provide training to the finance staff in various implementing units i.e. PIUs, line departments and other agencies through the PIUs.
- (k) Shall diligently perform/implement/execute other work given by the Project Director or his authorised nominee.

3. Reporting:

The Specialist will report to and be guided by Project Director or his authorized nominee.

4. Deliverables and Time Frame

The Financial Specialist will deliver the following:

- (a) Inception report within two weeks of contract signing detailing their intended work plan, annotated outline of their work schedule.
- (b) A monthly action plan to be approved by the Project Director
- (c) A monthly progress report documenting the work carried out each month. This should encompass analytic presentation of content and outcomes of discussions at all levels.
- (d) Facilitate the conduct of workshops and various meetings with the World Bank and other stakeholders.

5. Qualifications and Experience:

(a) **Essential:**

- (i) Qualified Chartered Accountant/Cost Accountant/ MBA (Finance)/M Com

(b) **Desirable:**

- (ii) Persons with Ph. D., additional qualifications, Research experience, published papers and post qualification experience in the relevant field would be preferred. Ph. D. From reputed university shall be given additional weightage.

(c) **Essential post-qualification experience:**

- (i) 5-10 years practical experience in the maintenance of accounts, monitoring of expenditure and forecasting of the budget requirements. Experience in Govt. financial procedure and reporting , working knowledge of MS Office (Excel/Word/Power Point).

(d) **Desirable Post-Qualification Experience:**

- (i) Familiarity with World Bank Procurement Guidelines/Regulations/ Procurement Plan, Experience with Externally Aided Projects/World Bank aided Project and Experience in Procurement/ Contract Evaluation. Familiar with the use of off the shelf accounting packages.

6. Age and Remuneration:

- (a) Upper age limit is 50 years as on the last date of receipt of application.

- (b) Remuneration band is Rs 1,25,000 - 1,75,000 corresponds to the Consultant (Grade-II) of the NDMA.

The Selection Committee shall fix the consolidated remuneration for the position in the remuneration band based on the education, experience, remuneration being already drawn/ last pay drawn and other relevant factors. The remuneration will be consolidated and inclusive of all applicable taxes and no other allowance shall be allowed.

7. Duration of the contract

The contract will be for one year initially and may be extended with mutual consent based on need and performance by not more than one year at a time or up to closure of NCRMP Phase-II, whichever is earlier.

TERMS OF REFERENCE
FOR
ENGINEERING SPECIALIST IN PMU (NDMA) for NCRMP

1. Overall Objective

The key role of this position is primarily to guide and inspect the engineering aspects of Early Warning Dissemination System (construction of towers and poles) and Risk Mitigation Infrastructure (MPCS, Roads, Bridges, Saline Embankments, Under Ground Cabling works, retrofitting works etc .

The Engineering Specialist is to ensure that the Project is implemented in accordance with the procedures agreed with the World Bank on all matters related to construction works in the project and will be mainly responsible for ensuring the appropriate application of the construction aspects to all concerned activities under the project.

2. Duties and Responsibilities of the Engineering Specialist:

- (a) To oversee planning, implementation and smooth operation of respective sector investments under the project.
- (b) Provide technical guidance to the States in the preparation of the investments and Early Warning Dissemination System.
- (c) Review the technical documents submitted by the states for their respective area of expertise, ensure quality, and guide the states wherever necessary.
- (d) Oversee efficient procurement and implementation planning by the states from respective sector`s perspective.
- (e) During implementation, oversee PIUs and Line Departments implementation monitoring for timely and quality delivery of outputs through contractors. Oversee, community intermediation/involvement as required, particularly to make them understand sustainable operation of assets and usage and functionality during disaster times.
- (f) Review the physical progress of work for their respective areas and provide necessary feedback for corrective action.
- (g) Once the works are completed, oversee smooth transition to integrate with the line departments` regular O&M and upkeep.
- (h) Undertake periodic site visits to the participating states, to review the progress of work and provide necessary advice to the states. The time and frequency of visits will be decided based on the need by the Project Director.
- (i) Monitor and ensure deployment by the states of right skilled staff to the line departments` nodal agencies, suggest and promote timely training and orientation to the teams to ensure effective implementation of respective sector investments.

- (j) Ensure TPQA is done by all the states in time and examine critically the TPQA report and then put up his observations/ suggestions to the PD, NCRMP.
- (k) Shall diligently perform/implement/execute other work given by the Project Director or his authorised nominee.
- (l) Evaluation of DPR related to retrofitting works for various infrastructure from earthquake point of view.

3. Reporting:

The Specialist will report to and be guided by Project Director or his authorized nominee.

4. Deliverables and Time Frame

The Engineering Specialist will deliver the following:

- (a) A monthly action plan to be approved by the Project Director.
- (b) A monthly progress report documenting the work carried out each month, including issues that need management`s attention. This should encompass an analytic presentation of content and outcomes of discussions at all levels.
- (c) Ensure that the information in the MIS is up to date and correct.
- (d) Review the Project documentation to monitor technical requirements of the Project.

5. Qualifications and Experience:

Essential:

- (a) M. Tech. in Structural Engineering from a recognised university .
- (b) Working knowledge of MS Office (Excel/Word/Powerpoint)

Desirable:

- (b) Persons with Ph. D., additional qualifications, Research experience, published papers and post qualification experience in the relevant field would be preferred. Ph. D. From reputed university shall be given additional weightage.

Post Qualification Experience:

Essential:

- (a) 5-10 years practical experience in Construction works namely, Building works, Road works, Bridge works, Embankment works, Underground cabling works and retrofitting works for various infrastructures (from earthquake point of view).

Desirable :

(a) Familiarity with World Bank Procurement Guidelines/Regulations/ Procurement Plan, Experience with Externally Aided Projects/World Bank aided Project.

6. Age and Remuneration:

(a) Upper age limit is 50 years as on the last date of receipt of application.

(b) Remuneration band is Rs 1,25,000 - 1,75,000 corresponds to the Consultant (Grade-II) of the NDMA.

The Selection Committee shall fix the consolidated remuneration for the position in the remuneration band based on the education, experience, remuneration being already drawn/ last pay drawn and other relevant factors. The remuneration will be consolidated and inclusive of all applicable taxes and no other allowance shall be allowed.

7. Duration of the contract

The contract will be for one year initially and may be extended with mutual consent based on need and performance by not more than one year at a time or up to closure of NCRMP Phase-II, whichever is earlier.

TERMS OF REFERENCE
FOR
PROJECT COORDINATOR – NSRMP, WEB-DCRA AND HMRAP

1. BACKGROUND AND RATIONALE

Component C of the National Cyclone Risk Mitigation Project Phase-II (NCRMP-II) - Technical Assistance for Multi-Hazard Risk Management (US\$29.5 million) – seeks to improve the quality of available information on multi-hazard risks for decision making, and strengthen multi-hazard risk management at a national level. Three sub-components under this - Subcomponent C.1: Multi-hazard risk modelling and assessment, Subcomponent C.4: Hydro-meteorological Resilience Action plans, and Subcomponent C.5: Design of a National Seismic Risk Mitigation Program – are at different stages of implementation, requiring ongoing technical support and multi-stakeholder coordination. National Disaster Management Authority (NDMA) is seeking a Project Coordinator to provide this support.

NSRMP: Designing the National Seismic Risk Mitigation Programme (NSRMP)

One of the agreed components under NCRMP-II is about Design of a National Seismic Risk Mitigation Programme (NSRMP) as a futuristic step and funds have been demarcated for this purpose. The scope of work will include working on components A, B & C for 08 States namely Assam, Bihar, Himachal Pradesh, J & K, Manipur, Meghalaya, Tripura and Uttarakhand and with NDMA. The Role of the Consultant would broadly comprise planning, preparing Detailed Project Report (DPR) and other supporting documents for NSRMP and inter-alia would broadly comprise preparing the following: Inception report; Investment plans for all components; Outline and detailed implementation arrangement structure and ToRs for specific positions; Detailed project reports for at least 50% (priority) investments - Phase I investments; Procurement documents for the proposed investments and consultancies; Procurement strategy assessment and plan; Financial Management Manual; Environmental & Social Management Framework; Results Framework; Project Management and MIS tool; Environment and Social Screening and Assessment Reports with Environment Management Plan and Social Management Plan and EIA/RAPs where necessary; Project Operation Manual; Project Appraisal Document; IEC and Communication strategy and package. The consultant will also help coordinate with various stake holders such as – MHA, MoUD, DEA, IMD, NIDM, NDRF, SDRFs, Fire Cell – MHA, Fire & Emergency Services, IITs, BIS, participating State Disaster Management Authorities, Academic/Technical Institutions, etc.

HmRAP: Developing Hydrometeorological Resilience Action Plans for selected urban areas

The HmRAP would be a key document in guiding decision-makers to improve their citys' resilience and reduce risks to hydromet related hazards, with a critical focus on incorporating hydromet information into planning and service delivery. The HmRAP would identify specific issues and priorities tailored to the context of the specific urban area and propose key actions to be implemented at short, medium and long term for strengthening the hydromet information base and improving the resilience of urban services delivery- The plans would also become the basis for developing investment frameworks for climate resilient cities- The scope of work and tasks for each city will be as follows:-

- Conduct an overview of the urbanization patterns, economic sectors' growth, hydromet hazards and risks, preliminary damage assessments from weather

related events to characterize its vulnerability, existing institutional capacity and key urban services delivery and user agencies and communities.

- Initiate a technical and consultative process for prioritization of hydromet hazard categorization of cities by hazard. This initial scoping consultation will allow tailoring of the assessment and recommendations for each selected city based on the specifics of that particular urban area and the hydromet hazards that threaten its resilience.
- Conduct a detailed assessment of the hydromet hazard and risk identification/scoping for potential impact across urban infrastructure and key services, available hydromet data and information, climate forecasts and capacity assessment for urban hydromet services and resilient actions.
- Conduct vulnerability and risk assessment at urban level and for critical weather dependant factors, develop hazard and vulnerability maps as well as impact scenarios based on hydromet risks.
- Review and assess ongoing activities undertaken by the local, State and National entities related to urban planning and resilience; and conduct a review of urban development strategies/area plans, policies and regulations.
- Conduct a detailed institutional assessment to assess available capacity and gaps at city agencies (municipalities), hydromet agencies, early warning systems and relevant entities for undertaking resilient planning.
- Make structural and non-structural recommendations based on the analytical base of this activity and conduct a consultative process to define the priority actions and develop an investment framework by city to reduce vulnerability and enhance resilience
- Develop a summary report and detail report that draws from individual city HmRAP to develop a strategic framework for city resilience to hydro-met events and climate change, identify city and sector specific investments for resilience actions and action plan for implementation.

web-DCRA: Developing Dynamic Web Based Composite Risk Atlas and Decision Support Tool for Cyclone and associated impacts including Storm Surge and Inland Flooding

As part of NCRMP Phase-I, Hazard, Vulnerability and Risk Assessment (HVRA) study has been conducted and a Web-based Composite Risk Atlas (Web-CRA) has been developed having deterministic hazard scenarios that would be used by these States/UTs for mitigation planning. This web-based risk assessment system provides the concerned stakeholders with a comprehensive risk assessment framework that offers cross-cutting decision support for mitigation planning at all levels from Central; Government, State, District, Taluka/Tehsil/Mandal (Taluka), City/Town and Village. The second phase which is currently ongoing has the following objectives:

- Develop probabilistic products for depiction of cyclone risk and storm surge flooding / coastal flooding vulnerability maps for the coastal line of India (not a real-time product)
- Enhance Web-CRA with capability for dynamic risk assessment of an impending cyclone (Web-DCRA)
- Provide specific and quantitative information of the exposure to a real-time cyclone event and generation of information products to support decision making at the State/District and Local level (real-time product, including development of Decision Support Tool)
- Add capability in Web-CRA to work in offline (desktop) mode for updating of exposure database

- Develop impact graphics and standardize the products in consultation with IMD, NDMA, MHA and other key Government and Scientific Institutions
- Develop communication protocol on the products developed and enhance the analytics and prediction capability over a period of 18months after development (experimental phase)
- Provide training and capacity building support on the Decision Support Tool to the designated officers of the National and State/UT administration and the Coastal District Administration (during the experimental phase)

2. SCOPE OF WORK

The Project Coordinator is expected to manage the technical aspects of all three contracts, including:

- Provide technical inputs to the consulting firm on the study design, implementation and emerging outputs;
- Review the project progress on a weekly and monthly basis including organisation of regular review meetings, communication with various stakeholders in preparation for and follow-up after the meetings;
- Facilitate the communication and engagement of the respective consulting firms with other government departments or entities towards development of outputs, for example, with MHA, MoUD, DEA, IMD, NIDM, NDRF, SDRFs, Fire Cell – MHA, Fire & Emergency Services, State Governments, INCOIS, IITs, BIS, participating State Disaster Management Authorities, Academic/Technical Institutions, etc.;
- Facilitate the consulting firm in matters associated with data acquisition and organization of data collection / validation processes;
- Review all key study outputs (including intermediate submissions) and provide timely feedback to the PMU NCRMP II for further action and output delivery approvals;
- Monitor progress and ensure incorporation of feedback in the reports/deliverables;
- Coordinate communication and shared actions between NDMA, The World Bank and consulting agency, and attend key meetings;
- Facilitate coordination between the consulting firms and the finance and procurement teams for smooth contract management.
- Shall diligently perform/implement/execute other work given by the Project Director or his authorised nominee.

3. REPORTING

The Project Coordinator will report to and be guided by Project Director or his authorized nominee.

4. Essential Qualifications and Experience

(a) Essential :

- Masters degree in Disaster Management/ Geography/ GIS and Remote Sensing/ Seismology/ Earthquake Engineering or any other related field.

(b) Desired :

Persons with Ph. D., additional qualifications, Research experience, published papers and post qualification experience in the relevant field would be preferred. Ph. D. From reputed university shall be given additional weightage.

(b) Post Qualification Experience:

Essential:

- (i) 5-10 years experience in managing Disaster Risk Management (DRM) projects,
- (ii) Essential coordination and communication skills, to facilitate interactions between multiple stakeholders and drive consensus is a must,
- (iii) Experience of working with Disaster Risk Management agencies and departments of the Government of India or in any State governments and
- (iv) Past experience of conducting Disaster Risk Assessments and developing Risk Management Projects.

Desirable:

- (i) Familiarity with World Bank's Procurement Regulations/ Procurement Plan.

5.Age and Remuneration:

(a) Upper age limit is 50 years as on the last date of receipt of application.

(b) Remuneration band is Rs 1,25,000 - 1,75,000 corresponds to the Consultant (Grade-II) of the NDMA.

The Selection Committee shall fix the consolidated remuneration for the position in the remuneration band based on the education, experience, remuneration being already drawn/ last pay drawn and other relevant factors. The remuneration will be consolidated and inclusive of all applicable taxes and no other allowance shall be allowed.

6. DURATION

The contract will be for one year initially and may be extended with mutual consent based on need and performance by not more than one year at a time or up to closure of NCRMP Phase-II, whichever is earlier.

TERMS OF REFERENCE
FOR
ENVIRONMENTAL SPECIALIST IN PMU, NDMA

1. Overall Objective

The overall objective of hiring an Environment Specialist is to assist the Project Management Unit (PMU) in coordinating the preparation of environmental assessments and associated environmental management plans for selected sub-projects wherever required, oversee the implementation of these plans and coordinate with the State Project Implementation Units in the management of the project in line with the Environment and Social Management Framework agreed for the project.

2. Duties and Responsibilities of the Environment Specialist

The Environment Specialist will

- (a) Be mainly responsible for ensuring the appropriate application of the environment aspects of the Environment and Social Management Framework (ESMF) to all the concerned activities under the project.
- (b) Assess the action needed pertaining to environmental issues as per the Environment and Social Management Framework (ESMF).
- (c) Identify and work closely with other consultants identified to undertake the environment assessments of sub-projects, where required, and coordinate with the MoEF /State-level authorities for obtaining the clearances required for the various projects/activities.
- (d) Provide the oversight of the development and implementation of sub-project specific environment management plans (EMPs) wherever required.
- (e) Prepare an Information, Communication, and Education Strategy with regard to the environmental work being undertaken in the project.
- (f) Liaise with the PIUs and other implementing agencies and provide necessary advice on environmental matters.
- (g) Organise training for the PIUs and implementing Agencies on Environment and Social Management Framework (ESMF) implementation and /or Environment Management Plan (EMP) implementation.
- (h) Conduct periodic site visits to ensure that projects/activities being implemented are in line with the environmental requirements of the Environment and Social Management Framework (ESMF).
- (j) Prepare quarterly progress reports on environmental matters pertaining to Environment and Social Management Framework (ESMF) implementation.
- (k) Support hiring of external environment auditors and to coordinate the conduct of these audits as per the Environment and Social Management Framework (ESMF) requirements.
- (m) Report to the PMU on a regular basis on environmental matters relevant to Environment and Social Management Framework (ESMF) implementation including the action needed under the Governance and Accountability Action Plan.

- (n) Provide up-to-date media training and capacity building on environmental issues to local stakeholders and partners through the state of PIUs.
- (o) Liaise with SPIUs for capacity building and training activities.
- (p) Shall diligently perform/implement/execute other work given by the Project Director or his authorised nominee.

3. Reporting:

The Project Coordinator will report to and be guided by Project Director or his authorized nominee.

4. Deliverables and Time Frame

The Environment Specialist will deliver the following:

- (a) Inception report within two weeks of contract signing detailing
 - (i) their intended work plan, (ii) annotated outline of their work schedule.
- (b) A monthly action plan to be approved by the Project Director.
- (c) A monthly progress report documenting the work carried out each month. This should encompass an analytic presentation of content and outcomes of discussions at all levels.
- (d) Facilitate the conduct of workshops and various meetings with the World Bank and other stakeholders.

5. Qualifications and Experience:

ESSENTIAL:

- (a) Should possess a Master`s Degree in Environmental Science/Ecology and Environment or Engineering familiar with National Environmental regulation and on procedures/practices of Ministry of Environment Forests, Govt. of India

(b) Desirable :

Persons with Ph. D., additional qualifications, Research experience, published papers and post qualification experience in the relevant field would be preferred. Ph. D. From reputed university shall be given additional weightage.

Essential Post-Qualification Experience:

- (a) Should have 5-10 years post qualification experience in similar assignments .
- (b) The specialist selected will need to demonstrate experience and expertise in the areas of:
 - (i) Environmental regulations relevant to the project.
 - (ii) Environmental assessment of urban and rural infrastructure/ development projects.
 - (iii) Preparation and management of project specific Environment Management Plans.
 - (iv) A reasonably high level of written and oral communication skills.

- (vi) Familiarity with the environmental safeguard policies of the World Bank and experience with externally aided projects and knowledge/proficiency to deal with GIS Maps will be desirable.
- (vii) Experience and capability to conduct and analyse SIA/EIA.
- (viii) Working knowledge of MS Office (Excel/Word/Powerpoint)
- (ix) Familiarity with Environment and Social Framework of the World Bank.

Desirable Post-Qualification Experience:

- (i) Familiarity with World Bank's Procurement Regulations,

6. Age and Remuneration:

- (a) Upper age limit is 50 years as on the last date of receipt of application.
- (b) Remuneration band is Rs 1,25,000 - 1,75,000 corresponds to the Consultant (Grade-II) of the NDMA.

The Selection Committee shall fix the consolidated remuneration for the position in the remuneration band based on the education, experience, remuneration being already drawn/ last pay drawn and other relevant factors. The remuneration will be consolidated and inclusive of all applicable taxes and no other allowance shall be allowed.

7. Duration of the contract

The contract will be for one year initially and may be extended with mutual consent based on need and performance by not more than one year at a time up to closure of NCRMP Phase-II, whichever is earlier.

**TERMS OF REFERENCE
FOR
SOCIAL MANAGEMENT SPECIALIST**

1. Overall Objective

The overall objective of appointing the Social Management Specialist is to assist the Project Management Unit in ensuring that all the actions needed for complying with the social safeguards in the ESMF are complied.

2. Duties and Responsibilities of the Social Management Specialist:

- (i) Assist the Project Director in the review and approval of various screening reports related to social safeguards in accordance with ESMF.
- (ii) Responsible for overseeing and coordinating the implementation of social development activities such as land acquisition, resettlement, NGO coordination and other social development activities in the project.
- (iii) Responsible for ensuring compliance with ESMF with respect to preparation and implementation of plans related to social impacts.
- (iv) Manage the Social Assessment studies including the benefit monitoring and evaluation and coordinate preparation of relevant action plans to implement the outcomes of Social Assessment process.
- (v) Coordinate with PIUs of states for overseeing the implementation and monitoring of land acquisition and involuntary resettlement mitigation actions and other social development activities.
- (vi) Preparation of periodical progress reports on social impacts for PMU's review and action.
- (vii) Maintain and upgrade the computerized data base related to the delivery of land acquisition compensation as well as resettlement entitlements and generation of periodical progress reports.
- (viii) Undertake field visits to impact areas as appropriate to monitor the implementation of social dimensions of the project and submit periodic reports.
- (ix) Assist the PMU in the monitoring of the Grievance Redress System incorporated in the project as part of the Governance and Accountability Action Plan.
- (x) Shall diligently perform/implement/execute other work given by the Project Director or his authorised nominee.
- (xi) Capacity Building and training activities.

3. Reporting:

The Project Coordinator will report to and be guided by Project Director or his authorized nominee.

4. Deliverables and Time Frame

The Social Management Specialist will deliver the following:

- a) Inception report within two weeks of contract signing detailing
 - (i) their intended work plan,
 - (ii) annotated outline of their work schedule.
- b) A monthly action plan to be approved by the Project Director.
- c) A monthly progress report documenting the work carried out each month. This should encompass an analytic presentation of content and outcomes of discussions at all levels.
- d) Facilitate the conduct of workshops and various meetings with the World Bank and other stakeholders.

5. Qualifications and Experience:

(a) Essential :

- (i) Should possess a Master`s degree in Social Sciences preferably in social work/Sociology/Rural Management. Knowledge of computer applications to manage data base and generation of reports.

(b) Desirable :

- (i) Persons with Ph. D., additional qualifications, Research experience, published papers and post qualification experience in the relevant field would be preferred. Ph. D. From reputed university shall be given additional weightage

Post -Qualification Experience:

(a) Essential:

- (i) Should have 5-10 years of professional experience in the areas of land acquisition, involuntary resettlement, consultation and participation, socio-economic surveys, livelihoods/social capital restoration monitoring and evaluation of social development activities, and also preferably disaster management and experience in conducting capacity building/shelter level/community level training.
- (ii) Experience of working in similar or related projects financed by the external/multilateral agencies is an added advantage.
- (iii) Working knowledge of MS Office (Excel/Word/Powerpoint)

(b) Desirable :

- (i) Familiarity with World Bank's Procurement Regulations, Familiarity with Environment and Social Framework of the Word Bank
- (ii) Experience in conducting ESIA.

6.Age and Remuneration:

(a) Upper age limit is 50 years as on the last date of receipt of application.

(b) Remuneration band is Rs 1,25,000 - 1,75,000 corresponds to the Consultant (Grade-II) of the NDMA.

The Selection Committee shall fix the consolidated remuneration for the position in the remuneration band based on the education, experience, remuneration being already drawn/ last pay drawn and other relevant factors. The remuneration will be consolidated and inclusive of all applicable taxes and no other allowance shall be allowed.

7. Duration of the contract

The contract will be for one year initially and may be extended with mutual consent based on need and performance by not more than one year at a time up to closure of NCRMP Phase-II, whichever is earlier.

