



Govt. of Jharkhand
Rural Development Department
Jharkhand State Livelihood Promotion Society



Letter no: JSLPS/2714

Date: 24/11/2023

TO WHOMSOEVER IT MAY CONCERN

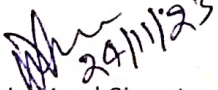
Sub: - Consultancy Service Certificate

This is to certify that **Mr. Subhash Nand Tiwary**, Reference Code-9307, had worked with Jharkhand State Livelihood Promotion Society as **Consultant- Marketing, Agri & Allied Marketing** from 18th February 2019 to 17th September 2023.

During his tenure with us, his performance was to the satisfaction of the management.

We wish him all the success for his future endeavors.


With good wishes,


(Authorised Signatory)

कार्यालय, जिला ग्रामीण विकास अभिकरण, राँची

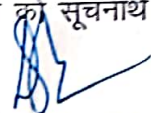
जिससे भी संबंधित हो

प्रमाणित किया जाता है कि श्री सुभाष नंद तिवारी, समेकित आदर्श ग्राम योजनान्तर्गत गठित परियोजना प्रबंधन ईकाई में दिनांक 15.10.2016 से 15.02.2019 तक जिला समन्वयक, राँची के पद पर संविदा के आधार पर जिला ग्रामीण विकास अभिकरण, राँची में कार्यरत रहे हैं। उक्त कार्य अवधि में इनका कार्य संतोषप्रद रहा है।


उप विकास आयुक्त,
राँची

ज्ञापांक 50/11/जि0ग्रा0, दिनांक 5/4/2019

प्रतिलिपि— श्री सुभाष नंद तिवारी, तदेन जिला समन्वयक, SAGY/ AGY, राँची को सूचनार्थ एवं अनुपालनार्थ प्रेषित।


उप विकास आयुक्त,
राँची



सत्यमेव जयते

INDIA NON JUDICIAL

Government of Chhattisgarh

e-Stamp

Certificate No. : IN-CG47783764927052V
Certificate Issued Date : 30-Nov-2023 05:46 PM
Account Reference : CSCACC (GV)/ cgcsceg07/ CG-RPKAI1159/ CG-RP
Unique Doc. Reference : SUBIN-CGCGCSCEG0779594540353677V
Purchased by : JIMI GUPTA
Description of Document : Article 6 Agreement relating to deposit of title deed, pawn or pledge
Property Description : Not Applicable
Consideration Price (Rs.) : 0
(Zero)
First Party : PROJECT DIRECTOR CHIRAG PARIYOJNA
Second Party : SUBHASH NAND TIWARY
Stamp Duty Paid By : PROJECT DIRECTOR CHIRAG PARIYOJNA
Stamp Duty Amount(Rs.) : 50
(Fifty only)



Please write or type below this line:

IRD

0016155717

Statutory Alert:

1. The authenticity of this Stamp certificate should be verified at www.chhattisgarh.gov.in or using e-Shiksha Shiksha App or Stock Holding.
2. Any discrepancy in the details on this certificate and its associate on the website or Mobile App reports forward.
3. The price of checking the legitimacy is on the behalf of the certificate.
4. In case of any discrepancy, please inform the Competent authority.



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Reference No: SPC/OL/CHIRAAG/07
August 18, 2023

Mr. SUBHASH NAND TIWARY

S/O-D.N. Tiwary

Age-38 Years

Address:ITKI Road, Bazara, Ranchi, 834005

Letter of Contract

Reference to your selection and acceptance of our Offer Letter dated 18/08/2023, we are please to appoint you in the Contractual position of "Assistant Project Manager-Value Addition & Marketing" In the "State Project Management Unit (SPMU)" of Chhattisgarh Inclusive Rural and Accelerated Agriculture Growth (CHIRAAG) Project under Department of Agriculture Development, Farmer Welfare and Biotechnology, Govt. of Chhattisgarh with effect from 20/09/2023.

Your appointment will be governed by the following Terms and Conditions during the period of contract.

1. Nature of Engagement and Consideration

Your appointment to the above position is purely on a contractual (C.G Samvida Rule) for fixed period as mentioned in Clause 4 of this Letter of Contract. This contractual position is necessitated for the implementation of Project CHIRAAG and doesn't mean or accord any offer of employment with Government of Chhattisgarh or its department and its affiliated units. Subject to the project's requirement and approval by the appropriate authority, the position may be extended/available maximum upto the tenure of the project.

2. Emoluments

You will be paid an all inclusive emoluments of Rs 80000/- In words Eighty Thousand per month.

Appropriate Tax Deduction at Source (TDS) will be deducted from the monthly emoluments as applicable under IT Act. You are liable to pay and comply with the individual tax liability as per the law of land.

3. Probation

You will be on probation initially for a period of three months. During the period of probation, if your performance is not found to be satisfactory, the authority may at their sole discretion extended the **probation** for a further period of 3 months or terminate this contract if not found suitable for the job. During the probation period, your services can be terminated without any notice period.

4. Period of Contract

The position is offered to you is on contract for Two year from the effective date subject to satisfactory performance. The contract would be reviewed by CHIRAAG Project Management based on your performance during the contract period. The Authority may rescind the contract if your performance has been found unsatisfactory. However, if the performance is satisfactory your contract may be extended for the further period of the project subject to annual review of performance.



You confirm your commitment to render services for a minimum period of one year with the CHIRAAG Project, as stipulated in your referenced offer letter.

5. Leave

You will be entitled for Leave as per the HR manual of CHIRAAG & also order issued from time to time during a year subject to approval by the appropriate authority.

The details of the leave entitlement, accrual, accumulation and approval shall be governed by the HR manual of CHIRAAG & also order issued from time to time.

6. Holidays

The CHIRAAG offices and field staff will follow Government of Chhattisgarh calendar and other applicable norms for working hours, working days, holidays and observation days.

7. Absence from Duty

Staff members remaining absent from duty without approved leave will be treated as leave without pay and liable for disciplinary action. Absence from work for more than 30 days without information entails termination without notice.

8. Allowances

You will be entitled for TA/DA, Communication and other allowances as per HR manual of CHIRAAG & also order issued from time to time. You are requested to refer to the policy document for the detailed entitlement and the claim procedure.

9. Official Travel

The project may require you to travel frequently to the field locations as per the need. The travel may be within the District, State Capital and outside the State involving night stay as per the requirement of the Project. The appropriate authority should approve all official travels before commencing the travel.

Please refer to the HR manual of CHIRAAG & also order issued from time to time for details on travel entitlements, modes and applicable allowances.

10. Reporting Arrangements

You will report to the Supervisor/Reporting Officer as assigned from time to time or as per the approved Organisation Structure of Project CHIRAAG. The reporting structure will be informed.

11. Performance Assessment

Performance assessment will be conducted annually as per the performance management calendar of the organisation. Your performance will be assessed objectively through a defined process and reviewed by a specially constituted performance evaluation committee at the state level. Renewal of the Contract would be based on the quality and timeliness of performance.

12. No-Dual vocation

12.1 You shall not take up any part time/full time employment, consultancy or any other assignments elsewhere or do any business during the period of the contract.

12.2 You will also not undertake any work or assignments similar to the scope of work of project CHIRAAG on voluntary or pro-bono basis with any Government/ Non-Government organisations or individual without specific written permission.

12.3 Your engagement will be automatically terminated if you join somewhere else, undertake any other vocation for profit or remuneration without giving prior information or obtaining approval on the same.

12.4 During the period of contract, you shall not stand for election as Member of a Municipal Committee, Municipal Corporation, District Board, Panchayat or any other legislative body.

13. Obligations of the Employee

The obligations of this contract are strictly limited to the terms and conditions as stated herein. Accordingly, the Employee shall not be entitled to any benefit, payment, subsidy, compensation or pension from the project, except as expressly provided in this contract. You will not be exempted from taxation by virtue of this agreement and is solely responsible for payment of tax as required under the law.

14. Disclosure of Information

You will not, without prior written consent of the authority, disclose, share any information, data, published or unpublished article, literature that are confidential in nature which the staff members might have accessed/used while working under this agreement. Such disclosure will be treated as breach of the contract and liable for appropriate action. You must abide by the Data Protection Policy of CHIRAAG project. You need to sign a declaration attached in Annexure I as per the Data Protection Policy.

15. Intellectual Property Rights

15.1 All intellectual property rights and all material (including but not limited to reports, data, and designs whether or not electronically stored) produced by the staff member pursuant to the performance of the contract shall be the property of Project CHIRAAG with a clear understanding that the same will be used for a world-wide, non-exclusive, irrevocable, royalty free license to use i.e. without limitation, the reproduction, publication and sub-license all such materials and products including the intellectual property rights therein, including reproduction and sale of materials.

15.2 You will not divulge, publish, print or quote any of the ongoing business practices, operational methods, research outcomes or 'work products' of Project CHIRAAG in any professional or public forums, write articles or disseminate information in social media in individual capacity without stated permission from the authority. The work product shall mean data, materials, documentations, inventions, discoveries, methods, developments, picture, audio, video, artistic works and all work of authorship or any confidential information created or developed in whole or part while working in the project.

16. Standards of Conduct

16.1 You will conduct at all times with the fullest regard for the purposes and principles of the Project CHIRAAG in a manner befitting your position and relationship with the Project. You will not engage in any activity that is incompatible with those purposes and principles of the assignment, and the objective of the project. You will avoid any action or public pronouncement, which may adversely affect the project objective and the contractual

relationship, or the integrity, independence and impartiality which are required by such relationship.

16.2 You hereby understand and agree that if you indulge in any activity which is considered undesirable or detrimental to the interest of the Project or Government, your services may be terminated by the Authority with immediate effect.

17. Non-Compete

17.1 You will not engage in any personal, business or professional activity which conflicts or could conflict with any of their obligations in relation to this Contract.

17.2 You will notify the Management immediately of any actual or potential conflict in relation to this Contract.

18. Declaration

Your appointment has been made on a clear understanding that you have supplied all necessary information to enable the management of Project CHIRAAG to judge your fitness for the job and that the information provided by you is true to the best of your knowledge and belief. If it should be found later that you have given wrong insufficient information or misrepresented the facts, your services would be terminated immediately.

19. Medical Fitness

Your joining this contractual position is subject to remaining medically fit, suitable to discharge the responsibility as specified in the Terms of Reference (ToR). A medical fitness certificate to be provided as per Annexure-II at the time of joining certified by a registered medical practitioner.

20. Termination

20.1 This agreement shall stand terminated on completion of the period of contract.

20.2 This contract shall stand terminated with immediate effect without giving any notice or payment due to you in the event of; (a) Expiry of the Project period (b) Breach, of any term/s of this contract (c) Violation, of any law or statute for the time being in the force, (d) If found to have committed misconduct, negligence, fraud or indulged in any activity considered undesirable by the project management.

20.3 If you wish to discontinue your contractual engagement, you need to give 30 days advance notice in writing to the HR Section of CHIRAAG.

20.4 However, it is agreed and understood that in case of termination/suspension of this contract the clauses as mentioned at no 15 & 16 would continue to be in force.

21. Formalities to be compiled at the end of the Contract

At the end of the tenure of this Contract, you will furnish the following documents to the Management of Project CHIRAAG within the stipulated time:

- i) Obtain a Clearance from your Reporting Officer on the existing and executed Projects.

ii) Hand over all official documents, files, correspondences with external entities, laptop / desktop computer (if provided by the Project Team) with a detailed explanation of all records, and all official e-mails to the person(s) so nominated to take over by the Reporting Officer.


Hand over other official gadgets and accessories that may be in the possession of the Employee.

For and on behalf of Project CHIRAAG


Chandan Sanjay Tripathi, IAS
Project Director, CHIRAAG

Declaration

I have carefully read the Letter of Contract and I understand and accept the terms and conditions mentioned in the aforesaid contract and in the annexure hereto.


SUBHASH NAND TIWARY
Assistant Project Manager-Value Addition & Marketing