

Metric 5.2.1 - Percentage of placement of outgoing students and students progressing to higher education during the last five years

Clarification Asked- 1. HEI is requested to kindly provide correct data in the column " Name of student who has been placed " in the prescribed data template. As provided data in the numerical form which should not be considered. So please relook and provide correct revised data. 2. kindly note that Multiple offers to the same students to be counted once please relook and provide correct wise Data. 3. Please provide proof of the placement of all the students & progressed to higher education Academic year wise for the last FIVE years to SUPPORT THE CLAIM. Please relook and provide correct revised data. 4. Please provide List of students placed along with placement details as per template year wise. 5. Please provide Links/documents relating to placement cell such as brochures, tie-ups, Appointment letter of placed student etc., as per Academic session wise. 6. Please provide supporting data for students who have joined for higher education in prescribed format for the assessment period. 7. Please provide link/documents relating to higher education cell such as admission letters or identity cards or higher degree certificates etc. as per academic session wise which should be visible properly. 8. Please provide the list of Number of outgoing students year wise during the last five years for the Metric I.D 5.2.1.2 9. Please provide any other relevant data or documents related in this metrics (if available). Note:- Kindly note that without supporting documents HEI Claim could not be considered.

Response-

1) Relevant supporting documents in regards of placement and higher education for the assessment years are attached. **(Appendix-I)**

Appendix-I

Placement of outgoing students



RENUKA CHARITABLE TRUST

(07137)
272226

KURUL, Tah. Desaiganj, Distt. Gadchiroli 441207

(Reg. Nos. P. T. Act. 1950, F/648 & S. R. Act. 1860, Mah 82/87)

President

KSHITIJ UKE

Secretary

BALKRISHNA RAUT



RENUKABAI UKE VIDYALAYA

Shiorajpur

KAMALESH UKE VIDYALAYA

Sawangl

KAMALESH UKE JR. COLLEGE

Sawangl

RENUKABAI GIRLS HOSTEL

Desaiganj

USHATAI SHORT STAY HOME

Desaiganj

KSHITIJ BAL SADAN

Desaiganj

Date 11/9/2019

नियुक्ती आदेश

प्रति,

श्री कुंदन विजय रोंडे

मु. पो. राजोली ता. मुल जि. चंद्रपूर

याद्वारे आपणास कळविण्यात येते की, आपण दि. १.९.२०१९ ला या संस्थेकडे सादर केलेल्या अर्जानुसार रेणुका चॅरिटेबल ट्रस्ट, कुरुड द्वारा संचालित महिला समुपदेशन केंद्र, पोलिस स्टेशन देसाईगंज येथील समुपदेशक या पदावर दरमहा रु. १२०००/- मानधनावर दि. १२.९.२०१९ पासून तात्पुरत्या स्वरूपात नियुक्ती करण्यात येत आहे.

करीता आपण दि. १२.९.२०१९ रोज गुरुवारला सकाळी १०.०० वा समुपदेशक या पदावर रुजू व्हावे व संस्थेच्या कार्यालयास रुजू प्रतियेदन सादर करावे.

आपली नियुक्ती पूर्णतः तात्पुरत्या स्वरूपाची पुढील आदेशापर्यंत राहणार असून स्थायी पदावर आपला कोणताही अधिकार चालणार नाही याची नोंद घ्यावी.

अध्यक्ष

रेणुका चॅरिटेबल ट्रस्ट कुरुड



Reg. No. MAH-384/96/F-3083
Key Resource Centre



एक कदम स्वच्छता की ओर
स्वच्छ भारत मिशन

SADHAVANA GRAMIN VIKAS SANSTHA WARDHA
Co-Ordinators For SBM Training

Office :- Thakre Market, 1st Floor, Near Lokmat Office
Main Road, Wardha, Mob. No. 9850352387



NAME :- VEENAL M. BANDEWAR
DESIGNATION :- Master Trainer
DOB :- 14/09/1993
MOB.NO. :- 9511660117
BLOOD GROUP :- B+

President
Sadbhavana Gramin Vikas
Sanstha, WARDHA

महाराष्ट्र राज्य सामाजिक अंकेक्षण
व पारदर्शकता सोसायटी मंत्रालय मुंबई -32



नाव : विनल मधुकर बंडेवार
पद : तालुका साधन व्यक्ती [BRP]
जन्म ता. : 14.09.1993
पत्ता : मु. दिघोरी पो. नाण्होरी
ता. ब्रम्हपुरी जि. चंद्रपुर
मो. नं. : 9511660117

श्री. पुरुषोत्तम गावतुरे

जिल्हा साधन व्यक्ती
महाराष्ट्र राज्य सामाजिक अंकेक्षण व पारदर्शकता
सोसायटी मंत्रालय मुंबई -32

SIR DORABJI TATA TRUST

Founded 1932

Bombay House, 24 Homi Mody Street
Mumbai 400 001.

Website :
www.dorabjitatatrust.org
www.tatatrusts.org
e-mail: sdt@tatatrusts.org

Tel : 66658282
Fax : 22826092

January 19, 2024

Ankit Prakash Kulmethe,
In front hp madavi petrol pump,
Gandhi ward, mul road gadchiroli,
Gadchiroli - 442605
Contact Number: 7350211103

Email ID: ankitkulmethe8843@gmail.com
Reference ID: SDTT/Cons/RPA/3517

Dear Ankit,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from January 22, 2024 till March 22, 2024, on the following terms and conditions:

1. Scope of the Project

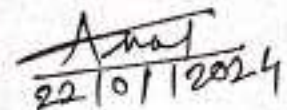
The assignment will be based on the Terms of Reference attached to this letter as Annexure III.

2. Duration

The consultancy period commences from January 22, 2024 till March 22, 2024 which will be reviewed at the end of the period of contract, should the contract be mutually extended.

3. Professional Fees

- 3.1. You will be paid a professional fee of Rs. 20,000/- (Rupees Twenty Thousand Only) Per Month, against submission of invoice to the Trust, if applicable. This fee is inclusive of all applicable taxes.
- 3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).
- 3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.
- 3.4. This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.


22/01/2024



4. Invoicing:

- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
- 4.2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The Invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
- 5.2. In case any payment is incurred by you on behalf of the Sir Dorabji Tata Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Trust. In an event bills are not in the name of the Trust, the same will be reimbursable post deduction of TDS.

6. Outstation Travel & Accommodation

- 6.1. Your assignment will require travel and accordingly the travel and lodging and boarding costs would be borne by the Trust. In case any payment is incurred by you on behalf of the Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Sir Dorabji Tata Trust.
- 6.2. The said amount will be reimbursed after your travel and on submitting the necessary bills/ invoices with a detailed statement, after obtaining sanction from the concerned Senior/ undersigned.
- 6.3. You will be entitled to avail the said facilities for travel / lodging:
 - 6.3..1. Travel: Air (Economy)/ Rail (2/3 tier, if not available then 1st AC)
 - 6.3..2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
 - 6.3..3. Eligible to requisition a hired car equivalent to Tata Indica
 - 6.3..4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3..5. Lodging: 3 Star (Standard)
 - 6.3..6. Boarding: On actual
 - 6.3..7. Incidental Allowance: Rs.200 per day without bills

Aditya
22/1/2024

- 6.3..8. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Mediclaim, medical expense or insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with immediate effect in case of proven misconduct.

10. Rules & Regulations

You will be governed under the provisions of the Tata Code of Conduct, (TCoC) copy of which is enclosed herewith (booklet). You are required to sign the declaration (page 33 of TCoC booklet) and return the same to us for our record. You will also be required to sign an IPR Assignment Agreement (refer to Annexure-I) and a standard Confidentiality Agreement (refer to Annexure-II). The confidentiality is to ensure that all proprietary information, intellectual property and documents obtained during your association with the Trust will not be utilized by you at any point of time to undermine the interests of Respective Trust and Tata Group companies (generally).

11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.

Amey
22/11/2024

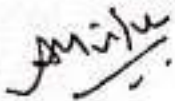
12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

With best wishes for successful completion of your assignment.

Yours sincerely,



Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Ankit Prakash Kulmethe

Signature: 



Ankit
22/11/2024

Name: Ankit Prakash Kulmethe

Phone Number: 7950211103

Alternate Mail ID: ankitkulmethe8843@gmail.com

Complete Postal address with Pin Code:

In front of Battuwar Petrol Pump.

Gandhi ward, Gadchiroli Pin code :- 442605

Demand Draft to be drawn in favour of:

Name of the Bank: Bank of India

Address of the Bank Branch:

In front of Battuwar Petrol Pump.

Gandhi ward No-12 Gadchiroli

Bank Account No.: 964010510010976

Type of Account - Savings/Current Account: - savings

IFSC Code of the Bank Branch: BKID0009640

(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: JJQP1K9978H

GST No:

(R)

Ankit
02/11/2024

Annexure - I

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Intellectual Property

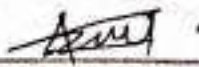
I, Ankit Prakash Kulmethe, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with 'Sir Dorabji Tata Trust' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/ documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein.

I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.



(Ankit Prakash Kulmethe)

Date:



Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality

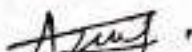
I, Ankit Prakash Kulmethe, am aware that in the course of my association with 'Sir Dorabji Tata Trust', ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.

Without prejudice to the above, I shall at all times be under an implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.



(Ankit Prakash Kulmethe)
Date:


22/11/2024



Annexure III

Terms of Reference

Consultancy Details

Reporting Manager : Kirankumar Jivtode
Project Code : RPA/000/000/SDTT/0538/DI/0000/S
Location : Gadchiroli
SPOC for payments & project reimbursements : Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the Impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.

Handwritten signature
22/1/2024

Handwritten mark

Handwritten mark

SIR DORABJI TATA TRUST

Founded 1932

Bombay House, 24 Homi Mody Street
Mumbai 400 001.

Website :
www.dorabjitatatrust.org
www.tatatrusts.org
e-mail: sdtt@tatatrusts.org

Tel : 66656782
Fax : 22826092

January 19, 2024

Ashik Premaji Kowe,
At-Nawargaon Po-Andhali
Ta Kurkheda Di-Gadchiroli 441207
Contact Number: 9146503273

Email ID: ashikkove1507@gmail.com
Reference ID: SDTT/Cons/RPA/3518

Dear Ashik,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from January 22, 2024 till March 22, 2024, on the following terms and conditions:

1. Scope of the Project

The assignment will be based on the Terms of Reference attached to this letter as Annexure III.

2. Duration

The consultancy period commences from January 22, 2024 till March 22, 2024 which will be reviewed at the end of the period of contract, should the contract be mutually extended.

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- 3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).
- 3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.
- 3.4. This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.

4. Invoicing:

- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
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- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
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6. Outstation Travel & Accommodation

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 - 6.3..2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
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 - 6.3..4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3..5. Lodging: 3 Star (Standard)
 - 6.3..6. Boarding: On actual
 - 6.3..7. Incidental Allowance: Rs.200 per day without bills

Sanjay
22/04/24

- 6.3..8. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Mediclaim, medical expense or insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with immediate effect in case of proven misconduct.

10. Rules & Regulations

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11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.

Handwritten signature
22/04/24


12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

With best wishes for successful completion of your assignment.

Yours sincerely,



Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Ashik Premaji Kowe

Signature: 


22/01/24

Name: Ashik Pteemaji Kowe

Phone Number: 9146503273

Alternate Mail ID: ashikkowep1507@gmail.com

Complete Postal address with Pin Code:

Demand Draft to be drawn in favour of:

Name of the Bank: State Bank of India

Address of the Bank Branch: Armoer

Bank Account No.: 33983668769

Type of Account - Savings/Current Account:

IFSC Code of the Bank Branch: SBIN0016185
(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: OBBPK8102F

GST No:


22/04/2024

Annexure - I

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Intellectual Property

I, **Ashik Premaji Kowe**, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with '**Sir Dorabji Tata Trust**' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein.

I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.



(Ashik Premaji Kowe)
Date: 22/02/24


22/02/24

Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality


I, **Ashik Premaji Kowe**, am aware that in the course of my association with 'Sir Dorabji Tata Trust', ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.

Without prejudice to the above, I shall at all times be under an Implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.



(Ashik Premaji Kowe)
Date: 22/02/24




22/02/24

Annexure III

Terms of Reference

Consultancy Details

Reporting Manager	: Kirankumar Jivtode
Project Code	: RPA/000/000/SDTT/0538/DI/0000/5
Location	: Gadchiroli
SPOC for payments & project reimbursements	: Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.

J. Jivtode
22/01/24



Agreement ID: 2022/BK/01
Date of Agreement: 11/02/2022

CONSULTANT AGREEMENT

This Consultant Agreement (hereinafter "**Agreement**") is entered into as of the date 11/02/2022 it is fully executed **by and between** the parties' identified herein below:

Farmers for Forests, legally known as **Efficient Ecosystem Protection Association**, a company incorporated and existing under Section 8 of the Companies Act, 2013 having its registered office at FL203-Lapis Lazzhly, Sangamwadi, Pune 411001, **hereinafter referred to as "Company"** (which expression shall include its divisions, successor and assigns)

And

Bhumesh Janardhan Kathane currently resides at, Vihirgaon, Post-Bhugaon, Block-Lakhani, Bhandara, Maharashtra 441809, **hereinafter referred as "Consultant"**.

The Company and Consultant are hereinafter collectively referred to as the "**parties**" and individually referred to as the "**Party**".

WHEREAS, the Company desires that the Consultant provide advice and assistance to the Company in his or her area of expertise; and

WHEREAS, the Consultant desires to provide such advice and assistance to the Company under the terms and conditions of this Agreement;

NOW, THEREFORE, the Company and the Consultant hereby agree as follows:

1. Terms of Appointment

- A. The Consultant shall during his/her course of service with the Company shall act as a **Field Associate Consultant**.
Roles & Responsibilities:
 - A. Field visits and supervision of field operations in **Dhanora block** & any other location as needed.
 - B. Supervision of Field Assistants
 - C. Coordination with program participants/farmers.
 - D. Liaison with government officials in Forest, Land Records & Revenue departments and any other departments as needed and with partner organizations.
 - E. Documentation of the best practices and daily work in the field.
 - F. Any other work and duties as assigned by the company.
- B. **Commencement Date & Location** - The consultant will commence work on the date **11 February 2022**. You will be based out of **Kondavahi, block -Dhanora, Gadchiroli** although you may be required to perform your duties at other locations from time to time and to travel on company business when the need arises. Your base location might also be changed during the course of the contract with at-least 15 days of prior notice.
- C. The Consultant has been appointed on a fixed term Agreement of **14 months** starting from **11 February 2022 to 31 March 2023**. The Agreement will remain open for 30 days after the end date only for administrative purposes.
- D. The terms of this Agreement may be extended/renewed subject to satisfactory performance and availability of funds, continuity of project/program, external factors, Government approvals affecting implementation and delivery of project/program. Any changes to the Agreement will be via Addendums to this Agreement.
- E. As per the Company Regulations, you are required to confirm that you are free from any contractual restrictions, preventing you from entering into this Agreement or starting work on the above mentioned date.



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2. Compensation and Reimbursement

- A. For the services provided, the Consultant shall be paid a fee of INR **23000** (Twenty three thousand only) per month. The fees shall be inclusive of all taxes (including but not limited to GST)
- B. The Consultant shall also be entitled to payment or reimbursement for travel expenses, food, lodging, equipment, supplies, or similar items if authorized in advance by the Company and if the Consultant provides verifiable bills for the same.
- C. **10% Tax** will be deducted at source on the consultant fees as per the tax laws applicable in India. TDS certificates will be issued as per the income tax rules.
- D. The Consultant shall submit monthly invoices on the last day of the month and the Company shall pay to Consultant invoiced amounts within seven (7) days after the date of invoice
- E. The consultant will also submit expenses claims and reimbursements to the Company if any at the same time as mentioned above.
- F. Each invoice shall **Show Invoice Number and Agreement ID**,
- G. The Consultant will complete the **Bank Information** form in **Annexure A** along with the copy of cancelled cheque and pan card and return it with the Consultant's signed copy of this Agreement. This will facilitate electronic payment to the Consultant's account.

3. Days off

The Consultant will be allowed to take **21 days** off from **11 February 2022 to 31 March 2023**. This will be deposited in the Consultant's Leave Bank as the leaves accumulate and is in addition to National Holidays in India. The list of national holidays that will be observed by the company will be provided to the employees via email at the beginning of the calendar year.

Such off days should be planned in advance and approved by the supervisor/reporting officer. In case the Consultant is not well / ill, he/she can take the day(s) off with written intimation to the supervisor. However, such intimation should be done in advance of the day off, or not later than 12 hours of taking the day off. The Consultant would be responsible for informing the Supervisor on the nature of illness and tentative duration of such days off.

Any absence beyond these 21 days from 11 February 2022 to 31 March 2023 would attract deduction of Fees to be calculated on a prorata basis and such calculated amounts will be deducted from the Monthly Fee payable for that month.

During the notice period the consultant is not entitled to take any leave even if he/she is having balance leave. If consultant take any leave during notice period would attract deduction of fees to be calculated on a prorata basis and such calculated amounts will be deducted from the Monthly fee payable for that month

4. Official travel

Official travel will be undertaken by the Consultant on the direction of the Reporting Officer / Supervisor only. If travelling out of Place of operation, original tickets would be required to settle the travel claim and should be enclosed with Out of Pocket Expenses Invoice. A fixed Daily Subsistence Allowance (DSA) would be paid for boarding & lodging to the Consultant for every night of outstation travel ONLY if the company has not made accommodation and food arrangements for the consultant (Ref **Annexure B**).

Upon return from travel, the Consultant would be required to provide a detailed expenditure report, along with supporting documents. If found appropriate and in accordance with the stipulated guidelines, this will lead to the final claims settlement with regards the Consultant's official travel.

Consultant would be entitled to travel **Three tier AC train/AC bus** tickets. For outstation travel, the Consultant will submit an email to their Supervisor / Reporting Officer.

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For local conveyance expenses (if entitled), the Consultant will submit a bike log for local travel form and the rates as defined in the Annexure B hereunder shall apply. In case the rates are changed, the revised Annexure will be circulated to the Email ID and the revised rates will apply

5. Representation and Accuracy of Information

- A. The Consultant appointed is solely based on your representation regarding your qualifications and experience which the Company has relied upon. In case, at any point of time, your representation regarding your qualification and experience is found to be incorrect, you shall be liable for immediate termination, without any notice and without prejudice to all other rights of the Company. Further, the Consultant shall indemnify and hold the Company harmless for any costs, losses and damages that may have cost to the Company due to such misrepresentation. By signing this Agreement, the Consultant also irrevocably consents to the Company initiating all necessary background checks through any third party.
- B. The Consultant shall be responsible to the Company for the accuracy and completeness of any statements made by him/her in any documents, articles, reports or other material prepared by him/her for delivery. The Company or any third party authorized to receive this information is relying on the accuracy of the information provided by the Consultant and shall not be required to make any independent verification of this information. The Consultant shall indemnify and hold the Company and/or its representatives harmless from any claims arising from any mis-statement or omission in any information supplied by him/her.

6. Disclosure of Information

A. Confidentiality and Intellectual Property

Consultant agrees that at no time (either during or subsequent to the term of this Agreement) will Consultant disclose or use, except in pursuit of the business of the Company or any of its subsidiaries or affiliates, any Proprietary and Confidential Information of the Company, or any subsidiary or affiliate of the Company, acquired during the term of this Agreement.

The term "Proprietary and Confidential Information" shall mean, but is not limited to, all information which is known or intended to be known only to the Company, its subsidiaries and affiliates, and their employees, including any document, record, financial or other information of the Company, or others in a confidential relationship with the Company,

It further relates to specific business matters such as the Company's financial information, projections, operations, sales estimates, policies, procedures, fee structures, trade secrets, proprietary know-how, account information, products and services, Customer or supplier list and such other information relating to other business of the Company, its subsidiaries and affiliates, and their employees.

Confidential Information need not be novel, unique, patentable, copyrightable or constitute a trade secret in order to be designated Confidential Information.

Consultant agrees not to remove from the premises of the Company except as necessary for Consultant to perform services in accordance with the terms of this Agreement, any document, record, or other information of the Company or its affiliates.

Consultant agrees to return or destroy, immediately upon termination of Consultant's services hereunder, any and all documentation relating to Proprietary and Confidential Information of The Company and of others that is in the possession of Consultant, in whatever format it may be maintained, whether provided to, or developed by, Consultant, and to provide a certificate of destruction if required by The Company.

Notwithstanding the foregoing, the restrictions contained in this Section shall not apply to any Proprietary and Confidential Information that (i) is a matter of public knowledge or prior personal knowledge (from a source other than a party to this Agreement or its affiliate), (ii) is independently developed by a person not a party to this Agreement without the use, directly

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or indirectly, of Proprietary and Confidential Information, or (iii) is required by law or the order of any court or governmental agency, or in any litigation or similar proceedings to be disclosed; provided that the disclosing party shall, prior to making any such required disclosure, notify the other party with sufficient notice to permit that party to seek an appropriate protective order.

The Consultant shall provide complete ownership and intellectual property rights of the works, without any limitations, performed by him under this agreement to the Company. For any breach of this obligation, the Company holds the right to take required actions for the infringement of its IPR rights

The obligation to not disclose any Proprietary and Confidential Information shall survive even after the termination or cancellation of service of the Consultant. For any breach of this obligation, the Company expressly reserves their right to commence proceedings against the Consultant under law, including for breach of Agreement and the relevant penal provisions of the Information Technology Act of 2000 as amended from time to time and in accordance with the relevant penal provisions applicable according to the law of the land.

B. Personal Identifiable Information(PII)

The Consultant authorises the Company to disclose his/her PII :

To the government authorities, and to other third parties' pursuant to the applicable laws, directives or order of a government entity or statutory authority or any judicial or regulatory authority or to the law enforcement agencies in any official investigation.

To business partners and potential business partners, vendors, consultants, affiliates or any third party i) involved in handling, managing, storing, processing and transmitting the information of the Company, only to the extent necessary to perform their services or ii) pursuant to an acquisition, merger, sale, reorganisation, consolidation or liquidation.

For internal assessments, measures, operations and related activities in accordance with the Company's policies and procedures.

To any other entity or organisation located in or outside India only to the extent necessary for the company to provide its services.

"Personal Identifiable Information" shall mean any information that either on its own or when combined with certain other information can identify an individual.

7. Termination of Agreement

Either party may terminate this Agreement, with or without cause, upon thirty (30) days' advance written notice to the other, unless otherwise mutually agreed upon.

The first six (6) months of consultant employment with the company will be on probation period, during which time consultant performance will be evaluated to determine if consultant performance meets company's requirement. If consultant performance does not meet the company's requirement then the company has the right to terminate the contract with a 15 days notice period. But during the probation period if the consultant wants to terminate the contract then thirty (30) days notice period is applicable.

The Company may terminate the Agreement with notice at any time, without any further obligation or compensation . The Company's sole liability to the consultant shall be to pay the consultant any compensation up to the last day on which the consultant renders/performs services for the company.

The Consultant may terminate the Agreement with **30 days'** prior notice, which may be waived in whole or in part in the sole discretion of the Company. During the 30 day notice period, the Consultant is required to continue providing the services outlined in this Agreement. Upon the expiry of the notice period (or that part of the notice period which is not waived), if the Consultant fails to serve a portion/or all of the required working days within the notice period,

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the Consultant shall be liable to pay compensation to the Company, as determined by the Company on the basis of fees agreed upon in this Agreement and for which the Consultant has not served the Company, along with applicable taxes, if any.

The Company may terminate your Agreement immediately and without notice or payment in the event that :

- The Consultant is guilty of serious misconduct;
- The Consultant is in default/breach of the fundamental terms and conditions of this Agreement;
- The Consultant is guilty of breach of the rules or policies of the Company - Sexual Harassment Policy (Annexure C) and Data Confidentiality Policy (Annexure D) as well as any other policies communicated to the Consultant either via email or in this contract ;
- The Consultant intentionally disobeys a lawful and reasonable direction of the Company;
- The Consultant conducts himself/herself in a way which, in the Company's reasonable opinion, may bring any member of the group into disrepute;
- The Consultant is convicted of a serious criminal offence or an offence which in the Company's opinion compromises the Consultants ability to perform/render services; or
- The result of any background checks or searches conducted by the Company are deemed unsatisfactory to it in its absolute discretion.

The Company shall have the right to terminate the Agreement with immediate effect in case of non-availability of funding, non-continuity of the project, any external factors affecting the implication and delivery of the project. The Company will reserve the right to settle all outstanding dues as per their discretion and availability of funding until the last day of services provided by the Consultants.

As a Consequence of termination of the agreement the consultant must return to the Company all of its property, books, documents, effects, monies, securities or other Confidential information to the Company or for which the Company is liable to others which are in the possession, charge, control or custody of the Consultant.

8. Acknowledgement of Risk

The Consultant acknowledges that the location and/or country in which the Services are to be performed now is, or hereafter may be, at risk due to many factors both known and unforeseen, including without limitation: the inability to procure materials or services, government laws, regulations or controls, riots, civil commotions, insurrection, sabotage, invasion, rebellion, military or usurped power, war or warlike operations, terrorism, acts of God or other factors whether of a like nature or not, which is not caused by the Company (the "Risk Factors"). The Consultant voluntarily agrees to perform the Services notwithstanding that one or more of the Risk Factors may occur. The Consultant hereby releases, indemnifies and forever discharges the Company, its officers, directors, agents and representatives as well as any entity that may be able to make a claim against the Company for contribution and indemnity (collectively, the "Releases") from, and waives as against the releases, all resources, losses or damages in Agreement, negligence or tort (including any consequential loss or damages, actions, causes of action, suits, claims and demands whatsoever including, without limitation, any claim based on the loss of ability to earn income, claim for injury, death, illness, delay, or cancellation), which the Consultant now has or hereafter may have for, or by reason of, or in any way arising out of, any injury to person or property, death or illness sustained or caused by the Consultant during the course of providing services under this Agreement or as a result in whole or in part of the occurrence of one or more of the Risk Factors.

9. Relationship of the parties'

- A. This Agreement shall not constitute an employer-employee relationship, and it is the intent of each party that Consultant shall at all times be an independent Consultant, and is not authorized as, nor shall be deemed to be an employee, agent, partner, joint venturer, or representative of the Company. Neither party has the authority to bind the other or to incur any liability on behalf of the other, nor to direct the employees of the other. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the Company and Consultant or an

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- B. Each party shall use all reasonable efforts to take, or cause to be taken, all actions necessary or desirable to consummate and make effective the transactions this agreement contemplates or to evidence or carry out the intent and purposes of this agreement.
- C. The Consultant will fully respect the commitments made to the Company under this Agreement, including all completion dates and deadlines for tasks and deliverables.
- D. The Consultant shall not, during the term of this Agreement, or after its expiry, act in any manner that is prejudicial to the interests of the Company or its good name.
- E. The Consultant warrants that to the best of his/her knowledge at the date of signing this Agreement no conflict of interest exists. If during the course of this Agreement a conflict or risk of conflict of interest should arise, the consultant will notify the Company in writing.
- F. Notwithstanding any other provision of this Agreement, in no event shall Consultant be liable to the Company for Company's lost profits, or special, incidental, punitive or consequential damages (even if Consultant has been advised of the possibility of such damages). Furthermore, in no event shall Consultant's liability to the Company under any circumstances exceed the amount of compensation actually received by Consultant from the Company under this Agreement as of a date certain. Further, Consultant will not be liable for delays or performance failures due to circumstances beyond Consultant's control.
- G. The Consultant acknowledges that the Company does not desire to acquire any trade secrets, know-how, confidential information, or other intellectual property that the Consultant may have acquired from or developed for any third party, including the Institution ("Third-Party IP"). The Company agrees that in the course of providing the Services, the Consultant shall not be required to use or disclose any Third-Party IP, including without limitation any intellectual property of (i) any former or current employer, (ii) any person for whom the Consultant has performed or currently performs consulting services, or (iii) any other person to whom the Consultant has a legal obligation regarding the use or disclosure of such intellectual property.
- H. **Office equipment** - The Consultant will be responsible for the safe-keeping and return in good condition and order, all the properties of the Company, which may be in his/her custody, care or charge, for discharging the duties. Any equipment (viz phones, laptop, computer, printer etc.) or furniture provided by the Company to the Consultant will remain the property of the Company during and after the term of this Contract. Upon termination of this Contract, the Consultant will return the equipment/furniture to the Company, in good condition except for the reasonable wear and tear occasioned by normal use under standard operating conditions. For any loss of any property of Company by the Consultant, Company will have right to assess on its own basis and recover the damages of all such material from the Consultant, and to take other action as it deems proper in the event of failure to account for such material or property to its satisfaction.

10. Other Agreements

- A. The Consultant shall provide its consultancy services to the Company or any other services as may be asked by the Company. Further the company may give a nomenclature to the consultant for easy identification, however the same nomenclature shall not be treated as any kind of employer-employee relationship between the company and the consultant.
- B. The parties herein are executing present agreement on principal to principal basis.
- C. The Consultant shall use reasonable efforts not to use any facilities, funds, or equipment owned or administered by the Company in the performance of the Services, except with the prior written consent of the Company and in accordance with all applicable policies of the Company.
- D. During this Agreement, the Consultant may be provided with access to the Company's information system and electronic communication network. The Consultant will abide by all the Company policies concerning the use of its information systems and network.
- E. The Company, at its cost, inspect and audit the Consultant's work and other matters relating to the Consultant's obligations under this Agreement for determining compliance with the terms of this Agreement

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- F. The Consultant may not, except with the prior approval from the Company assign or transfer the Agreement or any part of the Services, nor may he/she engage any sub-consultant to perform any part of the Services. The Company's approval of the assignment or transfer of any part of the Contract, or of the engagement of any sub-consultant to perform any part of the Services, shall not relieve the Consultant of any of his/her obligations under the Contract.
- G. It is mandatory for the consultant to purchase health insurance on joining the company unless the consultant already has such existing health insurance
- H. It is mandatory to wear helmet during field visit

11. Dispute Resolution, Arbitration and Jurisdiction

In the event of any question, dispute and or difference whatsoever arising under the agreement or in connection therewith including any question relating to existence, meaning and interpretation of this agreement or any alleged breach thereof, the same shall be settled as far as possible by mutual discussions and consultation

The parties' agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Agreement shall be settled by Arbitration in accordance with the Indian Arbitration and Conciliation Act, 1996.

The parties' shall each appoint an arbitrator who shall then appoint a sole arbitrator to preside over the Arbitration proceedings

This Agreement shall be governed by and construed in accordance with the laws of India. The adjudication of any dispute will be the exclusive jurisdiction of the courts of Pune.

All hearings will be held in Pune, and shall be conducted in English.

Governing Law

In carrying out the work under this Contract, the parties' shall be responsible for complying with all applicable laws and regulations of the locations/countries in which the work will be carried out and to which the Consultant may have to travel to as part of the Services.

12. General Terms

- A. **Headings** - The descriptive headings of the sections and subsections of this agreement are for convenience only, and do not affect this agreement's construction or interpretation
- B. **Notices** - Any notice or request required under the Contract shall be in writing. Such notice or request shall be deemed to be given when it has been delivered by hand, mail, email or facsimile to the Party to which it is required to be given at such Party's address as specified in the Contract, or at any other address as either Party may specify in writing.
- C. **Amendments** - This Contract constitutes the entire agreement between the Company and the Consultant and supersedes all prior oral and written communications. This Contract may be amended or modified only by means of a written agreement executed by authorized signatories of the parties'.
- D. **Severability** - If any one or more of the provisions contained in this agreement is, for any reason, held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality, or unenforceability will not affect any other provisions of this Agreement.
- E. **Force Majeure** - if the performance of this Contract, in the reasonable opinion of either Party, is made impossible by force majeure (decrees of Government, acts of God, strikes or other concerted acts of workers, inability to procure materials or labor, fires, floods, explosions, riots, war, rebellion, sabotage and atomic or nuclear incidents), then either Party shall so notify the other in writing and the Company shall either ;
(a) terminate the Contract, or (b) authorize the Consultant to complete the Services with such adjustments as are required by the existence of the force majeure and are agreed upon by the parties'.

Efficient Ecosystem Protection Association

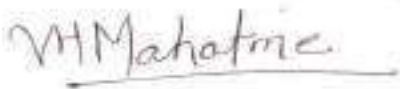
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This agreement constitutes the final agreement of the parties' [including the Annexures]. It is the complete and exclusive expression of the parties' agreement with respect to the subject matter of this agreement. All prior and contemporaneous communications, negotiations, and agreements between the parties' relating to the subject matter of this agreement are expressly merged into and superseded by this agreement.

The undersigned agree to all the terms and conditions herein.

Yours sincerely,

For Farmers for Forests (Efficient Ecosystem Protection Association)



Vaibhav Mahatme
Chief Executive Officer
Efficient Ecosystem Protection Association

I have read and understood the terms and conditions of my appointment with the Efficient Ecosystem Protection Association stated in the Agreement and hereby signify my acceptance of the same.

I also declare that all the information provided by me is correct and true to my knowledge.



Bhumesh Janardhan Kathane

Date:11/02/2022



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ANNEXURE A**BANK INFORMATION FORM**

Inaccurate or incomplete information will delay your payment

**Complete banking details for international transfers should be obtained from your bank
Please print clearly**

BANK DETAILS

Name: Bhumesh Janardhan Kathane

(Full name of the bank)

Branch: State Bank of India.

(Branch where beneficiary account is held)

Branch Address: Vihirgaon, Post-Bhugaon, Tal- Lakhani, Bhandara.

(Complete branch address)

Account Number: **31484525903**

Account Currency: **Indian Rupee**

IFSC Code: **SBIN0005446**

Other Bank

Codes: _____ (SWIFT, IBAN,
ABA, Transit, etc.that are applicable to the country's requirements)

Please notify us of any changes in your banking information.



ANNEXURE B

Limit for out of pocket expenses which includes lodging, boarding and food in case it is not already being provided by the company

Mega Cities (Mumbai, Pune)	Rs.1200/- per night outstation stay
Other than mega cities in Maharashtra	Rs.800/- per night outstation stay
Local travel by bike within area of operation	Rs.4/Km
If only accommodation is provided by the company then limit for the out of pocket expense for food(Breakfast,Lunch,Dinner)	Rs. 250/day



ANNEXURE C

Sexual & Mental Harassment

Sexual & mental harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- (a) Physical contact and advances
- (b) A demand or request for sexual favours;
- (c) Sexually-coloured remarks;
- (d) Showing pornography;
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- (f) Intimidation or threats
- (g) Inappropriate remarks on the basis of religion, caste, race, sex, gender, sexual orientation, socioeconomic status, educational status, sexual orientation or physical attributes

Where any of these acts is committed in circumstances whereunder the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

The Company shall form a Committee as prescribed under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and shall make available the details of such committee all times where any women employee can lodge her complaint and thereafter proceedings be conducted as per law.



ANNEXURE D

Data Confidentiality and Social Media Sharing

Data Confidentiality Agreement

I, Bhumesh Janardhan Kathane along with signing this contract, also hereby agree and commit to

adhere to the organization's policy to treat all records as strictly confidential and shall not disclose and reveal any information to anyone.

I won't attempt to identify any individual or other confidential information accessible to me.

1. No data or records shall be reported to anyone without written permission of the Director.
2. I commit that any data or information that is accessible to me will remain confidential and that I shall not reveal/publish/disclose it to anyone intentionally or unintentionally.
3. Any breach or suspected breach of data confidentiality shall be reported immediately to my supervisor
4. I will not disclose any technical data or special information which comes into my possession or knowledge, whether directly or incidentally during the course of my employment with F4F and the same shall be kept in strict confidence by me solely for the use of F4F.
5. After I end the contract with F4F or in case the contract is terminated for reasons of misconduct or for any other reason whatsoever, I shall not put such technical data or special information to any commercial use, whether by myself or on behalf of any other person or body corporate. In addition, any materials I may have collected on behalf of F4F, included those items addressed to me for the purposes of carrying out business for F4F shall remain the property of F4F during my tenure at F4F and I will revert these back to the organization at the time of my departure from the organization.
6. I will not publish any social media post or blog that mentions Farmers for Forests or give any presentations about the work and projects of Farmers for Forests without prior permission from either the Director, CEO or COO of the company.

Any intentional violation of this agreement shall be the basis for dismissal for cause and appropriate action.

Name of the Person: Bhumesh Janardhan Kathane

Designation: Field Associate

Signature: 

Date of Signature: 11/02/2022



Efficient Ecosystem Protection Association

203 Jasper, ABFP 411, Lapis Lazzhly, Sangamwadi . Koregaon Park, Pune, Maharashtra 411001
T:+91 98235 83083 | E: farmersforforests@gmail.com | W: www.farmersforforests.org.in

TATA TRUSTS

April 21, 2023

Mr. Pravin Kalbandhe,
At Hirapur Post Bodhli Tal Saoli,
Dist- Chandrapur- 441225
Contact Number: 8390295153/ 7020603592

Email ID: pravinkalbandhe@gmail.com
Reference ID: SDTT/Cons/RPA/2588

Subject: Extension of Consultant Contract

Dear Mr. Pravin Kalbandhe,

This is with reference to your engagement as a Consultant with Sir Dorabji Tata Trust which has expired on March 31, 2023.

In view of the Project requirement, we are pleased to renew the contract for a term of 12 Months i.e. until March 31, 2024.

The terms of reference, deliverables, scope of services and other terms and conditions including the consultancy fees payable to you during this period will remain the same as mentioned in your current contract.

Kindly Note the change in the invoicing terms mentioned below. This supersedes all previous communication in regards to the invoicing


Invoicing:

1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the **'25th of every month'**.
2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

You are requested to please sign in the space indicated below as a token of your acceptance.

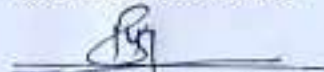
We thank you for your continued association with the Trust.

Yours sincerely,



Ritesh Pratap Singh
Head – Human Resources

ACCEPTED AND AGREED



Name: Pravin Kalbandhe

Date: 26/04/2023

SIR DORABJI TATA TRUST

Founded 1912

Bombay House, 24 Homi Mody Street
Mumbai 400 001

Website:
www.dorabjitatatrust.org
www.tatatrusts.org
e-mail: gdtr@tatatrusts.org

Tel: 6658252
Fax: 22821177

January 19, 2024

Deny Damodhar Amborkar,
At - Wandra Tah.Brahmapuri,
Dist – Chandrapur, 441206
Contact Number: 9767799101

Email ID: denyamborkar916@gmail.com
Reference ID: SDTT/Cons/RPA/3520

Dear Deny,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from January 22, 2024 till March 22, 2024, on the following terms and conditions:

1. Scope of the Project

The assignment will be based on the Terms of Reference attached to this letter as **Annexure III**.

2. Duration

The consultancy period commences from January 22, 2024 till March 22, 2024 which will be reviewed at the end of the period of contract, should the contract be mutually extended.

3. Professional Fees

3.1. You will be paid a professional fee of Rs. 20,000/- (Rupees Twenty Thousand Only) Per Month, against submission of invoice to the Trust, if applicable. This fee is inclusive of all applicable taxes.

3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).

3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.

3.4. This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.



22/01/2024

4. Invoicing:

- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
- 4.2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The Invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
- 5.2. In case any payment is incurred by you on behalf of the Sir Dorabji Tata Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Trust. In an event bills are not in the name of the Trust, the same will be reimbursable post deduction of TDS.

6. Outstation Travel & Accommodation

- 6.1. Your assignment will require travel and accordingly the travel and lodging and boarding costs would be borne by the Trust. In case any payment is incurred by you on behalf of the Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Sir Dorabji Tata Trust.
- 6.2. The said amount will be reimbursed after your travel and on submitting the necessary bills/ invoices with a detailed statement, after obtaining sanction from the concerned Senior/ undersigned.
- 6.3. You will be entitled to avail the said facilities for travel / lodging:
 - 6.3.1. Travel: Air (Economy)/ Rail (2/3 tier, if not available then 1st AC)
 - 6.3.2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
 - 6.3.3. Eligible to requisition a hired car equivalent to Tata Indica
 - 6.3.4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3.5. Lodging: 3 Star (Standard)
 - 6.3.6. Boarding: On actual
 - 6.3.7. Incidental Allowance: Rs.200 per day without bills



22/01/2024

- 6.3.8. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Mediclaim, medical expense or insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with immediate effect in case of proven misconduct.

10. Rules & Regulations

You will be governed under the provisions of the Tata Code of Conduct, (TCoC) copy of which is enclosed herewith (booklet). You are required to sign the declaration (page 33 of TCoC booklet) and return the same to us for our record. You will also be required to sign an IPR Assignment Agreement (refer to Annexure-I) and a standard Confidentiality Agreement (refer to Annexure-II). The confidentiality is to ensure that all proprietary information, intellectual property and documents obtained during your association with the Trust will not be utilized by you at any point of time to undermine the interests of Respective Trust and Tata Group companies (generally).

11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.


22/01/2024

12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

With best wishes for successful completion of your assignment.

Yours sincerely,



Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Deny Damodhar Amborkar

Signature: 



22/01/2024

Name: *Deni Damodhar Amboekar*

Phone Number: *9767799101*

Alternate Mail ID: *cbenycamboekar916@gmail.com*

Complete Postal address with Pin Code:

Demand Draft to be drawn in favour of:

Name of the Bank: *State Bank of India*

Address of the Bank Branch: *- Ganghwaoli - 11146*

Bank Account No.: *33229255854*

Type of Account - Savings/Current Account:

IFSC Code of the Bank Branch: *SBIN0011146*
(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: *DFHPA5118G*

GST No:

Q

2

Amboekar

22/01/2024

Annexure - I

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Intellectual Property


I, Deny Damodhar Amborkar, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with 'Sir Dorabji Tata Trust' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/ documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein.

I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.


(Deny Damodhar Amborkar)
Date: 22/01/2024


22/01/2024

Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality


I, **Deny Damodhar Amborkar**, am aware that in the course of my association with 'Sir Dorabji Tata Trust', ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.

Without prejudice to the above, I shall at all times be under an implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.


(Deny Damodhar Amborkar)
Date: 22/01/2024


22/01/2024

Annexure III

Terms of Reference

Consultancy Details

Reporting Manager	: Kirankumar Jivtode
Project Code	: RPA/000/000/SDTT/0538/DI/0000/S
Location	: Gadchiroli
SPOC for payments & project reimbursements	: Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.

④

Pranali Pathrabe

Agreement ID: 2022/DM/01
Date of Agreement: 23/08/2022

CONSULTANT AGREEMENT

This Consultant Agreement (hereinafter "**Agreement**") is entered into as of the date 23/08/2022 it is fully executed **by and between** the parties' identified herein below:

Farmers for Forests, legally known as **Efficient Ecosystem Protection Association**, a company incorporated and existing under Section 8 of the Companies Act, 2013 having its registered office at FL203-Lapis Lazzhly, Sangamwadi, Pune 411001, **hereinafter referred to as "Company"** (which expression shall include its divisions, successor and assigns)

And

Dhananjay Diwakar Mahadore currently resides at, At - Ushrada, PO- Maroda, Tal- Mul, Chandrapur. Maharashtra - 441224, **hereinafter referred as "Consultant"**.

The Company and Consultant are hereinafter collectively referred to as the "**parties**" and individually referred to as the "**Party**".

WHEREAS, the Company desires that the Consultant provide advice and assistance to the Company in his or her area of expertise; and

WHEREAS, the Consultant desires to provide such advice and assistance to the Company under the terms and conditions of this Agreement;

NOW, THEREFORE, the Company and the Consultant hereby agree as follows:

1. Terms of Appointment

- A. The Consultant shall during his/her course of service with the Company shall act as a **Senior Field Assistant Consultant**.
Roles & Responsibilities:
 - A. Field operations consultancy in **Kurkheda/Dhanora block** & any other location as needed.
 - B. Field operations include labour work.
 - C. Coordinate with program participants/farmers.
 - D. Any other work and duties as assigned by the company.
- B. **Commencement Date & Location** - The consultant will commence work on the date **23 August 2022**. You will be based out of **Malewada(Kurkheda block) /Murumgaon (Dhanora block)** although you may be required to perform your duties at other locations from time to time and to travel on company business when the need arises. Your base location might also be changed during the course of the contract with at-least 15 days of prior notice.
- C. The Consultant has been appointed on a fixed term Agreement of **8 months** starting from **23 August 2022 to 31 March 2023**. The Agreement will remain open for 30 days after the end date only for administrative purposes.
- D. The terms of this Agreement may be extended/renewed subject to satisfactory performance and availability of funds, continuity of project/program, external factors, Government approvals affecting implementation and delivery of project/program. Any changes to the Agreement will be via Addendums to this Agreement.
- E. As per the Company Regulations, you are required to confirm that you are free from any contractual restrictions, preventing you from entering into this Agreement or starting work on the above mentioned date.

2. Compensation and Reimbursement

Efficient Ecosystem Protection Association

203 Jasper, ABFP 411, Lapis Lazzhly, Sangamwadi . Koregaon Park, Pune, Maharashtra 411001
T:+91 98235 83083 | E: farmersforforests@gmail.com | W: www.farmersforforests.org.in

- A. For the services provided, the Consultant shall be paid a fee of INR **15000** (Fifteen thousand only) per month. The fees shall be inclusive of all taxes (including but not limited to GST)
- B. The Consultant shall also be entitled to payment or reimbursement for travel expenses, food, lodging, equipment, supplies, or similar items if authorized in advance by the Company and if the Consultant provides verifiable bills for the same.
- C. **1% Tax** will be deducted at source on the consultant fees as per the tax laws applicable in India. TDS certificates will be issued as per the income tax rules.
- D. The Consultant shall submit monthly invoices on the last day of the month and the Company shall pay to Consultant invoiced amounts within seven (7) days after the date of invoice
- E. The consultant will also submit expenses claims and reimbursements to the Company if any at the same time as mentioned above.
- F. Each invoice shall **Show Invoice Number and Agreement ID**,
- G. The Consultant will complete the **Bank Information** form in **Annexure A** along with the copy of cancelled cheque and pan card and return it with the Consultant's signed copy of this Agreement. This will facilitate electronic payment to the Consultant's account.

3. Days off

The Consultant will be allowed to take **11 days** off from **23 August 2022 to 31 March 2023**. This will be deposited in the Consultant's Leave Bank as the leaves accumulate and is in addition to National Holidays in India. The list of national holidays that will be observed by the company will be provided to the employees via email at the beginning of the calendar year.

Such off days should be planned in advance and approved by the supervisor/reporting officer. In case the Consultant is not well / ill, he/she can take the day(s) off with written intimation to the supervisor. However, such intimation should be done in advance of the day off, or not later than 12 hours of taking the day off. The Consultant would be responsible for informing the Supervisor on the nature of illness and tentative duration of such days off.

Any absence beyond these 11 days from 23 August 2022 to 31 March 2023 would attract deduction of Fees to be calculated on a prorata basis and such calculated amounts will be deducted from the Monthly Fee payable for that month.

During the notice period the consultant is not entitled to take any leave even if he/she is having balance leave. If consultant take any leave during notice period would attract deduction of fees to be calculated on a prorata basis and such calculated amounts will be deducted from the Monthly fee payable for that month

4. Official travel

Official travel will be undertaken by the Consultant on the direction of the Reporting Officer / Supervisor only. If travelling out of Place of operation, original tickets would be required to settle the travel claim and should be enclosed with Out of Pocket Expenses Invoice. A fixed Daily Subsistence Allowance (DSA) would be paid for boarding & lodging to the Consultant for every night of outstation travel ONLY if the company has not made accommodation and food arrangements for the consultant (Ref **Annexure B**).

Upon return from travel, the Consultant would be required to provide a detailed expenditure report, along with supporting documents. If found appropriate and in accordance with the stipulated guidelines, this will lead to the final claims settlement with regards the Consultant's official travel.

Consultant would be entitled to travel **Three tier AC train/AC bus** tickets. For outstation travel, the Consultant will submit an email to their Supervisor / Reporting Officer.

For local conveyance expenses (if entitled), the Consultant will submit a bike log for local travel form and the rates as defined in the Annexure B hereunder shall apply. In case the rates are changed, the revised Annexure will be circulated to the Email ID and the revised rates will apply

Efficient Ecosystem Protection Association

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T:+91 98235 83083 | E: farmersforforests@gmail.com | W: www.farmersforforests.org.in



5. Representation and Accuracy of Information

- A. The Consultant appointed is solely based on your representation regarding your qualifications and experience which the Company has relied upon. In case, at any point of time, your representation regarding your qualification and experience is found to be incorrect, you shall be liable for immediate termination, without any notice and without prejudice to all other rights of the Company. Further, the Consultant shall indemnify and hold the Company harmless for any costs, losses and damages that may have cost to the Company due to such misrepresentation. By signing this Agreement, the Consultant also irrevocably consents to the Company initiating all necessary background checks through any third party.
- B. The Consultant shall be responsible to the Company for the accuracy and completeness of any statements made by him/her in any documents, articles, reports or other material prepared by him/her for delivery. The Company or any third party authorized to receive this information is relying on the accuracy of the information provided by the Consultant and shall not be required to make any independent verification of this information. The Consultant shall indemnify and hold the Company and/or its representatives harmless from any claims arising from any mis-statement or omission in any information supplied by him/her.

6. Disclosure of Information

A. **Confidentiality and Intellectual Property**

Consultant agrees that at no time (either during or subsequent to the term of this Agreement) will Consultant disclose or use, except in pursuit of the business of the Company or any of its subsidiaries or affiliates, any Proprietary and Confidential Information of the Company, or any subsidiary or affiliate of the Company, acquired during the term of this Agreement.

The term "Proprietary and Confidential Information" shall mean, but is not limited to, all information which is known or intended to be known only to the Company, its subsidiaries and affiliates, and their employees, including any document, record, financial or other information of the Company, or others in a confidential relationship with the Company,

It further relates to specific business matters such as the Company's financial information, projections, operations, sales estimates, policies, procedures, fee structures, trade secrets, proprietary know-how, account information, products and services, Customer or supplier list and such other information relating to other business of the Company, its subsidiaries and affiliates, and their employees.

Confidential Information need not be novel, unique, patentable, copyrightable or constitute a trade secret in order to be designated Confidential Information.

Consultant agrees not to remove from the premises of the Company except as necessary for Consultant to perform services in accordance with the terms of this Agreement, any document, record, or other information of the Company or its affiliates.

Consultant agrees to return or destroy, immediately upon termination of Consultant's services hereunder, any and all documentation relating to Proprietary and Confidential Information of The Company and of others that is in the possession of Consultant, in whatever format it may be maintained, whether provided to, or developed by, Consultant, and to provide a certificate of destruction if required by The Company.

Notwithstanding the foregoing, the restrictions contained in this Section shall not apply to any Proprietary and Confidential Information that (i) is a matter of public knowledge or prior personal knowledge (from a source other than a party to this Agreement or its affiliate), (ii) is independently developed by a person not a party to this Agreement without the use, directly or indirectly, of Proprietary and Confidential Information, or (iii) is required by law or the order of any court or governmental agency, or in any litigation or similar proceedings to be disclosed; provided that the disclosing party shall, prior to making any such required disclosure, notify the other party with sufficient notice to permit that party to seek an appropriate protective order.

Efficient Ecosystem Protection Association

203 Jasper, ABFP 411, Lapis Lazzhly, Sangamwadi . Koregaon Park, Pune, Maharashtra 411001
T:+91 98235 83083 | E: farmersforforests@gmail.com | W: www.farmersforforests.org.in

T. Thadare

The Consultant shall provide complete ownership and intellectual property rights of the works, without any limitations, performed by him under this agreement to the Company. For any breach of this obligation, the Company holds the right to take required actions for the infringement of its IPR rights

The obligation to not disclose any Proprietary and Confidential Information shall survive even after the termination or cancellation of service of the Consultant. For any breach of this obligation, the Company expressly reserves their right to commence proceedings against the Consultant under law, including for breach of Agreement and the relevant penal provisions of the Information Technology Act of 2000 as amended from time to time and in accordance with the relevant penal provisions applicable according to the law of the land.

B. Personal Identifiable Information(PII)

The Consultant authorises the Company to disclose his/her PII :

To the government authorities, and to other third parties' pursuant to the applicable laws, directives or order of a government entity or statutory authority or any judicial or regulatory authority or to the law enforcement agencies in any official investigation.

To business partners and potential business partners, vendors, consultants, affiliates or any third party i) involved in handling, managing, storing, processing and transmitting the information of the Company, only to the extent necessary to perform their services or ii) pursuant to an acquisition, merger, sale, reorganisation, consolidation or liquidation.

For internal assessments, measures, operations and related activities in accordance with the Company's policies and procedures.

To any other entity or organisation located in or outside India only to the extent necessary for the company to provide its services.

"Personal Identifiable Information" shall mean any information that either on its own or when combined with certain other information can identify an individual.

7. Termination of Agreement

Either party may terminate this Agreement, with or without cause, upon thirty (30) days' advance written notice to the other, unless otherwise mutually agreed upon.

The first six (6) months of consultant employment with the company will be on probation period, during which time consultant performance will be evaluated to determine if consultant performance meets company's requirement. If consultant performance does not meet the company's requirement then the company has the right to terminate the contract with a 15 days notice period. But during the probation period if the consultant wants to terminate the contract then thirty (30) days notice period is applicable.

The Company may terminate the Agreement with notice at any time, without any further obligation or compensation .The Company's sole liability to the consultant shall be to pay the consultant any compensation up to the last day on which the consultant renders/performs services for the company.

The Consultant may terminate the Agreement with **30 days'** prior notice, which may be waived in whole or in part in the sole discretion of the Company. During the 30 day notice period, the Consultant is required to continue providing the services outlined in this Agreement. Upon the expiry of the notice period (or that part of the notice period which is not waived), if the Consultant fails to serve a portion/or all of the required working days within the notice period, The Consultant shall be liable to pay compensation to the Company, as determined by the Company on the basis of fees agreed upon in this Agreement and for which the Consultant has not served the Company, along with applicable taxes, if any.

The Company may terminate your Agreement immediately and without notice or payment in the event that:

- The Consultant is guilty of serious misconduct;

Efficient Ecosystem Protection Association

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M. Mahadive

- The Consultant is in default/breach of the fundamental terms and conditions of this Agreement;
- The Consultant is guilty of breach of the rules or policies of the Company - Sexual Harassment Policy (Annexure C) and Data Confidentiality Policy (Annexure D) as well as any other policies communicated to the Consultant either via email or in this contract ;
- The Consultant intentionally disobeys a lawful and reasonable direction of the Company;
- The Consultant conducts himself/herself in a way which, in the Company's reasonable opinion, may bring any member of the group into disrepute;
- The Consultant is convicted of a serious criminal offence or an offence which in the Company's opinion compromises the Consultants ability to perform/render services; or
- The result of any background checks or searches conducted by the Company are deemed unsatisfactory to it in its absolute discretion.

The Company shall have the right to terminate the Agreement with immediate effect in case of non-availability of funding, non-continuity of the project, any external factors affecting the implication and delivery of the project. The Company will reserve the right to settle all outstanding dues as per their discretion and availability of funding until the last day of services provided by the Consultants.

As a Consequence of termination of the agreement the consultant must return to the Company all of its property, books, documents, effects, monies, securities or other Confidential information to the Company or for which the Company is liable to others which are in the possession, charge, control or custody of the Consultant.

8. Acknowledgement of Risk

The Consultant acknowledges that the location and/or country in which the Services are to be performed now is, or hereafter may be, at risk due to many factors both known and unforeseen, including without limitation: the inability to procure materials or services, government laws, regulations or controls, riots, civil commotions, insurrection, sabotage, invasion, rebellion, military or usurped power, war or warlike operations, terrorism, acts of God or other factors whether of a like nature or not, which is not caused by the Company (the "Risk Factors"). The Consultant voluntarily agrees to perform the Services notwithstanding that one or more of the Risk Factors may occur. The Consultant hereby releases, indemnifies and forever discharges the Company, its officers, directors, agents and representatives as well as any entity that may be able to make a claim against the Company for contribution and indemnity (collectively, the "Releases") from, and waives as against the releases, all resources, losses or damages in Agreement, negligence or tort (including any consequential loss or damages, actions, causes of action, suits, claims and demands whatsoever including, without limitation, any claim based on the loss of ability to earn income, claim for injury, death, illness, delay, or cancellation), which the Consultant now has or hereafter may have for, or by reason of, or in any way arising out of, any injury to person or property, death or illness sustained or caused by the Consultant during the course of providing services under this Agreement or as a result in whole or in part of the occurrence of one or more of the Risk Factors.

9. Relationship of the parties'

- A. This Agreement shall not constitute an employer-employee relationship, and it is the intent of each party that Consultant shall at all times be an independent Consultant, and is not authorized as, nor shall be deemed to be an employee, agent, partner, joint venturer, or representative of the Company. Neither party has the authority to bind the other or to incur any liability on behalf of the other, nor to direct the employees of the other. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the Company and Consultant or an
- B. Each party shall use all reasonable efforts to take, or cause to be taken, all actions necessary or desirable to consummate and make effective the transactions this agreement contemplates or to evidence or carry out the intent and purposes of this agreement.
- C. The Consultant will fully respect the commitments made to the Company under this Agreement, including all completion dates and deadlines for tasks and deliverables.

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- D. The Consultant shall not, during the term of this Agreement, or after its expiry, act in any manner that is prejudicial to the interests of the Company or its good name.
- E. The Consultant warrants that to the best of his/her knowledge at the date of signing this Agreement no conflict of interest exists. If during the course of this Agreement a conflict or risk of conflict of interest should arise, the consultant will notify the Company in writing.
- F. Notwithstanding any other provision of this Agreement, in no event shall Consultant be liable to the Company for Company's lost profits, or special, incidental, punitive or consequential damages (even if Consultant has been advised of the possibility of such damages). Furthermore, in no event shall Consultant's liability to the Company under any circumstances exceed the amount of compensation actually received by Consultant from the Company under this Agreement as of a date certain. Further, Consultant will not be liable for delays or performance failures due to circumstances beyond Consultant's control.
- G. The Consultant acknowledges that the Company does not desire to acquire any trade secrets, know-how, confidential information, or other intellectual property that the Consultant may have acquired from or developed for any third party, including the Institution ("Third-Party IP"). The Company agrees that in the course of providing the Services, the Consultant shall not be required to use or disclose any Third-Party IP, including without limitation any intellectual property of (i) any former or current employer, (ii) any person for whom the Consultant has performed or currently performs consulting services, or (iii) any other person to whom the Consultant has a legal obligation regarding the use or disclosure of such intellectual property.
- H. **Office equipment** - The Consultant will be responsible for the safe-keeping and return in good condition and order, all the properties of the Company, which may be in his/her custody, care or charge, for discharging the duties. Any equipment (viz phones, laptop, computer, printer etc.) or furniture provided by the Company to the Consultant will remain the property of the Company during and after the term of this Contract. Upon termination of this Contract, the Consultant will return the equipment/furniture to the Company, in good condition except for the reasonable wear and tear occasioned by normal use under standard operating conditions. For any loss of any property of Company by the Consultant, Company will have right to assess on its own basis and recover the damages of all such material from the Consultant, and to take other action as it deems proper in the event of failure to account for such material or property to its satisfaction.

10. Other Agreements

- A. The Consultant shall provide its consultancy services to the Company or any other services as may be asked by the Company. Further the company may give a nomenclature to the consultant for easy identification, however the same nomenclature shall not be treated as any kind of employer-employee relationship between the company and the consultant.
- B. The parties herein are executing present agreement on principal to principal basis.
- C. The Consultant shall use reasonable efforts not to use any facilities, funds, or equipment owned or administered by the Company in the performance of the Services, except with the prior written consent of the Company and in accordance with all applicable policies of the Company.
- D. During this Agreement, the Consultant may be provided with access to the Company's information system and electronic communication network. The Consultant will abide by all the Company policies concerning the use of its information systems and network.
- E. The Company, at its cost, inspect and audit the Consultant's work and other matters relating to the Consultant's obligations under this Agreement for determining compliance with the terms of this Agreement
- F. The Consultant may not, except with the prior approval from the Company assign or transfer the Agreement or any part of the Services, nor may he/she engage any sub-consultant to perform any part of the Services. The Company's approval of the assignment or transfer of any part of the Contract, or of the engagement of any sub-consultant to perform any part of the Services, shall not relieve the Consultant of any of his/her obligations under the Contract.

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Handwritten signature

- G. It is mandatory for the consultant to purchase health insurance on joining the company unless the consultant already has such existing health insurance
- H. It is mandatory to wear helmet during field visit

11. Dispute Resolution, Arbitration and Jurisdiction

In the event of any question, dispute and or difference whatsoever arising under the agreement or in connection therewith including any question relating to existence, meaning and interpretation of this agreement or any alleged breach thereof, the same shall be settled as far as possible by mutual discussions and consultation

The parties' agree to first mediate any disputes or claims between them in good faith and resolve the disputes amicably and share the cost of mediation equally. In the event that mediation fails, any claim arising out of or relating to this Agreement shall be settled by Arbitration in accordance with the Indian Arbitration and Conciliation Act, 1996.

The parties' shall each appoint an arbitrator who shall then appoint a sole arbitrator to preside over the Arbitration proceedings

This Agreement shall be governed by and construed in accordance with the laws of India. The adjudication of any dispute will be the exclusive jurisdiction of the courts of Pune.

All hearings will be held in Pune, and shall be conducted in English.

Governing Law

In carrying out the work under this Contract, the parties' shall be responsible for complying with all applicable laws and regulations of the locations/countries in which the work will be carried out and to which the Consultant may have to travel to as part of the Services.

12. General Terms

- A. **Headings** - The descriptive headings of the sections and subsections of this agreement are for convenience only, and do not affect this agreement's construction or interpretation
- B. **Notices** - Any notice or request required under the Contract shall be in writing. Such notice or request shall be deemed to be given when it has been delivered by hand, mail, email or facsimile to the Party to which it is required to be given at such Party's address as specified in the Contract, or at any other address as either Party may specify in writing.
- C. **Amendments** - This Contract constitutes the entire agreement between the Company and the Consultant and supersedes all prior oral and written communications. This Contract may be amended or modified only by means of a written agreement executed by authorized signatories of the parties'.
- D. **Severability** - If any one or more of the provisions contained in this agreement is, for any reason, held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality, or unenforceability will not affect any other provisions of this Agreement.
- E. **Force Majeure** - if the performance of this Contract, in the reasonable opinion of either Party, is made impossible by force majeure (decrees of Government, acts of God, strikes or other concerted acts of workers, inability to procure materials or labor, fires, floods, explosions, riots, war, rebellion, sabotage and atomic or nuclear incidents), then either Party shall so notify the other in writing and the Company shall either ;
(a) terminate the Contract, or (b) authorize the Consultant to complete the Services with such adjustments as are required by the existence of the force majeure and are agreed upon by the parties'.

This agreement constitutes the final agreement of the parties' [including the Annexures]. It is the complete and exclusive expression of the parties' agreement with respect to the subject matter of this agreement. All prior and contemporaneous communications, negotiations, and agreements between the parties' relating to the subject matter of this agreement are expressly merged into and superseded by this agreement.

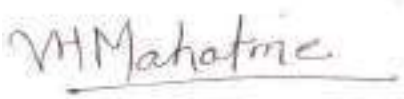
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The undersigned agree to all the terms and conditions herein.

Yours sincerely,

For Farmers for Forests (Efficient Ecosystem Protection Association)



Vaibhav Mahatme
Chief Executive Officer
Efficient Ecosystem Protection Association

I have read and understood the terms and conditions of my appointment with the Efficient Ecosystem Protection Association stated in the Agreement and hereby signify my acceptance of the same.

I also declare that all the information provided by me is correct and true to my knowledge.



Dhananjay Diwakar Mahadore

Date:23/08/2022



ANNEXURE A

BANK INFORMATION FORM

Inaccurate or incomplete information will delay your payment

Efficient Ecosystem Protection Association
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T:+91 98235 83083 | E: farmersforforests@gmail.com | W:www.farmersforforests.org.in

**Complete banking details for international transfers should be obtained from your bank
Please print clearly**

BANK DETAILS

Name: Dhananjay Diwakar Mahadore

(Full name of the bank)

Branch: Bank of India, Mul.

(Branch where beneficiary account is held)

Branch Address: Opposite to Adarsh Rice Mill, Mul, Chandrapur, 441224

(Complete branch address)

Account Number: **963410110005274**

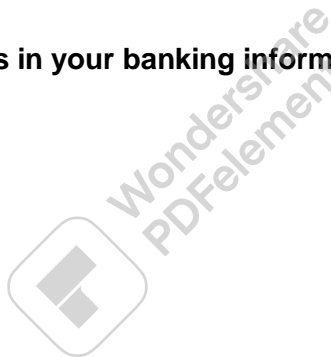
Account Currency: **Indian Rupee**

IFSC Code: **BKID0009634**

Other Bank

Codes: _____ (SWIFT, IBAN,
ABA, Transit, etc.that are applicable to the country's requirements)

Please notify us of any changes in your banking information.



Mahadore

ANNEXURE B

Limit for out of pocket expenses which includes lodging, boarding and food in case it is not already being provided by the company

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Mega Cities (Mumbai, Pune)	Rs.1200/- per night outstation stay
Other than mega cities in Maharashtra	Rs.800/- per night outstation stay
Local travel by bike within area of operation	Rs.4/Km
If only accommodation is provided by the company then limit for the out of pocket expense for food(Breakfast,Lunch,Dinner)	Rs. 250/day

17/12/2016



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ANNEXURE C

Sexual & Mental Harassment

Sexual & mental harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- (a) Physical contact and advances
- (b) A demand or request for sexual favours;
- (c) Sexually-coloured remarks;
- (d) Showing pornography;
- (e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- (f) Intimidation or threats
- (g) Inappropriate remarks on the basis of religion, caste, race, sex, gender, sexual orientation, socioeconomic status, educational status, sexual orientation or physical attributes

Where any of these acts is committed in circumstances whereunder the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

The Company shall form a Committee as prescribed under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and shall make available the details of such committee all times where any women employee can lodge her complaint and thereafter proceedings be conducted as per law.

M. Mahadave

ANNEXURE D

Data Confidentiality and Social Media Sharing

Data Confidentiality Agreement

I, Dhananjay Diwakar Mahadore along with signing this contract, also hereby agree and commit to

adhere to the organization's policy to treat all records as strictly confidential and shall not disclose and reveal any information to anyone.

I won't attempt to identify any individual or other confidential information accessible to me.

1. No data or records shall be reported to anyone without written permission of the Director.
2. I commit that any data or information that is accessible to me will remain confidential and that I shall not reveal/publish/disclose it to anyone intentionally or unintentionally.
3. Any breach or suspected breach of data confidentiality shall be reported immediately to my supervisor
4. I will not disclose any technical data or special information which comes into my possession or knowledge, whether directly or incidentally during the course of my employment with F4F and the same shall be kept in strict confidence by me solely for the use of F4F.
5. After I end the contract with F4F or in case the contract is terminated for reasons of misconduct or for any other reason whatsoever, I shall not put such technical data or special information to any commercial use, whether by myself or on behalf of any other person or body corporate. In addition, any materials I may have collected on behalf of F4F, included those items addressed to me for the purposes of carrying out business for F4F shall remain the property of F4F during my tenure at F4F and I will revert these back to the organization at the time of my departure from the organization.
6. I will not publish any social media post or blog that mentions Farmers for Forests or give any presentations about the work and projects of Farmers for Forests without prior permission from either the Director, CEO or COO of the company.

Any intentional violation of this agreement shall be the basis for dismissal for cause and appropriate action.

Name of the Person: Dhananjay Diwakar Mahadore

Designation: Senior Field Assistant

Signature: 

Date of Signature: 23/08/2022



Efficient Ecosystem Protection Association

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AMHI AMCHYA AROGYASATHI आम्ही आमच्या आरोग्यासाठी

■ Head Office :
At Post-Taluka Kurkheda, Dist Gadchiroli - 441209

■ Tel : 07139-245903
■ Mob. : 9421006699

■ Email : arogyasathi@gmail.com
■ Website : www.arogyasathi.org

ज.क्र./आ.आ.आ.पु./२३/२०२२
कार्यालय आम्ही आमच्या आरोग्यासाठी, कुरुखेडा
दिनांक १७/०३/२०२३

Experience Certificate

This is Certified that Mr. Bhumesht Janardhan Kathane, resident of Vihirgaon/K,, and Tal. Lakhani, Dist. Bhandara, Maharashtra is working in our organization as "Field Facilitator" for ICDS System Strengthening & Community Mobilization Program" at Jiwati Block of Chandrapur District from 1st August 2019 to 31st March 2021. I am sure that he would be a good employee to any organization.

I take this opportunity to wish Mr. Bhumesht all the very best in his future career.

Date: 17th March 2023



Satish Gogulwar
Dr. Satish Gogulwar
Convener

Amhi Amchya Arogyasathi

SIR DORABJI TATA TRUST

Founded 1912

Bombay House, 24 Homi Mody Street
Mumbai 400 001.

Website :
www.sirdorabjitatatrust.org
www.tatatrusts.org
e-mail: sdt@tatatrusts.org

Tel : 86638182
Fax : 22926092

January 19, 2024

Jyotsana Mahesh Gedam,
At - Nimgaon, Taq. Saoli,
Dist Chandrapur 441225
Contact Number: 7517784970

Email ID: jyotsanagedam593@gmail.com

Reference ID: SDTT/Cons/RPA/3508

Dear Jyotsana,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from **January 22, 2024 till March 22, 2024**, on the following terms and conditions:

1. Scope of the Project


The assignment will be based on the Terms of Reference attached to this letter as **Annexure III**.

2. Duration

The consultancy period commences from **January 22, 2024 till March 22, 2024** which will be reviewed at the end of the period of contract, should the contract be mutually extended.

3. Professional Fees

- 3.1. You will be paid a professional fee of **Rs. 22,000/- (Rupees Twenty Two Thousand Only) Per Month**, against submission of invoice to the Trust, if applicable. This fee is inclusive of all applicable taxes.
- 3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).
- 3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.
- 3.4. **This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.**


22/1/2024

4. Invoicing:


- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
- 4.2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
- 5.2. In case any payment is incurred by you on behalf of the Sir Dorabji Tata Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Trust. In an event bills are not in the name of the Trust, the same will be reimbursable post deduction of TDS.

6. Outstation Travel & Accommodation

- 6.1. Your assignment will require travel and accordingly the travel and lodging and boarding costs would be borne by the Trust. In case any payment is incurred by you on behalf of the Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Sir Dorabji Tata Trust.
- 6.2. The said amount will be reimbursed after your travel and on submitting the necessary bills/ invoices with a detailed statement, after obtaining sanction from the concerned Senior/ undersigned.
- 6.3. You will be entitled to avail the said facilities for travel / lodging:
 - 6.3..1. Travel: Air (Economy)/ Rail (2/3 tier, if not available then 1st AC)
 - 6.3..2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
 - 6.3..3. Eligible to requisition a hired car equivalent to Tata Indica
 - 6.3..4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3..5. Lodging: 3 Star (Standard)
 - 6.3..6. Boarding: On actual
 - 6.3..7. Incidental Allowance: Rs.200 per day without bills


22/02/2024

- 6.3.B. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Mediclaim, medical expense or insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

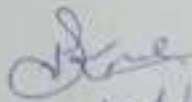
- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with immediate effect in case of proven misconduct.

10. Rules & Regulations

You will be governed under the provisions of the Tata Code of Conduct, (TCoC) copy of which is enclosed herewith (booklet). You are required to sign the declaration (page 33 of TCoC booklet) and return the same to us for our record. You will also be required to sign an IPR Assignment Agreement (refer to Annexure-I) and a standard Confidentiality Agreement (refer to Annexure-II). The confidentiality is to ensure that all proprietary information, intellectual property and documents obtained during your association with the Trust will not be utilized by you at any point of time to undermine the interests of Respective Trust and Tata Group companies (generally).

11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.


22/01/2024



12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

With best wishes for successful completion of your assignment.



Yours sincerely,



Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Jyotsana Mahesh Gedam

Signature:


22/01/2024
22/01/2024

Annexure - I

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Intellectual Property

I, **Jyotsana Mahesh Gedam**, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with 'Sir Dorabji Tata Trust' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein.

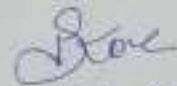
I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.



(Jyotsana Mahesh Gedam)

Date:



22/01/2024



Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality

I, **Jyotsana Mahesh Gedam**, am aware that in the course of my association with "Sir Dorabji Tata Trust", ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.

Without prejudice to the above, I shall at all times be under an implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.



(Jyotsana Mahesh Gedam)

Date:



22/01/2024

Annexure III


Terms of Reference

Consultancy Details

Reporting Manager : Kirankumar Jivtode
Project Code : RPA/000/000/SDTT/0538/DI/0000/S
Location : Gadchiroli
SPOC for payments & project reimbursements : Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.


22/01/2024



Name: Jyotsana Shankar kove

Phone Number: 7517 784970

Alternate Mail ID: jyotsanagedam593@gmail.com

Complete Postal address with Pin Code: At. Post. Nimgaon
Tah. Sqali Dist.: Chandrapur
Pin code: 441215

Demand Draft to be drawn in favour of:

Name of the Bank: State Bank of India

Address of the Bank Branch: State Bank of India
Branch: Gadchiroli
Near Bhatuwar complex Gadchiroli

Bank Account No.: 31941250019

Type of Account - Savings/Current Account:

IFSC Code of the Bank Branch: SBIN0000298
(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: BSWPG4644P

GST No:

Done
22/01/2024



Milind Shikshan Sanstha, Bramhapuri

Reg No. MH-313/91 Chandrapur F-548 10 Oct 1990

President **Milind Manik Dongare**

Ref No: MESS, IWMP / EXP / 2018

Date: 26/05/2018

Experience Certificate

This is to certify that Shri. Kundan Bhimrao Meshram was serving as a project instructor in my project (I.W.M.P.) Implementation Watershed Management Programme in Chandrapur District since 01/08/2015 to 25/12/2017. His qualification is B.S.W. & M.S.W. He had successfully implemented all the program, Launched by the institutions.

During his stay here his conduct was good and satisfactory. I wish him every success and bright future in his life.

Hence Experience Certificate is issued.

President
Milind Shikshan Sanstha
Bramhapuri, Dist. Chandrapur

SIR DORABJI TATA TRUST

Founded 1932

Bombay House, 24 Homi Mody Street
Mumbai 400 001.

Tel : 66658282
Fax : 22826092

Website :
www.dorabjitatatrust.org
www.tatatrusts.org
e-mail: sdtt@tatatrusts.org

January 19, 2024

Manoj Shriram Mahadore,
At.Chichgaon Po.Bramhapuri ,
Ta.Bramhapuri Dist.Chandrapur 441206
Contact Number: 9607300184

Email ID: manojmahadore@gmail.com
Reference ID: SDTT/Cons/RPA/3510

Dear Manoj,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from January 22, 2024 till March 22, 2024, on the following terms and conditions:

1. Scope of the Project

The assignment will be based on the Terms of Reference attached to this letter as Annexure III.


2. Duration

The consultancy period commences from January 22, 2024 till March 22, 2024 which will be reviewed at the end of the period of contract, should the contract be mutually extended.

3. Professional Fees

- 3.1. You will be paid a professional fee of Rs. 20,000/- (Rupees Twenty Thousand Only) Per Month, against submission of invoice to the Trust, if applicable. This fee is inclusive of all applicable taxes.
- 3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).
- 3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.
- 3.4. This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.

②
✱


7210112024

4. Invoicing:


- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
- 4.2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The Invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
- 5.2. In case any payment is incurred by you on behalf of the Sir Dorabji Tata Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Trust. In an event bills are not in the name of the Trust, the same will be reimbursable post deduction of TDS.

6. Outstation Travel & Accommodation

- 6.1. Your assignment will require travel and accordingly the travel and lodging and boarding costs would be borne by the Trust. In case any payment is incurred by you on behalf of the Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Sir Dorabji Tata Trust.
- 6.2. The said amount will be reimbursed after your travel and on submitting the necessary bills/ invoices with a detailed statement, after obtaining sanction from the concerned Senior/ undersigned.
- 6.3. You will be entitled to avail the said facilities for travel / lodging:
 - 6.3..1. Travel: Air (Economy)/ Rail (2/3 tier, if not available then 1st AC)
 - 6.3..2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
 - 6.3..3. Eligible to requisition a hired car equivalent to Tata Indica
 - 6.3..4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3..5. Lodging: 3 Star (Standard)
 - 6.3..6. Boarding: On actual
 - 6.3..7. Incidental Allowance: Rs.200 per day without bills


22/01/2024

- 6.3..8. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Medclaim, medical expense or insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with Immediate effect in case of proven misconduct.


10. Rules & Regulations

You will be governed under the provisions of the Tata Code of Conduct, (TCoC) copy of which is enclosed herewith (booklet). You are required to sign the declaration (page 33 of TCoC booklet) and return the same to us for our record. You will also be required to sign an IPR Assignment Agreement (refer to Annexure-I) and a standard Confidentiality Agreement (refer to Annexure-II). The confidentiality is to ensure that all proprietary information, intellectual property and documents obtained during your association with the Trust will not be utilized by you at any point of time to undermine the interests of Respective Trust and Tata Group companies (generally).

11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.




22/01/2024


12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

With best wishes for successful completion of your assignment.


Yours sincerely,



Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Manoj Shriram Mahadore

Signature: 


22/01/2024

Name: Manoj Shiram Mahadore

Phone Number: 9607300184

Alternate Mail ID: manojmahadore@gmail.com

Complete Postal address with Pin Code: at. Chichyoon Ta. Bramhapur
Dist Chandrapur pin code 441206

Demand Draft to be drawn in favour of:

Name of the Bank: State Bank of India

Address of the Bank Branch: at-po. Gangalwadi Ta. Bramhapur
Dist. Chandrapur

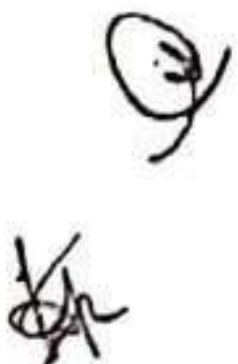
Bank Account No.: 36032808639


Type of Account - Savings/Current Account:

IFSC Code of the Bank Branch: SBIN00~~11146~~11146
(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: HWLPM 5486A

GST No:




22/01/2024

Annexure - I

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Intellectual Property

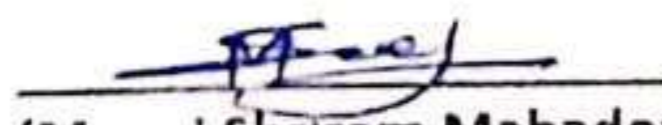
I, **Manoj Shriram Mahadore**, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with 'Sir Dorabji Tata Trust' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

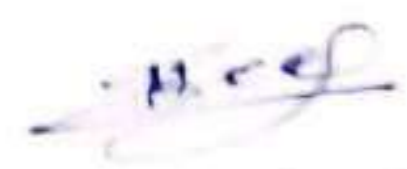
If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/ documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein.

I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.


(Manoj Shriram Mahadore)
Date: 22/01/2024


22/01/2024

Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality

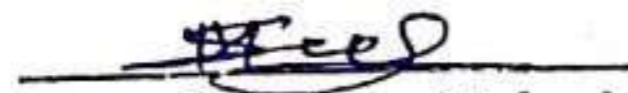
I, **Manoj Shriram Mahadore**, am aware that in the course of my association with 'Sir Dorabji Tata Trust', ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.


Without prejudice to the above, I shall at all times be under an implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.


(Manoj Shriram Mahadore)
Date: 22/01/2024






22/01/2024

Annexure III

Terms of Reference


Consultancy Details

Reporting Manager : Kirankumar Jivtode
Project Code : RPA/000/000/SDTT/0538/DI/0000/S
Location : Gadchiroli
SPOC for payments & project reimbursements : Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.





22/01/2024

22 Aug 2022
Offer Letter

Dear Sanjay Wankar,

Congratulations!

We are pleased to offer you the position of **Senior Field Assistant** with Farmers for Forests, a division of Efficient Ecosystem Protection Association. You will be based out of **Malewada(Kurkheda block)/Murumgaon(Dhanora block), Gadchiroli**, and will travel to project sites as needed. Your contract will be for a period of **8 months** from the date of joining.

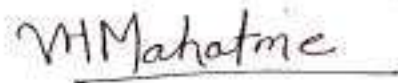
The emoluments eligible to you after joining are as follows:

- Monthly contractual fee of Rs. **15,000**
- Reimbursement of travel and food expenses if staying overnight away from Base Location
- Reimbursement of petrol at the rate of Rs. 4 per km

You will be required to purchase health insurance, hold a valid, government issued driver's license and wear a ISI-certified helmet while riding a motorbike.

On signing and accepting this offer letter a formal contract will be issued to you.

For Efficient Ecosystem Protection Association,



Dr. Vaibhav Mahatme
Chief Executive Officer

Farmers for Forests
Efficient Ecosystem Protection Association
A Section 8 not-for-profit company
www.farmersforforests.org



I have read the above terms and conditions of employment and accept them.

Name: Sanjay Wankar

A handwritten signature in black ink, appearing to read "Sanjay Wankar", written over a horizontal line.

Signature:

Date: 22 Aug 2022

SIR DORABJI TATA TRUST

Founded 1932

Bombay House, 24 Homi Mody Street
Mumbai 400 001.

Website :
www.dorabjitatatrust.org
www.tatatrusts.org
e-mail: sdtt@tatatrusts.org

Tel : 66658282
Fax : 22826092

January 19, 2024

Pratik Devdas Ramteke,
At. Post Panchavati Nagar,
Armori TA - Armori, Dist - Gadchiroli, 441208
Contact Number: 9822247037

Email ID: pratikramteke02@gmail.com
Reference ID: SDTT/Cons/RPA/3511

Dear Pratik,

We are pleased to appoint you as a "Consultant" with 'Sir Dorabji Tata Trust' for a period commencing from January 22, 2024 till March 22, 2024, on the following terms and conditions:

1. Scope of the Project


The assignment will be based on the Terms of Reference attached to this letter as Annexure III.

2. Duration

The consultancy period commences from January 22, 2024 till March 22, 2024 which will be reviewed at the end of the period of contract, should the contract be mutually extended.

3. Professional Fees

- 3.1. You will be paid a professional fee of Rs. 20,000/- (Rupees Twenty Thousand Only) Per Month, against submission of invoice to the Trust, if applicable. This fee is inclusive of all applicable taxes.
- 3.2. The Trust shall deduct tax at source (i.e. TDS) from the fees in accordance with the applicable provisions of law including Income Tax Act, 1961 (as amended from time to time).
- 3.3. You will not be entitled to any payments/ reimbursements other than what is documented herein.
- 3.4. This is not an employment contract. Hence, kindly note that you will not be entitled to the facilities/ benefits given to the Employees of our Trust.


Dt- 22/01/2024

4. Invoicing:

- 4.1. An invoice needs to be submitted in an event the professional fees fall under the ambit of the prevalent Goods and Services Tax – GST Act/Rules. The same needs to be shared with the payroll team as well as your reporting manager on a monthly basis by the '25th of every month'.
- 4.2. The Indian Government mandates the levy of a GST which will be reflected in the invoice issued by the consultant / advisor as applicable. The invoice should indicate the consultants/ advisor's GST registration number. The First Invoice will also be accompanied by a photocopy of the consultants/ advisor's GST registration Certificate.
- 4.3. The Consultant / advisor will be solely responsible for the payment of GST to the exchequer. Any penalties/ interest subsequently levied by any Government department for non-payment of such taxes will be borne by the consultant / advisor. The Trust is not liable to pay such penalties/ interest and will not reimburse the same.

5. Payment Schedule

- 5.1. All payments will be made as per the bank account details provided.
- 5.2. In case any payment is incurred by you on behalf of the Sir Dorabji Tata Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Trust. In an event bills are not in the name of the Trust, the same will be reimbursable post deduction of TDS.

6. Outstation Travel & Accommodation

- 6.1. Your assignment will require travel and accordingly the travel and lodging and boarding costs would be borne by the Trust. In case any payment is incurred by you on behalf of the Trust, then the same would be reimbursed on submitting the necessary bills, which should be in the name of the Sir Dorabji Tata Trust.
- 6.2. The said amount will be reimbursed after your travel and on submitting the necessary bills/ invoices with a detailed statement, after obtaining sanction from the concerned Senior/ undersigned.
- 6.3. You will be entitled to avail the said facilities for travel / lodging:
 - 6.3..1. Travel: Air (Economy)/ Rail (2/3 tier, if not available then 1st AC)
 - 6.3..2. Local Conveyance: On Actuals for Travel from home /office to station or airport and from Airport/ station to home, Travel in the field locations, Travel within the city for official purpose (Intra-city travel)
 - 6.3..3. Eligible to requisition a hired car equivalent to Tata Indica
 - 6.3..4. Fuel reimbursements if intending to travel by their own vehicle are required to obtain prior approval from the Department Head will be reimbursed @ Rs.10 per km for four-wheelers and @ Rs.5 per km for two-wheelers
 - 6.3..5. Lodging: 3 Star (Standard)
 - 6.3..6. Boarding: On actual
 - 6.3..7. Incidental Allowance: Rs.200 per day without bills

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Swetha
22/10/2024

- 6.3..8. Any exceptions to the entitlements defined above, are to be approved by the undersigned, as applicable
- 6.4. The said bills / invoices will be submitted for reimbursement within 45 days from your travel with a detail statement.
- 6.5. You will not be entitled to claim Mediclaim, medical expense or Insurance in case of any sickness / accident occurs during the course of this contract.

7. Health and Accident Insurance

In your interest, we advise you to take up adequate protection in the form of health and accident insurance before you take on this assignment as the Trust will not be liable or in any way be responsible for costs associated with unlikely eventualities like emergency medical problems, sickness, accidents etc. which may occur during the course of the assignment, in particular during the field visit as mentioned in sub-clause 6.5 above.

8. Report & Tasks

The report needs to be submitted to the Trusts as mutually agreed with the Trusts.

9. Termination of Contract

- 9.1. The Trust shall be entitled to terminate this contract at any time by giving 30 days of notice or fees in lieu of notice.
- 9.2. You shall be entitled to terminate the Contract at any time by giving 30 days' notice or fees in lieu of notice.
- 9.3. Notwithstanding anything contained in clauses 9.1 & 9.2 above, the Trusts shall be entitled to terminate your services with immediate effect in case of proven misconduct.

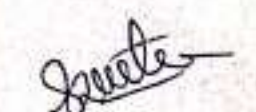
10. Rules & Regulations

You will be governed under the provisions of the Tata Code of Conduct, (TCoC) copy of which is enclosed herewith (booklet). You are required to sign the declaration (page 33 of TCoC booklet) and return the same to us for our record. You will also be required to sign an IPR Assignment Agreement (refer to Annexure-I) and a standard Confidentiality Agreement (refer to Annexure-II). The confidentiality is to ensure that all proprietary information, Intellectual property and documents obtained during your association with the Trust will not be utilized by you at any point of time to undermine the interests of Respective Trust and Tata Group companies (generally).

11. Confidentiality

You shall strictly keep confidential affairs of the organization and any information that may come into your knowledge and possession during the course of your contractual period.




22/01/2024

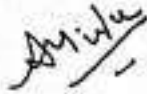
12. Arbitration

In the event of any dispute or difference between the consultant and the Trust, arising out or in connection with, or relating to the review conducted by you shall be referred to Arbitration under the provisions of the Arbitration and Conciliation Act, 1996. The Arbitration proceedings shall be held in Mumbai. The language of the Arbitration shall be English. The Courts in Mumbai alone shall have jurisdiction in the matter.

If you are agreeable to the Terms and Conditions set forth in this contract, please sign in the space indicated below as a token of your agreement and return a copy to us. An additional copy is enclosed for your files.

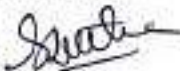
With best wishes for successful completion of your assignment.


Yours sincerely,

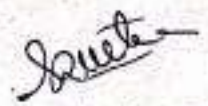


Apeksha Mirke
Human Resources

ACCEPTED AND AGREED
by: Pratik Devdas Ramteke

Signature: 




22/01/2024

Name: Pratik Devas Ramteke

Phone Number: 9822247037

Alternate Mail ID: pratikramteke@gmail.com

Complete Postal address with Pin Code:

At + Post - Panchawati Nagar Aemoli Pin No. 441208
Dis - Gadchiroli.

Demand Draft to be drawn in favour of:

Name of the Bank: State Bank of India

Address of the Bank Branch: Branch - Aemoli

Bank Account No.: 39567149017

Type of Account - Savings/Current Account: Regular Savings Account

IFSC Code of the Bank Branch: SBIN0016185
(A blank cancelled cheque should accompany the bank details)

Income Tax PAN/GIR No: DWKPR8086J

GST No:

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22/01/2024

Annexure - 1

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

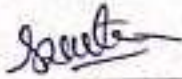
Intellectual Property

I, Pratik Devdas Ramteke, am aware that I may make, discover, generate or create Intellectual Property including without limitation copyright, patents, trademark, design, know-how, etc. ("IP"), whether registered or not, during the course of your contractual period with 'Sir Dorabji Tata Trust' ("the Trust") and unconditionally agree that the Trust shall have absolute ownership over such IP and undertake to protect such IP and use them exclusively to further the interests and for the benefit of the Trust. I further undertake not to use or disclose the IP for any purpose other than for the purposes of my employment with the Trust.

If at any time during the course of my contractual period, I make or discover or participate in the making or discovery of any IP, full details of such IP shall immediately be communicated by me to the Trust and such IP shall be the absolute property of the Trust. At the request of the Trust, I shall give and supply all such information, document, data, drafts and assistance as may be required to enable the Trust to exploit the IP to its best advantage and I shall execute all papers/documents and take other actions which may be necessary or desirable for obtaining legal protection for the IP in such parts of the world as may be specified by the Trust and for vesting the same in the Trust either by way of assignment for perpetuity or otherwise as it may direct.

I hereby irrevocably appoint the Trust as my attorney in my name and on my behalf to sign or execute any such instrument or do any such thing and generally to use my name for the purpose of giving the Trust or its nominee the full advantage of the covenants herein. I am giving this undertaking out of my free will in consideration of and under the terms and conditions of my employment with the Trust and I agree that the Trust shall not be liable to pay me any additional compensation for the said IP, apart from those expressly mentioned in the offer of employment made by the Trust and accepted by me.

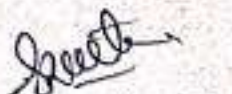
I agree that the rights of the Trust and my obligations herein shall continue to be in force even after termination/cessation of my contractual period in the said Trust and shall be binding upon my heirs and legal representatives.



(Pratik Devdas Ramteke)

Date: 22/01/2024

SP



22/01/2024

Annexure - II

To
Sir Dorabji Tata Trust
Bombay House,
24 Homi Mody Street
Mumbai 400 001.

Confidentiality

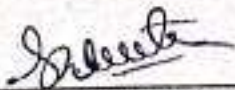
I, Pratik Devdas Ramteke, am aware that in the course of my association with 'Sir Dorabji Tata Trust', ("the Trust") I will have access to and be entrusted with the information in respect of the business and finances of the Trust including without limiting intellectual property, processes and product specifications, trade secrets, etc. and relating to its dealings, transactions and affairs and likewise in relation to its subsidiaries, associate companies, customers or clients all of which information is or may be of a confidential nature ("Confidential Information").

I undertake unconditionally that I shall not, except in the proper course of performance of my duties during the course of my contractual period or as may be required by law, disclose to any person whatever or otherwise make use of and shall use my best endeavours to prevent the publication or disclosure of any Confidential Information of the Trust or any of its subsidiaries or associate companies or any of its or their suppliers, agents, distributors, clients or customers.

I further agree and undertake that all notes, memoranda, documents, presentations, and other such Confidential Information concerning the business of the Trust and its subsidiaries or associate companies or any of its or their suppliers, agents, distributors or customers which shall be acquired, received or made by me during the course of my employment/association shall be the property of the Trust and shall be surrendered by me to the Trust upon termination of my contractual period or at the request of the Trust at any time during the course of my contractual period.

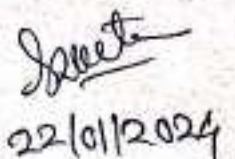
Without prejudice to the above, I shall at all times be under an implied duty of trust and confidentiality to the Trust and I undertake to follow the same. I am aware that a breach of confidentiality will amount to breach of my contractual agreement and in that event the Trust shall have the right, inter alia, to seek damages or equitable relief including injunction from appropriate court of law.

The obligations herein shall continue to be in force even after termination/cessation of my contractual period in the Trust.



(Pratik Devdas Ramteke)

Date: 22/01/2024



22/01/2024

Annexure III

Terms of Reference

Consultancy Details

Reporting Manager	: Kirankumar Jlvode
Project Code	: RPA/000/000/SDTT/0538/DI/0000/S
Location	: Gadchiroli
SPOC for payments & project reimbursements	: Pranali Pathrabe

Brief Job Description:

- Work closely with the Project team of Tata Trusts in Gadchiroli district of Maharashtra.
- Undertake extensive field visits in 9 blocks covering 74 project locations as per the requirement of project.
- Collect the impact assessment data (base line as well as end line) in predefined forms from 55 – 75 numbers of beneficiary farmers with one-to-one interaction.
- Conduct / participate in focus group discussion with 7 – 10 Water User Groups for collecting the impact assessment data (base line as well as end line) in predefined forms.
- Apply analytical skills while collecting data.
- Apply strong social mobilization skills with beneficiary farmer / WUGs.
- Provide constructive and helpful inputs / feedback to the overall process.
- Ability to plan own work, use time efficiently, shall be able to handle conflicts while collecting the data.
- Survey monitoring supervisor shall monitor the survey data to be collected in requisite formats and efficient & qualitative way.
- Should report timely to the project team with requisite data, reports, information, photos etc. to fulfill the objective of assignments.

[Handwritten initials]

[Handwritten signature]
22/01/2024



Open Links Foundation.org

To,

21 Aug 23

Ganesh Chandrashekhar Shende

At. Post. Jogisakhara, Ta.Armori Dist.Gadchiroli Pin; 441208..

Mob: 9518945604 Email: ganeshshende4938@gmail.com

Letter of Appointment

Dear Ganesh, Welcome aboard Open Links Foundation (the Company)!

Open Links Foundation (OLF) mission is to help teachers to make education fun and relevant. We do cutting edge work in technology and community development. We are thrilled with the traction we are getting in the community. I am very excited to have you onboard this journey to transform education and ignite millions of minds. This is an opportunity to learn, earn and contribute and I hope you make the most of it. I wish you all the best in this journey.

You shall join us as **District Engagement Officer** - with effect from **28th August 2023**. Your duties and responsibilities will be outlined at joining time and will be periodically reviewed and updated as per organization requirements.

You must maintain highest level of professionalism. Some key expectations will be being punctual in meetings; prompt and accurate filling of timesheets, plans & trackers; being responsive and proper in communication; continuously learning and improving, purpose driven approach; being accountable for your work and outcomes with highest quality; doing your best, participating in company work and helping team members with best spirit; keeping a happy and cheerful team atmosphere.

During your engagement you shall be engaged full time and will not take up any other employment or engagement. You shall endeavor to serve the Company faithfully and promote its interest by devoting your entire time, attention and abilities to its affairs.

You will be paid compensation as in Annexure I. The compensation can be changed/ increased based on your good performance. Leaves and Paid Holidays will be governed by the company policy. The payment of your compensation shall be subject to such statutory deductions as may be required in accordance with applicable legislation.

This engagement may be terminated by you upon giving 'three (3) months' written notice to the other party. If there is unsatisfactory performance during probation period or material breach of the conditions of the engagement – then the engagement can be terminated forthwith with immediate effect by the company.

On signing the acceptance of this contract, you agree to be bound by the clauses mentioned in the 'Confidentiality, Non-Disclosure and Non-Competition Agreement' (Annexure II).



Open Links Foundation.org

During your engagement with the Company, you shall be bound by rules and regulations of the company as also the terms of your engagement. The company has right to add/alter/amend the same.

Please confirm your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

Yours faithfully,

For and on behalf of

Open Links Foundation

Vishvajit Pawar
Program Director

Acceptance

By signing this contract, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents you from being engaged by the Company and being able to fully perform the services contemplated by this Agreement. You confirm that by fulfilling your duties hereunder you will not be breaching any duty of confidentiality to any person, including without limitation, your previous employers or principals.

You also confirm that you have truthfully provided information about your professional achievements, capabilities and health and have not withheld or wrongfully represented any information – that may materially affect your performance during this engagement.

I, Ganesh Jadhav, hereby confirm acceptance of all the terms and conditions contained herein.

Date: 24/08/2023

22 Aug 2022
Offer Letter

Dear Sanjay Wankar,

Congratulations!

We are pleased to offer you the position of **Senior Field Assistant** with Farmers for Forests, a division of Efficient Ecosystem Protection Association. You will be based out of **Malewada(Kurkheda block)/Murumgaon(Dhanora block), Gadchiroli**, and will travel to project sites as needed. Your contract will be for a period of **8 months** from the date of joining.

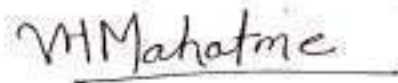
The emoluments eligible to you after joining are as follows:

- Monthly contractual fee of Rs. **15,000**
- Reimbursement of travel and food expenses if staying overnight away from Base Location
- Reimbursement of petrol at the rate of Rs. 4 per km

You will be required to purchase health insurance, hold a valid, government issued driver's license and wear a ISI-certified helmet while riding a motorbike.

On signing and accepting this offer letter a formal contract will be issued to you.

For Efficient Ecosystem Protection Association,



Dr. Vaibhav Mahatme
Chief Executive Officer

Farmers for Forests
Efficient Ecosystem Protection Association
A Section 8 not-for-profit company
www.farmersforforests.org



I have read the above terms and conditions of employment and accept them.

Name: Sanjay Wankar

A handwritten signature in black ink, appearing to read "Sanjay Wankar", written over a horizontal line.

Signature:

Date: 22 Aug 2022



Version 2.0	MMPL/DOC-Q	13-JUN-2022
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Date: **February 02,2024**

Aniruddh Chandrakishor Walade

397 Ward No 2 Jamidari Waard

At Post- Chichgad Tah - Deori

Dist - Gondia,Maharashtra,441901

Mobile No: **8975001120**

Letter of Offer

Dear Mr.Aniruddh Chandrakishor Walade,

Congratulations, we are pleased to offer you the position of **Arogya Health Educator** at Maven. You will be deputed at **Gondia** and you will be reporting to **Program Manager**.

Your Annual CTC will be Rs. **202692/-** (Rupees Two Lakh Two Thousand Six Hundred Ninety Two Only) per annum. Details of your salary are provided in **Table 1** of **Annexure A**.

Apart from the salary, you will also be entitled for Working Allowance(if applicable), as per the company's policy. Your current eligibility for the same is provided in **Table 2** of **Annexure A**.

Please submit the documents detailed in **Annexure B** along with your acceptance.

Please confirm your date of joining on or before **February 09,2024** by a return mail. This offer will be valid for 7 working days, after which the Management reserves the right to cancel the offer.

We look forward to welcoming you to the Maven family. We are confident that your skills and background will be an asset to our team.

For Maven Marketing Private Limited,

Anuradha V
Vice President-HR

Ravisankar K
Chief Executive Officer



Annexure A

Table 1

Aniruddh Chandrakishor Walade		
Arogya Health Educator		
	Monthly	Annualized
Pay Components:		
Basic	13100	157200
Communication Allowance	600	7200
Gross <i>(Sum of Pay Components)</i>	13700	164400
Deduction:		
ESI Employee-0.75%	103	1236
PF Employee-12%	1644	19728
PT	208	2496
Total Deduction	1955	23460
Net Salary <i>(Gross - Total Deduction)</i>	11745	140940
Company Contribution:		
ESI Employer-3.25%	446	5352
PF Employer -12%	1644	19728
GPA	10	120
Bonus	1091	13092
Total Company Contributions	3191	38292
CTC <i>(Gross + Total Company Contribution)</i>	16891	202692

Note: Taxes, if any will be deducted as per applicable law



Table 2

Working Allowances	Amount (in Rs)
Head Quarter	Rs.135/-per day
Ex-Head Quarter	Rs.135/-per day
Out Station	Rs.400/- per day
Travel Allowance	i) Rs.2.4/- per km for any travel <=100 km. (one way) ii) Any travel above 100 km. (one way), would be Sleeper Class /Equivalent state transport fare (on submission of Bills)
Mode Of Travel	If the destination is beyond 100 km. (One way), you will be eligible to travel by either Sleeper Class (train) or Equivalent State Transport (whichever is convenient to you).

Note: Allowances are governed by the company policy.

*Outstation is a place where you stay overnight and work in the same place or adjoining areas the next day and this outstation is approved by your Manager and a part of SFC

Annexure B

Following is the list of documents that need to be submitted along with the offer acceptance letter

Documents

Documents to be submitted
No Documents Required

Note: Kindly submit relieving letter from previous employer (not applicable if fresher) to HR Department to release your appointment letter maximum within 15 days from the joining date.



GONDWANA UNIVERSITY, GADCHIROLI

M.I.D.C. Road, Gadchiroli (M.S.)

(Established by Government of Maharashtra Notification No. MISC-2007/(322/07) UNI-4 Dated 27th Sept. 2011 & Presently a State University Governed by Maharashtra Public University Act, 2016 (Maharashtra Act No. VI of 2017))

- Ph.D. CELL -

No.GU/ Exam./Ph.D. Cell/RRC/ Ph.D./ 1203

Date 20/08/2022

To,

Mr. Mangehkumar Charandas Walke
C/o Bodhisatva Niwas, Hanuman Nagar,
Chamorshi Dist. Gadchiroli

Subject :- Registration for Ph.D. Degree.

With reference to above, I am to inform you that the Research and Recognition Committee (RRC) meeting held on 31/05/2022 have accepted your application for Registration for Ph.D. Degree in the discipline of Social Work the faculty of Inter Dicsiplinary Studies. The approved Topic, Supervisor, Place of Research and date of Registration are as under:-

- Topic of Research : " पंचायत क्षेत्र विस्तार कायदा 1996 आणि आदिवासींचा विकास " : एक अभ्यास विशेष संदर्भ - गडचिरोली जिल्ह्यातील भामरागड, एटापल्ली, धानोरा, कोरची तालुक्यातील आदिवासी ग्रामस्थ)
- Name of Supervisor : Dr. Pragati D. Narkhedkar, Sushilabai Ramchandra Mamidwar
College of Social Work, Chandrapur Dist. Chandrapur
- Place of Research : Fule Ambedkar College of Social Work, Gadchiroli
- Date of Registration : 31/05/2022
- Suggestion if any : Objectives Not Related with Topic, Universe and Sampling Method Not Clear. Approved Correction In Synopsis

Your date of registration will be subject to fulfillment of the following requirement within 30 days from the receipt of this letter.

5. That you shall submit an undertaking from your guide/co-guide stating that he/she shall not have more registered Ph.D. candidates in the capacity of a guide/co-guide as per direction No. 12 of 2022.
6. That you shall be solely responsible for the authenticity of the information and document submitted by you for claiming the exemption from Ph.D. Entrance Tests. In the event it is noticed that exemption was claimed on the basis of misleading/false/incorrect information, the registration would be liable to be cancelled.

Page Turn Over.....

In addition to above ,the candidate shall follow the instructions as mentioned below :-

- a) He/she shall submit his original qualifying degree certificate which shall be returned to him after verification.
- b) He/she shall pay six monthly retention fee of Rs. 1500/- every six month for retaining his/her name on the register of research students, the payment of six monthly retention fees are 20th Jan and 20th July every year.
- c) The course work is compulsory and it will be treated as pre Ph.D. preparation. Completion Report of the course work shall be submitted to the Ph.D. Cell by the guide through the Head of the Department of the Place of Research.
- d) That you shall submit to the Director, Board of Examinations and Evaluation, through the Head, Place of Research and the guide, the progress report of your research after every six months. If you fail to submit three reports consecutively, your registration may be cancelled by Research and Recognition Committee.
- e) This letter is subject to correction, if any.

Note : Only after verification of your original documents this Registration shall be confirm and therefore you are advise to verify your all original required documents from the Ph.D. Section of University.



(Dr. Anil Z. Chitade)
Director,
Board of Examinations and Evaluation

Copy Forwarded to :-

- 1) The Head, Research Centre, Fule Ambedkar College of Social Work, Gadchiroli
- 2) Guide -Dr. Pragati D. Narkhadkar, Sushilbai Ramchandra Mamidwar College of Social Work, Chandrapur Dist. Chandrapur

Note: The Head, Place of Research after the completion of the given period (one and Half years.) shall sent to the Ph.D. Cell within 15 days a report on the Non -compliance of the condition in respects of progress report stated in 17(B) of the Ordinance No-87of 2017 and all the process for completion of Ph.D shall be carried out strictly as per university regulation for Ph.D course work 2021, Plagiarism direction No. 12 of 2019, direction No. 12 of 2022.

months. After completion of your probation period, you will be eligible for the following leaves.

- 10 days annually of earned leaves;
- 10 days annually festival Leaves;
- 10 days of medical Leaves;

The appointment entails one month notice from either side for discontinuation/termination of the appointment. The organization reserves the right to discontinue and/or terminate the present contract, and the decision of the organization will be binding on you.

Your signing of this appointment letter confirms your acceptance of the terms and conditions and that you will be joining Amhi Amchya Arogyasathi on the above-mentioned date.

Welcome to Amhi Amchya Arogyasathi, and wish you best of work environment in the organisation.

Regards,


Dr Satish Gogulwar



Convenor

Amhi Amchya Arogyasathi

Your roles and responsibilities are annexed to the appointment letter.

Annexures:

- 1) Roles and Responsibilities of FS and FBAC Program
- 2) Roles and Responsibilities of CBR-PwDs Program
- 3) Statement Signed - Code of Conduct: Protection from Sexual Exploitation and Abuse Policy

Acceptance of Appointment by Employee:

Signature -

Name -

Date -



AMHI AMCHYA AROGYASATHI
आम्ही आमच्या आरोग्यासाठी

Head Office :
At Post-Taluka Nandurbar - Dist. Dahanu - 441200

Tel: 07139-245903
Mob: 9421056085

Email: arogyasathi@gmail.com
Website: www.arogyasathi.org

APPOINTMENT LETTER

Date: _____

To,
Kanhupatra Rout
At Sonegaon, Post Bodegaon,
Ta. Bramhapuri, Dist. Chandrapur

Dear Kanhupatra,

Welcome to Amhi Amchya Arogyasathi!!!

With reference to your application and subsequent interview with us, we are pleased to offer you employment in the position of "Block Coordinator" for Bramhapuri block of Chandrapur district. Your appointment will be part of the "Family Strengthening and Family Based Alternative Care" program supported by Miracle Foundation (part time) and "Community Based Rehabilitation of Persons with Disabilities" supported by BHFL (part time) on the following terms and conditions.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our organization. Your appointment will commence on 1st April 2024 till 31st March 2025.

You will be eligible for a monthly starting remuneration of Rs. 12000/- (In words Twelve Thousand) per month. Your salary will arrive Rs. 9000 per month from FS and FBAC project and Rs. 3000 per month from CBR project. The net salary will arrive after making the following deduction (per month):

- A 5% security deposit of your gross salary will be deducted per month in lieu of the security against any fines, clearing of advance, or any dues to the organization. The security deposit is refundable only after completion of the employment period.
- 0.5% of the gross salary will be deducted as a contribution to the health fund which is non-refundable.
- Professional Tax as per the government rules and statutes.
- 1% of the gross salary will be deducted per month for the internal complaint committee of the organization for a year which is non-refundable.
- You shall receive your payment before 10th of every month.

You will be entitled to annual increment of 5 to 10% subject to an annual review carried out by a panel approved/ appointed by the trustees.

Your 70 percent of the time will be for the project, 20 percent for the other projects as and when required and 10 percent time will be allocated for the organization level work.

You will be entitled to leave as per organization rules and regulations after the completion of your 2 months' probation period. But it will not be applied during the probation period of 2

offer letter

2 messages

Nilesh Khandekar <nilesh@accessdev.org>

Fri, 19 Apr, 2024 at 4:21 pm

To: Suhas Tekam <suhastekam88@gmail.com>

Cc: Gunjan Kumari <gunjan@accessdev.org>, Satyan Kumar <satyan@accessdev.org>, Shilpa Sharma <shilpa@accessdev.org>, Sudipto Saha <sudipto@accessdev.org>

Dear Suhas,

We are pleased to offer you the position of **Field- Coordinator** at "ACCESS Development Services" **under CFL Project** based at the project location- **Brahmapuri, Gadchiroli- District**. The duration of the engagement is from **April 20th, 2024**. You will be paid a monthly consultancy amount of **INR 12,000/- (Twelve Thousand Rupees Only)** subject to TDS deduction and INR 500 per month towards communication allowance.

We would expect you to join as early as possible, but no later than **April 20th, 2024** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

Kindly coordinate with your **Team Lead- Sudipta Saha** for your joining.

Please provide bring along the following for our verification and records:

1. Copy of Aadhaar Card and pan card.
2. Bank Details or Cancel Cheque

We welcome you to the ACCESS Family. Please revert with email on the acceptance of the offer letter.

Regards,

Nilesh Khandekar

Project Coordinator - Maharashtra

22 Aug 2022
Offer Letter

Dear Sanjay Wankar,

Congratulations!

We are pleased to offer you the position of **Senior Field Assistant** with Farmers for Forests, a division of Efficient Ecosystem Protection Association. You will be based out of **Malewada(Kurkheda block)/Murumgaon(Dhanora block), Gadchiroli**, and will travel to project sites as needed. Your contract will be for a period of **8 months** from the date of joining.

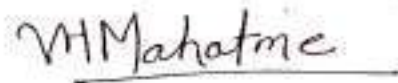
The emoluments eligible to you after joining are as follows:

- Monthly contractual fee of Rs. **15,000**
- Reimbursement of travel and food expenses if staying overnight away from Base Location
- Reimbursement of petrol at the rate of Rs. 4 per km

You will be required to purchase health insurance, hold a valid, government issued driver's license and wear a ISI-certified helmet while riding a motorbike.

On signing and accepting this offer letter a formal contract will be issued to you.

For Efficient Ecosystem Protection Association,



Dr. Vaibhav Mahatme
Chief Executive Officer

Farmers for Forests
Efficient Ecosystem Protection Association
A Section 8 not-for-profit company
www.farmersforforests.org



I have read the above terms and conditions of employment and accept them.

Name: Sanjay Wankar

A handwritten signature in black ink, appearing to read "Sanjay Wankar", written over a horizontal line.

Signature:

Date: 22 Aug 2022

आदिशक्ती सुशिक्षित

मो.नं. 9403293612
9552399231

बेरोजगार सेवा सहकारी संस्था मर्या. चंद्रपूर.

कार्यालयाचा पत्ता :- द्वारा किरण फोटो स्टुडिओ, हॉस्पिटल वार्ड, करतुरबा रोड, चंद्रपूर, पिन कोड-442401

फ. नं. : सएचडी/(सीएचडी)/जीएनएल/सी/132/2014-2015

Email - adishakti15@gmail.com

दिनांक :

जा.क्रमांक :

वाचा -१) मा. आयुक्त, महिला व बाल विकास आयुक्तालय पुणे यांचे पत्र क्र. ३२९ दि.५/७/२०१७
२) क्र.जिमबाविअचं/बासंकक्ष/२०१७-१८/६४० दि.३१/०८/२०१७

//आदेश//

जा.क्र.आसुबेसेससंम/चंद्र./नियुक्ती/सा.का./ ५३ /२०१७-१८

दि. ०८/०९/२०१७

उपरोक्त संदर्भांकीत नमुद पत्र क्रमांक १ व मा. जिल्हा महिला व बाल विकास अधिकारी, चंद्रपूर यांचे आदेशाचे पत्र क्र.२ अन्वये आदिशक्ती सुशिक्षित बेरोजगार सेवा सहकारी संस्था मर्या. चंद्रपूर या संस्थेची जिल्हा बाल संरक्षण कक्ष, चंद्रपूर करीता मनुष्यबळ पुरविण्याबाबत निवड करण्यात आलेली आहे.

त्याअन्वये सामाजिक कार्यकर्ता या पदासाठी मानधनी तत्वावर आपली नियुक्ती करण्यात येत आहे.


अ. क्र.	उमेदवाराचे नाव	नियुक्त मानधनी पद	नियुक्तीचे ठिकाण	कार्यक्षेत्र
१.	प्रतिभा निलकंठ मडावी	सामाजिक कार्यकर्ता	जिल्हा बाल संरक्षण कक्ष, चंद्रपूर द्वारा- जिल्हा महिला व बाल विकास अधिकारी कार्यालय, जुना कलेक्टर बंगला, साईबाबा वार्ड, पाण्याच्या टाकीजवळ, चंद्रपूर	चंद्रपूर जिल्हा

उपरोक्तप्रमाणे आपण नियुक्तीच्या ठिकाणी सात (७) दिवसाचे आत रुजू होऊन संस्थेस रुजू अहवाल सादर करावा.

नियुक्तीच्या अटि व शर्ती -

१. आपली नियुक्ती ही २०१७ ते २०१८ या वर्षाकरीता ११ महिन्याकरीता परिविक्षाधीन आहे.

२. नियुक्तीच्या तारखेपासून १ महिन्यांच्या आत आपणांस शासकीय रुग्णालय, चंद्रपूर यांच्याकडून वैद्यकीय तपासणी करून घ्यावी लागेल. आपणास कोणताही संसर्गजन्य रोग झालेला नाही आणि आपण जिल्हा बाल संरक्षण कक्षा, जिल्हा चंद्रपूर च्या कर्मचारी पदाकरीता नोकरीत ठेवण्यासाठी शारिरीक दृष्टीने पात्र आहात असे प्रमाणपत्र मिळेपर्यंत आपली नियुक्ती रसत राहिल.
३. नियुक्ती रिवेकारल्याचे आपले उत्तर आम्हास आठ दिवसांच्या आत मिळाले नाही तर ही जागा अन्य प्रकारे भरण्यात येईल.
४. नियुक्त कर्मचारी हे शासकीय कर्मचारी म्हणून संबोधले जाणार नाही तसेच काम करणाऱ्या कर्मचारी यांच्या सेवेचे कोणतेही उत्तरदायीत्व शासनावर राहणार नाही.
५. नियुक्त उमेदवारास देय मानधन रक्कम थेट बँक खात्यामध्ये /चेकद्वारे जमा करण्यात येईल.
६. नियुक्त उमेदवाराला प्रवास करायचाचे झाल्यास नियमान्वये खुशकीच्या मार्गाने प्रवास करावा. त्या देयकाची रक्कम उपलब्धतेअंती अदा करण्यात येईल.
७. नियुक्त करण्यात येणाऱ्या कालावधीमध्ये उमेदवाराचे चारित्र्य व वर्तणूक चांगली असावी. नियुक्त करण्यात येणाऱ्या उमेदवाराचे चारित्र्य व वर्तणूक चांगली नसल्यास तात्काळ मानधनी पदावरून कमी करण्यात येईल.
८. नियुक्त करण्यात येणाऱ्या उमेदवाराने दिलेले कर्तव्ये व जबाबदाऱ्या ईमानेइतवारें पार पाडणे आवश्यक राहिल. दिलेले कर्तव्ये व जबाबदाऱ्या ईमानेइतवारें पार न पाडल्यास तात्काळ मानधनी पदावरून कमी करण्यात येईल.
९. सदर उमेदवार हा भविष्यात यासंबंधात कोणतीही भागणी, निवेदन अथवा न्यायालयीन अर्ज करणार नाही.
१०. उमेदवाराला देय मानधनातून आयकर व व्यवसाय कर कपात करणे बंधनकारकर राहिल.
११. सदर कामामध्ये हयगय किंवा अनियमितता आढळून आल्यास कोणतीही पुर्व सुचना न देता आपणास कामावरून कमी करण्यात येईल.


 अध्यक्ष
 शासकीय / वैद्यकीय
 शासकीय सुसंस्थित बरेजगार
 सेवेयतल्लणी संरक्षण कक्षा चंद्रपूर,
 जिल्हा चंद्रपूर (म.रा.)

प्रस महितीरतय सधिनय सादर.

१. मा. जिल्हा महिला व बाल विकास अधिकारी, चंद्रपूर



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय

कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर

ई-मेल disttwedo_cha@rediffmail.com , दुरध्वनी क्रमांक - ०७१७२-२५५६६७

जा.क्र.जिमबाविअ/चंद्र./२०२०-२१/०३

दिनांक : ०१/०४/२०२०

प्रति,

श्रीमती प्रतिभा निळकंठ मडावी,

चंद्रपूर

विषय:- जिल्हा बाल संरक्षण कक्षातील सामाजिक कार्यकर्ता या पदावर कंत्राटी पध्दतीने नियुक्तीबाबत.

संदर्भ:- १) मा.सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था पुणे तथा आयुक्त महिला व बाल विकास.

२) आयुक्तालय महाराष्ट्र राज्य पुणे यांचे पत्र जा.क्र.मरावास/जिबसंकपदभरती/ का-१/२०१९- २०/१०४२ दिनांक १८/११/२०१९

उपरोक्त संदर्भाय विषयान्वये महिला व बाल विकास विभाग,एकात्मिक बाल संरक्षण योजनेअंतर्गत जिल्हा बाल संरक्षण कक्षातील पदभरती करीता आपण सामाजिक कार्यकर्ता या पदाकरीता पात्र (shortlist) झालेले असुन, त्या अनुषंगाने आपणास दिनांक ०९/१२/२०१९ रोजी कागदपत्र पडताळणी व संवादाकरीता जिल्हा निवड समिती चंद्रपूर येथे बोलविण्यात आलेले होते.

जिल्हा निवड समितीच्या मान्यतेने जिल्हा बाल संरक्षण कक्ष चंद्रपूर येथे सामाजिक कार्यकर्ता या पदावर दिनांक २८/०२/२०२१ पर्यंत कंत्राटी पध्दतीने ११ महिन्याच्या कालावधीकरीता खालीलप्रमाणे अटी व शर्तीच्या आधिन राहून निवड करण्यात येत आहे.

अटी व शर्ती :

१. सदर पदे संपूर्णतः कंत्राटी तत्वावर राहणार असून कराराची मुदत ११ महिने किंवा योजना कार्यान्वीत असेल यापैकी जे आधी घडेल या मुदतीकरीता राहिल. मुदत संपल्यावर कंत्राटी तत्वावर कार्यरत व्यक्तीचा सदर पदावर कोणताही हक्क राहणार नाही.

२. सदरची नियुक्ती ही करार पध्दतीने असल्यामुळे संबंधीतास शासनाच्या कोणत्याही संवर्गात सेवा समावेशनाबाबत / सामावून घेण्याबाबतचे व नियमित सेवेचे इतर कोणतेही लाभ मिळणे अनुज्ञेय असणार नाही.

३. सदरची पदे ही ११ महिन्याच्या करार तत्वावरीलव अस्थाई स्वरुपाची असल्याने संबंधीतास शासनाच्या कोणत्याही संवर्गात सेवा समावेशनाबाबत / सामावून घेण्याबाबत न्यायालयात दाद मागता येणार नाही. त्याबाबत १००/-रुपयाच्या स्टॅम्प पेपरवर बंधपत्र / हमीपत्र नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.

४. अधिकारी / कर्मचारी शारीरिक, मानसिक व आरोग्याच्या दृष्टीने सक्षम असावा. तसेच प्रस्तावित सेवेसाठी त्याच्याकडे आवश्यक क्षमता असावी.

५. नियुक्ती करण्यात आलेल्या कंत्राटी कर्मचाऱ्याचा कराराचा कालावधी ११ महिने पुर्ण झाल्यानंतर आणि कार्यान्वित असल्यास, सदरचा कालावधी संपल्यानंतर कर्मचाऱ्यांच्या कामकाजाचे मुल्यमापन करुन पुढील ११ महिन्यांकरिता करार कालावधीमध्ये वाढ करण्याचा अंतिम अधिकार संबंधित जिल्हाधिकारी यांचा राहिल. करार कालावधीमध्ये वाढ झाल्यास पुनःश्च करारनामा करणे बंधनकारक राहिल. नियुक्तीच्या कालावधीत पदनिहाय

दिलेल्या कर्तव्य व जबाबदाऱ्या पार पाडण्याची जबाबदारी संबंधीत व्यक्तीची राहिल. व त्या बाबत १००/- रुपयांचा स्टॅम्प पेपरवर बंधपत्र / नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.

६. नियुक्ती प्राधिकारी यांना विशेष परिस्थितीत कोणत्याही वेळी सादरच्या कंत्राटी सेवा समाप्त करण्याचा अधिकार राहिल.

७. नियुक्ती झालेल्या अधिकारी / कर्मचारी त्यांच्यावर सोपविलेली जबाबदारी पार पाडण्याच्या कामात व्यथा निर्माण होईल. अशा कोणत्याही व्यावसायिक वा इतर कामात गुंतलेला नसावा.

८. करारपध्दती नियुक्त कर्मचाऱ्यास कार्यालयात प्राप्त होणारी प्रकरणे, कागदपत्रे व आधार सामग्री याबाबत गोपनीयता पाळणे बंधनकारक राहिल. अशा गोपनीयतेचे भंग झाल्याचे निदर्शनास आल्यास आवश्यक ती कार्यवाही करण्यात येईल.

९. उमेदवाराविरुद्ध भारतातील कोणत्याही पोलीस ठाण्यात गुन्ह्याची नोंद नाही. याबाबत स्वसाक्षात्कीत हमीपत्र द्यावे लागेल. याबाबत मागाहुन काही खुलासा झाल्यास किंवा तशी नोंद आढळल्यास उमेदवाराची नियुक्ती तात्काळ रद्द करण्यात येईल.

१०. सेवा सोडायची असेल तर १ महिना आधि लेखी सुचना द्यावी लागेल किंवा १ महिन्याचे म्रानधन द्यावे लागेल.

११. जिल्हा बाल संरक्षण कक्षाचे कामकाज हे अत्यावश्यक सेवेत येत असल्यामुळे नियुक्ती कर्मचाऱ्यास संपुर्ण जिल्ह्यात / राज्यात / देशात प्रवास करावा लागेल.

१२. कार्यालयीन कामकाजाची वेळ शासकीय वेळेनुसार असेल, कामाच्या व्याप्तीनुसार अधिक वेळेपर्यंत अथवा अत्यावश्यक परिस्थितीत काम करण्याची तयारी ठेवावी लागेल.

१३. नियुक्त उमेदवाराच्या ताब्यात असलेल्या कार्यालयीन मालमत्तेची यांग्य काळजी त्यास घ्यावी लागेल. सादर मालमत्तेचे नुकसान झाल्यास संबंधीत कर्मचाऱ्याकडून नुकसान भरपाई घेण्यात येईल.

१४. नियुक्त उमेदवारास बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ च्या अधिन राहुन व बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग होणार नाही याची दक्षता घेणे बंधनकारक राहिल. बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग केल्यास कायदेशिर कार्यवाही करण्यात येईल.

१५. उमेदवारास कार्यसुची नुसार व जिल्हा महिला व बाल विकास अधिकारी यांनी वेळोवेळी दिलेल्या आदेशांचे पालन करावे लागेल.

जिल्हा महिला व बाल विकास अधिकारी
चंद्रपुर

प्रत माहितीस्तव सविनय सादर :

- १) मा. सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था, पुणे तथा आयुक्त, महिला व बाल विकास आयुक्तालय, महाराष्ट्र राज्य पुणे.
- २) मा. अध्यक्ष जिल्हा निवड समिती तथा जिल्हाधिकारी, चंद्रपुर
- ३) मा. कार्यक्रम व्यवस्थापक, महाराष्ट्र राज्य बाल संरक्षण संस्था, पुणे.
- ४) मा. सदस्य जिल्हा निवड समिती, चंद्रपुर.

सचिव निवड समिती तथा
जिल्हा महिला व बाल विकास अधिकारी चंद्रपुर



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय
जुना कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर
ई-मेल disttwedo_cha@rediffmail.com , दुरध्वनी क्रमांक - ०७१७२-२५५६६७

जा.क्र.जिमबाविअ/चंद्र./२०२०-२१/३५

दिनांक : ०८/०४/२०२१

प्रति,

मा.सदस्य सचिव,

महाराष्ट्र राज्य बाल संरक्षण संस्था,

तथा आयुक्त महिला व बाल विकास आयुक्तालय,

पुणे.

विषय :- जिल्हा बाल संरक्षण कक्षातील पदांना मुदत वाढ मिळणेबाबत.

संदर्भ :- १) मा.आयुक्त महिला व बालविकास आयुक्तालय,पुणे यांचे पत्र क्र.१०४४ दि.१८.११.२०१९

२)मा.जिल्हाधिकारी तथा अध्यक्ष जिल्हा निवड समिती चंद्रपूर यांच्या मान्य टिपणीनुसार दि.२६/०२/२०२१.

महोदय,

उपरोक्त विषयान्वये सविनय सादर करित आहे की,संदर्भ १ अन्वये जिल्हा बाल संरक्षण कक्षातील खालील उमेदवार यांची निवड करण्यात आलेली होती सदर कर्मचारी यांची दिनांक ०१/०४/२०२० ते २८/०२/२०२१ पर्यंत ११ महिन्यांची मुदत असल्याने संदर्भ १ अन्वये मा.जिल्हाधिकारी तथा अध्यक्ष जिल्हा निवड समिती चंद्रपूर यांना सदर कार्यरत उमेदवार यांना मुदत वाढ देण्याविषयी टिपणी सादर करण्यात आलेली असता दिनांक २६/०२/२०२१ च्या टिपणीनुसार मुदत वाढीस मान्यता देण्यात आलेली असून सदर कर्मचारी यांना दिनांक ०५/०३/२०२१ ते ०४/०२/२०२२ पर्यंत ११ महिन्यांची नविन नियुक्ती आदेश देण्यात आलेले आहे.सदर मुदत वाढ देण्यात आलेल्या कर्मचारी यांची खालील प्रमाणे यादी सादर.

अ.क्र.	नाव	पद	नियुक्ती कालावधी
१.	अजय रा.साखरकर	जिल्हा बाल संरक्षण अधिकारी	०५/०३/२०२१ ते ०४/०२/२०२२
२.	राजेश र. भिवदरे	संरक्षण अधिकारी संस्थाबाह्य	०५/०३/२०२१ ते ०४/०२/२०२२
३.	सचिद्र मे. नाईक	कायदा व परिविक्षा अधिकारी	०५/०३/२०२१ ते ०४/०२/२०२२
४.	प्रिती रा.उंदीरवाडे	संरक्षण अधिकारी संस्थात्मक	०५/०३/२०२१ ते ०४/०२/२०२२
५.	प्रिया चं.पिंपळशेंडे	समुपदेशिका	०५/०३/२०२१ ते ०४/०२/२०२२
६.	प्रतिभा नि.मडावी	सामाजिक कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२
७.	कल्पना रा.राजुरकर	माहिती विश्लेषक	०५/०३/२०२१ ते ०४/०२/२०२२
८.	सोनाली वा.ताजणे	डाटा एन्ट्री ऑपरेटर	०५/०३/२०२१ ते ०४/०२/२०२२
९.	हर्षा अ.वन्हाटे	बाह्यक्षेत्र कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२
१०.	तेजस्विनी सु.सातपुते	बाह्यक्षेत्र कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२

आपला विश्वास
२५/१०
जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपूर.



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय
कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर
ई-मेल disttwedo_cha@rediffmail.com , दुरध्वनी क्रमांक - ०७१७२-२५५६६७

जा.क्र.जिमबाविअ/चंद्र. /२०२१-२२/ 308

दिनांक : २१/०२/२०२२

प्रति,

कु.प्रतिभा मडावी
(सामाजिक कार्यकर्ती)
जिल्हा बाल संरक्षण कक्ष,
चंद्रपुर.

विषय :- जिल्हा बाल संरक्षण कक्षात आपल्या मुळ पदावर पुर्ननियुक्ती करणेबाबत.

- संदर्भ :- १) जा.क्र.जिमबाविअ/चंद्र/२०२०-२१/३,दिनांक ०१/०४/२०२०.
- २) जा.क्र.जिमबाविअ/चंद्र/२०२०-२१/१९२४,दिनांक ०४/०३/२०२१.
- ३) मा.जिल्हाधिकारी चंद्रपुर यांनी दिनांक १० /०२/२०२२ मान्य टिपणीनुसार.

उपरोक्त विषयान्वये आपणास कळविण्यात येते की,जिल्हा महिला व बाल विकास अधिकारी कार्यालय चंद्रपुर अंतर्गत जिल्हा बाल संरक्षण कक्षामध्ये दिनांक १०/०२/२०२२ पासुन ०९/०१/२०२३ पर्यंत ११ महिन्याच्या कालावधी करीता पुर्ननियुक्ती करण्यास संदर्भ क्रमांक ३ नुसार मान्यता देण्यात आलेली आहे तरी आपण रु.१००/- चा स्टॅप पेपरवर अटी व शर्तीनुसार करारनामा करुन रुजु अहवाल सादर करावा.

सदर करारनामा वेळेत करुन न दिल्यास आपल्या सदर पदावर काम करण्यास ईच्छुक नसल्याचे समजुन पुढील कार्यवाही करण्यात येईल याची नोंद घ्यावी.

Pratibha Madavi
प्रतिभा मडावी

S. Banerjee
जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपुर



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जा.क्र. जीमबाविअ/आदेश/2023/ 355

दिनांक-30.1.2023

पती,

प्रतिभा मडावी

(सामाजिक कार्यकर्ती),

जिल्हा बाल संरक्षण कक्ष,

चंद्रपुर

विषय - जिल्हा बाल संरक्षण कक्षात आपल्या मूळ पदावर पुनर्नियुक्ती करणेबाबत.

संदर्भ-१. या कार्यालयाचे आदेश जा.क्र.जीमबाविअ/चंद्र/२०२०-२१/३०९, दिनांक २१.२.२०२२

२. मा.जिल्हाधिकारी यांनी पुनर्नियुक्ती करणेकरिता मंजूर केलेली टिपणी दिनांक

१६.१.२०२३

उपरोक्त सदर्भिय क्र. १ नुसार आपणास कळविण्यात येते की,जिल्हा महिला व बाल विकास अधिकारी कार्यालय चंद्रपुर अंतर्गत जिल्हा बाल संरक्षण कक्षामध्ये आपली सामाजिक कार्यकर्ती म्हणून नियुक्ती करण्यात आलेली होती.सदर नियुक्तीचा कार्यकाल हा ०९.१.२०२३ रोजी पूर्ण झाला आहे.

संदर्भ क्रमांक २ नुसार दिनांक ११.१.२०२३ ते १०.१२.२०२३ पर्यंत ११ महिन्यांच्या कालावधीकरिता आपल्या मूळ पदावर रुजू करणेकरिता मान्यता देण्यात आलेली आहे,तरी आपण १००/- चा स्टम्प पेपरवर अति व शर्ती नुसार करारनामा करून रुजू अहवाल सादर करावा.

सदर करारनामा वेळेत करून न दिल्यास आपल्या सदर पदावर काम करण्यास इच्छुक नसल्याचे समजून पुढील कार्यवाही करण्यात येईल याची नोंद घ्यावी.


जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपुर


01/02/2023

OC



जिल्हा महिला व बाल विकास अधिकारी,यांचे कार्यालय

कलेक्टर बंगला ,आकाशवाणी मागे,साईबाबा वार्ड,चंद्रपुर

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जा.क्र.जोमबाविअ/बाकस /पुनर्नियुक्ती /२०२३-२४ /१७४

दिनांक -३०.१.२४

प्रती .

प्रतिभा नीलकंठ मडावी ,

सामाजिक कार्यकर्ता ,

जिल्हा बाल संरक्षण कक्ष, चंद्रपुर

विषय - जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदावर कंत्राटी पद्धतीने पुनर्नियुक्तीबाबत.

संदर्भ - 1) मा. आयुक्त महिला व बाल विकास आयुक्तलय यांचे पत्र क्र.1042 दि.18.11.2019

2) मा. जिल्हाधिकारी यांची मंजूर टिपणी दिनांक 16.01.2023

3) मा. जिल्हाधिकारी यांची मंजूर टिपणी दिनांक 04.12.2023


उपरोक्त संदर्भीय पत्र क्र .1 नुसार महिला व बाल विकास आयुक्तलय अंतर्गत जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदाकरिता मा. जिल्हाधिकारी चंद्रपुर यांना तात्काळ पदभरती बाबत सुचविण्यात आले होते. त्या अनुषंगाने मा. जिल्हाधिकारी कार्यालयाकडून पदभरती करण्यात आली . त्यानुसार कागदपत्राची पडताळणी करण्यात आली व संदर्भीय टिपणी क्र 2 नुसार आपणास 11.1.2023 ते 10.12.2023 कालावधी करिता नियुक्त करण्यात आले होते.

संदर्भीय टिपणी क्र.3 नुसार मा. जिल्हाधिकारी चंद्रपुर यांचे मान्यतेने जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदावर आपली कंत्राटी पद्धतीने 11 महिन्यांच्या कालावधीकरिता दि .12.12.2023 ते 11.10.2024 या कालावधीकरिता पुनर्नियुक्त करण्यात आलेली आहे. खालीलप्रमाणे अटी व शर्तीच्या अधीन राहून निवड करण्यात येत आहे.

अटी व शर्ती

- ०१ सदर पदे संपूर्णपणे कंत्राटी तत्वावर राहणार असून कराराची मुदत ११ महीने किंवा योजना कार्यान्वित असेल या पैकी जे आधी घडेल या मुदतीकरीता राहिल मुदत संपल्यावर कंत्राटी तत्वावर कार्यरत व्यक्तीचा सदरपदावर कोणताही हक्क राहणार नाही .
- ०२ सदरची नियुक्ती ही करार पद्धतीने असल्यामुळे संबंधितास शासनाच्या कोणत्याही संवर्गात सेवा समवेशनाबाबत /सामावून घेण्याबाबतचे व नियमित सेवेचे इतर कोणतेही लाभ मिळणे अणुज्ञय असणार नाही.
- ०३ सदरची पदे ही ११ महिन्यांच्या करार तत्वावरील व अस्थाई स्वरूपाची असल्याने संबंधितास शासनाच्या कोणत्याही संवर्गात सेवा समवेशनाबाबत /सामावून घेण्याबाबत दाद मागता येणार नाही. त्याबाबत १०० /- रूपयाच्या स्टॅम्प पेपरवर बंधपत्र /हमीपत्र नियुक्तीच्या वेळी सदर करणे आवश्यक राहिल.
- ०४ अधिकारी/कर्मचारी शारीरिक,मानसिक व आरोग्याच्या दृष्टीने सक्षम असावा. तसेच प्रस्तावित सेवेसाठी त्याच्याकडे आवश्यक क्षमता असावी.
- ०५ नियुक्ती करण्यात आलेल्या कंत्राटी कर्मचाऱ्यांना कराराचा कालावधी ११ महीने पूर्ण झाल्यानंतर आणि कार्यान्वित असल्यास सदरचा कालावधी संपल्यावर कर्मचाऱ्याचा कामकाजचे मूल्यमापन करून १ दिवसाचा खंड पाहून पुढील ११ महिन्याकरिता करार कालावधीमध्ये वाढ करण्याचा अंतिम अधिकार संबंधित जिल्हाधिकारी यांचा राहिल.

- ०६ करार कालावधीमध्ये वाढ झाल्यास पुनःकरारनामा करणे बंधन कारक राहिल. नियुक्तीच्या कालावधीत पदनिहाय दिलेल्या कर्तव्य व जबाबदाऱ्या पार पाडण्याची जबाबदारी संबंधित व्यक्तीची राहिल व त्याबाबत १००/- रूपयाच्या स्टॅम्प पेपरवर बंधपत्र /नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.
१. नियुक्ती प्राधिकारी यांना विशेष परिस्थितीत कोणत्याही वेळी सदरच्या कंत्राटी सेवा समाप्त करण्याचा अधिकारी राहिल.
 २. नियुक्ती झालेल्या कर्मचारी त्यांच्यावर सोपविलेल्या जबाबदारी पारपाडण्याच्या कामात व्यथा निर्माण होईल अशा कोणत्याही व्यावसायिक वा इतर कामात गुंतलेला नसावा.
 ३. उमेदवाराविरुद्ध भारतातील कोणत्याही पोलिस ठाण्यात गुन्ह्याची नोंद नाही याबाबत स्वयम्याअकीत हमी पत्र द्यावे लागेल. याबाबत मागाहून काही खुलासा झाल्यास किंवा तसेई नोंद आढळल्यास उमेदवाराची नियुक्ती तात्काळ रद्द करण्यात येईल.
 ४. सेवा सोडायची असेल तर १ महिना आधी लेखी सूचना द्यावी किंवा १ महिन्याचे मानधन द्यावे लागेल.
 ५. जिल्हा बाल संरक्षण कक्ष ही अत्यावश्यक सेवेत असल्यामुळे नियुक्ती कर्मचाऱ्यास संपूर्ण जिल्हा प्रवास करावा लागेल.
 ६. कार्यालयीन कामकाजाची वेळ शासकीय वेळेनुसार असेल, कामाच्या व्याप्तीनुसार अधिक वेळेपर्यंत अथवा अत्यावश्यक परिस्थितीत काम करायची तयारी ठेवावी लागेल.
 ७. नियुक्ती उमेदवाराच्या ताब्यात असलेल्या कार्यालयीन मालमत्तेची योग्य काळजी त्यास घ्यावी लागेल. सदर मालमत्तेचे नुकसान झाल्यास संबंधित कर्मचाऱ्यांकडून नुकसान भरपाई घेण्यात येईल.
 ८. नियुक्त उमेदवारास बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ च्या अधीन राहून व बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ नुसार कार्यालयीन गोपनीयतेची भंग होणार नाही याची दक्षता घेणे बंधनकारक राहिल. बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग केल्यास कायदेशीर कार्यवाही करण्यात येईल.
 ९. सदर निवड झालेल्या उमेदवारास बाल न्याय मंडळ यांचे आदेशाचे पालन करावे लागेल.
 १०. आपली नियुक्ती जिल्हा बाल संरक्षण, चंद्रपुर करिता झाली असल्यामुळे तिथे जिल्हा महिला व बाल विकास अधिकारी यांचे नियंत्रण राहिल. विनोदपरवानगी शिवाय कार्यालय सोडू नये.
 ११. उमेदवारास कार्यसूची नुसार व जिल्हा महिला व बाल विकास अधिकारी यांनी वेळोवेळी दिलेल्या आदेशाचे पालन करावे.


 जिल्हा महिला व बाल विकास अधिकारी,
 चंद्रपुर

प्रत -माहितीस्तव सविनय सादर.

१. मा. सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था पुणे तथा आयुक्त महिला व बाल विकास आयुक्तालय, महाराष्ट्र राज्य, पुणे
२. मा. अध्यक्ष जिल्हा निवड समिति तथा जिल्हाधिकारी, चंद्रपुर

सचिव निवड समिति तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 चंद्रपुर



Version 2.0	MMPL/DOC-Q	13-JUN-2022
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Date: **February 02,2024**

Aniruddh Chandrakishor Walade

397 Ward No 2 Jamidari Waard

At Post- Chichgad Tah - Deori

Dist - Gondia,Maharastra,441901

Mobile No: **8975001120**

Letter of Offer

Dear Mr.Aniruddh Chandrakishor Walade,

Congratulations, we are pleased to offer you the position of **Arogya Health Educator** at Maven. You will be deputed at **Gondia** and you will be reporting to **Program Manager**.

Your Annual CTC will be Rs. **202692/-** (Rupees Two Lakh Two Thousand Six Hundred Ninety Two Only) per annum. Details of your salary are provided in **Table 1** of **Annexure A**.

Apart from the salary, you will also be entitled for Working Allowance(if applicable), as per the company's policy. Your current eligibility for the same is provided in **Table 2** of **Annexure A**.

Please submit the documents detailed in **Annexure B** along with your acceptance.

Please confirm your date of joining on or before **February 09,2024** by a return mail. This offer will be valid for 7 working days, after which the Management reserves the right to cancel the offer.

We look forward to welcoming you to the Maven family. We are confident that your skills and background will be an asset to our team.

For Maven Marketing Private Limited,

Anuradha V
Vice President-HR

Ravisankar K
Chief Executive Officer



Annexure A

Table 1

Aniruddh Chandrakishor Walade		
Arogya Health Educator		
	Monthly	Annualized
Pay Components:		
Basic	13100	157200
Communication Allowance	600	7200
Gross <i>(Sum of Pay Components)</i>	13700	164400
Deduction:		
ESI Employee-0.75%	103	1236
PF Employee-12%	1644	19728
PT	208	2496
Total Deduction	1955	23460
Net Salary <i>(Gross - Total Deduction)</i>	11745	140940
Company Contribution:		
ESI Employer-3.25%	446	5352
PF Employer -12%	1644	19728
GPA	10	120
Bonus	1091	13092
Total Company Contributions	3191	38292
CTC <i>(Gross + Total Company Contribution)</i>	16891	202692

Note: Taxes, if any will be deducted as per applicable law



Table 2

Working Allowances	Amount (in Rs)
Head Quarter	Rs.135/-per day
Ex-Head Quarter	Rs.135/-per day
Out Station	Rs.400/- per day
Travel Allowance	i) Rs.2.4/- per km for any travel <=100 km. (one way) ii) Any travel above 100 km. (one way), would be Sleeper Class /Equivalent state transport fare (on submission of Bills)
Mode Of Travel	If the destination is beyond 100 km. (One way), you will be eligible to travel by either Sleeper Class (train) or Equivalent State Transport (whichever is convenient to you).

Note: Allowances are governed by the company policy.

*Outstation is a place where you stay overnight and work in the same place or adjoining areas the next day and this outstation is approved by your Manager and a part of SFC

Annexure B

Following is the list of documents that need to be submitted along with the offer acceptance letter

Documents

Documents to be submitted
No Documents Required

Note: Kindly submit relieving letter from previous employer (not applicable if fresher) to HR Department to release your appointment letter maximum within 15 days from the joining date.



Open Links Foundation.org

To,

21 Aug 23

Ganesh Chandrashekhar Shende

At. Post. Jogisakhara, Ta.Armori Dist.Gadchiroli Pin: 441208..

Mob: 9518945604 Email: ganeshshende4938@gmail.com

Letter of Appointment

Dear Ganesh, Welcome aboard Open Links Foundation (the Company)!

Open Links Foundation (OLF) mission is to help teachers to make education fun and relevant. We do cutting edge work in technology and community development. We are thrilled with the traction we are getting in the community. I am very excited to have you onboard this journey to transform education and ignite millions of minds. This is an opportunity to learn, earn and contribute and I hope you make the most of it. I wish you all the best in this journey.

You shall join us as **District Engagement Officer** - with effect from **28th August 2023**. Your duties and responsibilities will be outlined at joining time and will be periodically reviewed and updated as per organization requirements.

You must maintain highest level of professionalism. Some key expectations will be being punctual in meetings; prompt and accurate filling of timesheets, plans & trackers; being responsive and proper in communication; continuously learning and improving, purpose driven approach; being accountable for your work and outcomes with highest quality; doing your best, participating in company work and helping team members with best spirit; keeping a happy and cheerful team atmosphere.

During your engagement you shall be engaged full time and will not take up any other employment or engagement. You shall endeavor to serve the Company faithfully and promote its interest by devoting your entire time, attention and abilities to its affairs.

You will be paid compensation as in Annexure I. The compensation can be changed/ increased based on your good performance. Leaves and Paid Holidays will be governed by the company policy. The payment of your compensation shall be subject to such statutory deductions as may be required in accordance with applicable legislation.

This engagement may be terminated by you upon giving 'three (3) months' written notice to the other party. If there is unsatisfactory performance during probation period or material breach of the conditions of the engagement – then the engagement can be terminated forthwith with immediate effect by the company.

On signing the acceptance of this contract, you agree to be bound by the clauses mentioned in the 'Confidentiality, Non-Disclosure and Non-Competition Agreement' (Annexure II).



Open Links Foundation.org

During your engagement with the Company, you shall be bound by rules and regulations of the company as also the terms of your engagement. The company has right to add/alter/amend the same.

Please confirm your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

Yours faithfully,

For and on behalf of

Open Links Foundation

Vishvajit Pawar
Program Director

Acceptance

By signing this contract, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents you from being engaged by the Company and being able to fully perform the services contemplated by this Agreement. You confirm that by fulfilling your duties hereunder you will not be breaching any duty of confidentiality to any person, including without limitation, your previous employers or principals.

You also confirm that you have truthfully provided information about your professional achievements, capabilities and health and have not withheld or wrongfully represented any information – that may materially affect your performance during this engagement.

I, Ganesh Jadhav, hereby confirm acceptance of all the terms and conditions contained herein.

Date: 24/08/2023

- वाचा:- 1) शासन निगम क्रमांक आदिवासी विकास विभाग क्र.1098/ प्रक्र. 799/का.15, दि.15.1.1992
 2) मा.अपर आयुक्त, आदिवासी विकास नाशिक विभाग, नाशिक यांचे आदेश क्रमांक आस्था -नियु आदेश/2022/प्रक्र / का.2(2)/3372 नाशिक दिनांक 20 जुलै 2022
 3) श्रीम.काजल गंगाधर धनविजय, अधिकांश यांचा दिनांक 04.08.2022 रोजीचा विनंती अर्ज.

क्रमांक / आस्था 2022/ प्रक्र

/ का.2(2) 3387

दिनांक 04/08/2022

आदेश

उपरोक्त सरनामा क्रमांक 2 च्या आदेशान्वये या कार्यालयाच्या कार्यक्षेत्रांतर्गत खालील उमेदवाराची अधिकांश (स्त्री) पदावर (मराठी माध्यम) S-8 (25500-81100) या वेतनश्रेणीवर आदेशातील अटी व शर्तीच्या अधिन राहून नियुक्ती दिलेली आहे.

तसेच अधिकांश (स्त्री) यांनी त्यांची नियुक्ती केलेल्या ठिकाणी अधिकांश (स्त्री) पदावर हजर करून घेणेसाठी सरनामा क्रमांक 3 अन्वये या कार्यालयास विनंती केलेली आहे.

त्यानुसार खालील अधिकांश (स्त्री) स्तंभ क्रमांक 4 मध्ये नियुक्ती केलेल्या ठिकाणी संबंधित मुख्याध्यापकांनी सरनामा क्रमांक 2 च्या आदेशातील अटी व शर्तीच्या अधिन राहून अधिकांश (स्त्री) पदावर हजर करून घेण्यात यावे.

अ.क्र	माध्यमिक शिक्षकांचे नांव	पदनाम	नेमणुकीचे ठिकाण, तालुका	
१	२	३	४	
१.	श्रीम.काजल गंगाधर धनविजय	अधिकांश (स्त्री)	भगदरी	अ.कुवा

तसेच संबंधित अधिकांश (स्त्री) नेमणुक केलेल्या ठिकाणी मुख्याध्यापकांनी हजर करून, केलेल्या कार्यवाहीचा अहवाल या कार्यालयास सादर करावा व अधिकांश (स्त्री) चे जात वैधता प्रमाणपत्र व पोलिस चारित्र्य पडताळणी प्रमाणपत्र 6 महिन्यांच्या आत त्वरीत सादर करणे तसेच वैद्यकीय दृष्ट्या सक्षम असल्याबाबतचे प्रमाणपत्र या कार्यालयास 3 महिन्यांच्या आत त्वरीत सादर करावे.

आदेशाची अंमलबजावणी तात्काळ करावी.

Dainat
 (डॉ.मनाक घाष, भा.प्र.से.)
 प्रकल्प अधिकारी
 तथा सहाय्यक जिल्हाधिकारी
 एकात्मिक आदिवासी विकास प्रकल्प,
 तळोदा जि.नंदुरबार

प्रति,

संबंधित कर्मचारी श्रीम.काजल गंगाधर धनविजय, अधिकांश (स्त्री)

प्रत :- 1. मुख्याध्यापक शास. प्राथ/माध्यमिक आश्रमशाळा भगदरी ता.अ.कुवा, जि.नंदुरबार.

2. उपकोषागार अधिकारी अ.कुवा, जि.नंदुरबार.

3. स्थळप्रत.

प्रतिलिपी माहितीस्तव सादर.

1. मा.अपर आयुक्त, आदिवासी विकास नाशिक विभाग, नाशिक

2021
 प्रकल्प अधिकारी
 तथा सहाय्यक जिल्हाधिकारी
 एकात्मिक आदिवासी विकास प्रकल्प,
 तळोदा जि.नंदुरबार

वाचा	१	शासन निर्णय, आदिवासी विकास विभाग क्र. आस्था-१०८९/प्र.क्र. ७९९/का.१५ दि. १५/०१/१९९२
	२	शासन निर्णय, आदिवासी विकास विभाग क्र. आस्था-१०९२/प्र.क्र.१५५/का.१५ दि. ३१/०७/१९९२
	३	सामान्य प्रशासन विभाग क्र. एसआरकी-१०९२/प्र.क्र. १०३३/प्र.क्र.३३/९२/८ दिनांक २/१२/१९९७
	४	शासन परिपत्रक सामान्य प्रशासन विभाग क्र. एसआकी-१०९७/प्र.क्र.३३/९८/१६-अ दिनांक १६/०३/१९९९
	५	शासन परिपत्रक, आदिवासी विकास विभाग क्र.-एसआरकी-१०९७/प्र.क्र. १०१/का-१५ दिनांक २५.६.२००१
	६	शासन पत्र आदिवासी विकास विभाग क्र.आस्था ११-१०९९/प्र.क्र.१०१/का.१५ दिनांक१७.११.२००५
	७	सामान्य प्रशासन विभाग, प्राणिगं-२००७/प्र.क्र.४६/०७/१३ अ/दिनांक १९.१०.२००७
	८	आदिवासी विकास विभाग, शासन निर्णय क्र.आस्था-२०१२/प्र.क्र.८८/का.१५ दिनांक १६.४.२०१२
	९	शासन पत्र क्र.नोकभ-१११७/प्र.क्र.१६८/का.१५ दिनांक ५.७.२०१७
	१०	आयुक्तालयाचे पत्र क्र.प्रशा-२०१७/प्र.क्र.५७/८का.२(२)/६२१६/ दि. १९.९.२०१८ व पत्र क्र.७८८३ दि.२८.११.२०१८
	११	आदिवासी विकास विभाग शासन निर्णय क्र.आस्था-२०१६/प्र.क्र.३८७/का.१५ दिनांक १.१२.२०१८
	१२	सामान्य प्रशासन विभाग, शासन शुध्दीपत्रक क्र.संकीर्ण-१११८/प्र.क्र.३९/१६-अ/दिनांक १९.१२.२०१८
	१३	आयुक्तालयाचे पत्र क्र.आस्था-२०१६/प्र.क्र.१७-भाग-४ दिनांक १८.२.२०१९
	१४	शासन पत्र क्र.आस्था-२०१६/प्र.क्र.३८७/का.१५ दिनांक ८.३.२०१९
	१५	सामान्य प्रशासन विभाग, शासन पत्र क्र.संकीर्ण १११८/प्र.क्र.४७/१६-अ/ दि.२९.५.२०१९
	१६	मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई. येथे दाखल न्यायालयीन प्रकरण क्र. ९७५/२०१९, ९७६/२०१९ व ९७७ / २०१९
	१७	मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई. येथे दाखल अवमान अर्ज क्र.०८/२०२२, ०९/२०२२, १०/२०२२
	१८	मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई. यांचे दिनांक १.७.२०२१ चे आदेश
	१९	मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई. यांचे दिनांक ७.७.२०२२ चे आदेश

क्र-आस्था-नियु.आदेश/२०२२ /प्र.क्र. /का-२(२)/३३७२ नाशिक दिनांक :- २० जुलै,२०२२
नियुक्ती आदेश

अपर आयुक्त, आदिवासी विकास, नाशिक यांना उपरोक्त सरनामा क्रमांक २ व ३ अन्वये वर्ग ३ संवर्गाचे नियुक्ती प्राधिकारी व शिस्तभंगविषयक प्राधिकारी म्हणून घोषित करण्यात आले आहे. सरनामा क्रमांक १६ ते १८ अन्वये मा.महाराष्ट्र प्रशासकीय न्यायाधिकरण, मुंबई यांनी दिलेल्या निर्णयानुसार प्राप्त अधिकारात श्रीमती काजल गंगाधर धनविजय यांची निवड उक्त सरनामा मधील शासन निर्णया मधील तरतुदीच्या अटी-शर्तीच्या, अधिन राहून अधिक्षक (स्त्री) पदाकरिता अत्यंत तात्पुरत्या स्वरूपात करण्यात येत आहे.

अपर आयुक्त, आदिवासी विकास, नाशिक यांचे कार्यक्षेत्रांतर्गत प्रकल्प अधिकारी, एकात्मिक आदिवासी विकास प्रकल्प, तळोदा अंतर्गत शासकीय आश्रमशाळा, भगदरी ता. अक्कलकुवा जि.नंदुरवार येथे अधिक्षक (स्त्री) पदावर सातव्या वेतन आयोग वेतन श्रेणी रक्कम रुपये S-8 (25500-81100) वेतन श्रेणीवर मध्ये रुजू दिनांकापासून दोन वर्षांच्या परिविक्षाधिनि कालावधीसाठी अत्यंत तात्पुरत्या स्वरूपात खालील कर्मचार्यास नमुद अटी- शर्तीच्या, अधिन राहून नियुक्ती देण्यात येत आहे.

१. उमेदवारास भारतीय राज्य घटनेशी एकनिष्ठ असल्याबाबतचे शपथपत्र करून द्यावे लागेल.
२. उमेदवाराची नियुक्ती ही, सामाजिक आरक्षण खुला प्रवर्गात करण्यात आली आहे.
३. परिविक्षाधिनि कालावधीमध्ये कोणत्याही स्वरूपाची गैरवर्तणूक, नियमबाह्य व बेकायदेशीर वर्तन केल्यास व कामकाज असमाधानकारक आढळून आल्यास कोणत्याही स्वरूपाची पुर्व सुचना न देता उमेदवाराची सेवा तात्काळ समाप्त करण्यात येईल.
४. परिविक्षाधिनि कालावधी विलोपित केल्याशिवाय त्यांना शासकीय कर्मचार्यांच्या कोणत्याही सेवा-सुविधा अनुज्ञेय राहणार नाही.
५. उमेदवारास ज्या प्रवर्गातून नियुक्ती देण्यात आली आहे, त्या प्रवर्गाचे उमेदवाराने जात वैधता प्रमाणपत्र सहा महिन्यांच्या आत या कार्यालयाकडे तसेच प्रकल्प कार्यालयाकडे सादर करणे बंधनकारक राहिल. अन्यथा त्यांची नियुक्ती कोणतीही पुर्व सुचना न देता समाप्त करण्यात येईल.
६. उमेदवाराने सादर पदावर हजर झाल्यानंतर ते वैद्यकीयदृष्ट्या पात्र असल्याचे संबंधीत जिल्हा शल्य चिकीत्सक यांचे प्रमाणपत्र तीन महिन्यांच्या आत सादर करावे लागेल. वैद्यकीय तपासणी अहवाल प्रतिकूल आल्यास त्यांची नियुक्ती कोणतीही पुर्व सुचना न देता तात्काळ समाप्त करण्यात येईल.
७. उमेदवाराने जिल्हा पोलीस अधिक्षक कार्यालयाकडून चारित्र्य पडताळणी दाखला प्राप्त करून सहा महिन्यांच्या आत सादर करणे अनिवार्य करण्यात येत आहे.
८. शासन निर्णय वित्त विभाग, शासन निर्णय क्र. अनियो-२००५/१२६/सेवा ४/दिनांक ३१/१०/२००५ अन्वये १ नोव्हेंबर २००५ रोजी किंवा त्यानंतर त्यांची शासकीय सेवेत नियुक्ती होताच त्यांना नवीन परिभाषित अंशदान निवृत्ती वेतन योजना लागू ठरेल. मात्र सध्या अस्तित्वात असलेली निवृत्तीवेतन योजना (म्हणजे महाराष्ट्र नागरी सेवा (निवृत्ती वेतन) नियम, १९८२ व महाराष्ट्र नागरी सेवा (निवृत्ती वेतनाचे अंशराशीकरण) नियम १९८४) आणि सध्या अस्तित्वात असलेली सर्वसाधारण भविष्य निर्वाह निधी योजना लागू होणार नाही.
९. उमेदवारास एकापेक्षा अधिक पती/पत्नी असु नयेत किंवा एक पती/पत्नी हयात असतांना दुसरा विवाह करता येणार नाही.
१०. महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रमाणपत्र) नियम २००५ अन्वये प्रतिज्ञापत्र (लागू असल्यास) द्यावे लागेल. त्याचबरोबर हयात असलेल्या मुलांची संख्या दोनपेक्षा अधिक असेल तर दि. २८.३.२००६ व तदनंतर जन्माला आलेल्या, मुलामुळे या पदासाठी भौ अनर्ह ठरविण्यास पात्र होईल याची मला जाणीव आहे, असेही प्रमाणित करून देणे बंधनकारक राहिल.

११. उमेदवारास रूजू दिनांक पासून सहा महिन्यांच्या आत महाराष्ट्र ज्ञान मंडळाचे संगणक हाताळणीची MS-CIT परीक्षा उत्तीर्ण होवून प्रमाणपत्र सादर करणे बंधनकारक राहिल.
१२. अधीक्षक (स्त्री) हे पद निवासी असून रूजू दिनांकापासून शासकीय आश्रम शाळेत मुख्यालयी २४ तास राहावे लागेल. प्रकल्प अधिकाऱ्यांची पूर्वं परवानगीशिवाय मुख्यालय सोडता येणार नाही.
१३. उमेदवाराने सेवेत रूजू झाल्यानंतर अपर आयुक्त कार्यालयाच्या पूर्वं परवानगी शिवाय शिक्षणासाठी किंवा इतर विभागात नोकरीसाठी अर्ज करता येणार नाही.
१४. अधीक्षक (स्त्री) पदावर हजर झाल्यानंतर सदर पदास लागू कर्तव्य व जबाबदाऱ्या पार पाडणे बंधनकारक राहिल.
१५. उमेदवाराची नेमणूक शासकीय आश्रम शाळा येथे माध्यमिक शिक्षक या पदासाठी करण्यात आलेली अगून शासकीय आश्रम शाळा या निवासी असल्याने उमेदवारास आदिवासी विकास विभागाचे शासन परिपत्रक क्रमांक शाआगा-२०१५/प्र.क्र.२७१/का. १३ दिनांक ९ मार्च २०१६ अन्वये २४ तास नियमित मुख्यालयी उपस्थित राहणे बंधनकारक असेल.
१६. उमेदवारांनी नियुक्तीच्या ठिकाणी हे आदेश प्राप्त झाल्याच्या दिनांकापासून १५ दिवसांच्या आत हजर होणे बंधनकारक असेल. विहीत मुदतीत उमेदवार हजर न झाल्यास त्यास नियुक्तीची आवश्यकता नाही, असे गृहीत धरून नियुक्ती आदेश रद्द करण्यात येतील.
१७. उमेदवारांनी नियुक्तीच्या वेळी सादर केलेले कागदपत्र/प्रमाणपत्र किंवा इतर दस्तऐवज अथवा या नेमणूकी करीता सादर केलेली माहितीपैकी कोणत्याही प्रकारची माहिती चुकीची/दिशाभूल करणारी/खोटी असलेबाबत अथवा सदर अनुषंगीक अनियमिततेबद्दल तक्रारी प्राप्त झाल्यास/त्यात तथ्य आढळुन आल्यास दिलेली नियुक्ती रद्द करण्यात येईल व उमेदवार फौजदारी कारवाईस पात्र असेल. याबाबतची सर्वस्वी जबाबदारी उमेदवार यांचीच राहिल.
१८. माध्यमिक शिक्षक या पदावरून कार्यमुक्त व्हावयाचे असल्यास किंवा राजीनामा द्यावयाचा असल्यास त्यांनी त्यांच्या प्रकल्प अधिकाऱ्यामार्फत किमान ३० दिवसांची पूर्वं सूचना या कार्यालयास द्यावी लागेल. किंवा किमान ३० दिवसांची पूर्वं सूचना न दिल्यास एक महिन्यांचे मुळ वेतनाची रक्कम कोषागारात जमात करून तशी चलनाची प्रत या कार्यालयास सादर करावी लागेल.
१९. उमेदवार आश्रमशाळेत प्रत्यक्ष रूजू झाल्यानंतरच सदर नियुक्ती ग्राह्य समजण्यात येईल.
२०. शासनाने / वरिष्ठ कार्यालयाने / प्रकल्प अधिकारी कार्यालयातील अधिकाऱ्यांनी तसेच मुख्याध्यापक यांनी नेमून दिलेले कामकाज व सूचना पार पाडणे उमेदवारास बंधनकारक राहिल.
२१. परिविक्षाधीन कालावधीत दीर्घ रजा/ चिना परवानगी रजा घेतल्याचे निदर्शनास आल्यास उमेदवाराची सेवा तात्काळ समाप्त करण्यात येईल याची नोंद घ्यावी.
२२. शासन स्तरावरून वेळोवेळी निर्गमित करण्यात येणारे आदेश तसेच उक्त पदास लागू करण्यात आलेल्या सर्व नियमांचे काटेकोर पालन करणे बंधनकारक आहे.
२३. सदरच्या अटी व शर्ती मान्य असल्याबाबत रक्कम रुपये १००/- किमतीच्या स्टॅम्प पेपरवर हमीपत्र लिहून दिल्यानंतरच प्रकल्प अधिकारी व मुख्याध्यापक यांनी संबंधित उमेदवारास हजर करून घ्यावे.

नियुक्तीच्या ठिकाणी हजर होण्यासाठी प्रथम प्रकल्प अधिकारी, एकात्मिक आदिवासी विकास प्रकल्प तळोदा येथे हजर होऊन प्रकल्प अधिकारी यांनी कागदपत्रांची काटेकोर पडताळणी अंती प्रकल्प अधिकारी यांचे हजर करून घेतलेबाबतचे पत्र घेऊन संबंधित नियुक्तीच्या शासकीय आश्रमशाळेत तात्काळ रूजू व्हावे.

स्वाक्षरी/-
(संदिप गोलाईत)
अपर आयुक्त
आदिवासी विकास, नाशिक

प्रति,
श्रीम.काजल गंगाधर धनविजय
घर नं.५५ भगतसिंग वार्ड,
नानीपूर रोड, देसाईगंज (एमसीएल)
ता.देसाईगंज जि.गडचिरोली

प्रत :-

- १) प्रकल्प अधिकारी, एकात्मिक आदिवासी विकास प्रकल्प, तळोदा
/- यांना सूचित करण्यात येते की, संबंधित उमेदवाराच्या आवश्यक त्या सर्व कागदपत्रांची पडताळणी करून घेऊन तदनंतरच आश्रमशाळेवर हजर करण्याबाबतची कार्यवाही करण्यात यावी.
- २) मुख्याध्यापक, शासकीय माध्यमिक आश्रमशाळा, भगदरी ता. अक्कलकुवा जि.नंदुरवार
- ३) कोषागार/उपकोषागार अधिकारी
- ४) कार्यासन २(६), अपर आयुक्त, आदिवासी विकास, नाशिक
- ५) आदेश नस्ती

प्रतिलिपी :- यांना माहितीस्तव सचिनय सादर.

- १) मा.सचिव आदिवासी विकास विभाग महाराष्ट्र राज्य, मुंबई
- २) मा.आयुक्त, आदिवासी विकास, महाराष्ट्र राज्य, नाशिक

(सुदर्शन पी.नगरे)

उप आयुक्त,

अपर आयुक्त कार्यालय
आदिवासी विकास, नाशिक



AMHI AMCHYA AROGYASATHI
आम्ही आमच्या आरोग्यासाठी

Head Office
At Post Talegaon, Barambada, Dist. Gadchiroli - 441205

Tel: 07139-240000
Mob: 9421000009

Email: arogyasathi@gmail.com
Website: www.amhi.org

APPOINTMENT LETTER

Date: _____

To,
Kanhupatra Raut
At Songgaon, Post Bodegaon,
Ta. Bramhapuri, Dist. Chandrapur

Dear Kanhupatra,

Welcome to Amhi Amchya Arogyasathi!!!

With reference to your application and subsequent interview with us, we are pleased to offer you employment in the position of "Block Coordinator" for Bramhapuri block of Chandrapur district. Your appointment will be part of the "Family Strengthening and Family Based Alternative Care" program supported by Miracle Foundation (part time) and "Community Based Rehabilitation of Persons with Disabilities" supported by BHFL (part time) on the following terms and conditions.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our organization. Your appointment will commence on 1st April 2024 till 31st March 2025.

You will be eligible for a monthly starting remuneration of Rs. **12000/-** (In words Twelve Thousand) per month. Your salary will arrive **Rs. 9000 per month from FS and FBAC project and Rs. 3000 per month from CBR project**. The net salary will arrive after making the following deduction (per month):

- A 5% security deposit of your gross salary will be deducted per month in lieu of the security against any fines, clearing of advance, or any dues to the organization. The security deposit is refundable only after completion of the employment period.
- 0.5% of the gross salary will be deducted as a contribution to the health fund which is non-refundable.
- Professional Tax as per the government rules and statutes.
- 1% of the gross salary will be deducted per month for the internal complaint committee of the organization for a year which is non-refundable.
- You shall receive your payment before 10th of every month.

You will be entitled to annual increment of 5 to 10% subject to an annual review carried out by a panel approved/ appointed by the trustees.

Your 70 percent of the time will be for the project, 20 percent for the other projects as and when required and 10 percent time will be allocated for the organization level work.

You will be entitled to leave as per organization rules and regulations after the completion of your 2 months' probation period. But it will not be applied during the probation period of 2

months. After completion of your probation period, you will be eligible for the following leaves.

- 10 days annually of earned leaves;
- 10 days annually festival Leaves;
- 10 days of medical Leaves;

The appointment entails one month notice from either side for discontinuation/termination of the appointment. The organization reserves the right to discontinue and or terminate the present contract, and the decision of the organization will be binding on you.

Your signing of this appointment letter confirms your acceptance of the terms and conditions and that you will be joining Amhi Amchya Arogyasathi on the above-mentioned date.

Welcome to Amhi Amchya Arogyasathi, and wish you best of work environment in the organisation.

Regards,


Dr Satish Gogulwar



Convenor

Amhi Amchya Arogyasathi

Your roles and responsibilities are annexed to the appointment letter.

Annexures:

- 1) Roles and Responsibilities of FS and FBAC Program
- 2) Roles and Responsibilities of CBR-PwDs Program
- 3) Statement Signed - Code of Conduct: Protection from Sexual Exploitation and Abuse Policy

Acceptance of Appointment by Employee:

Signature -

Name -

Date -

offer letter

2 messages

Nilesh Khandekar <nilesh@accessdev.org>

Fri, 19 Apr, 2024 at 4:21 pm

To: Suhas Tekam <suhastekam88@gmail.com>

Cc: Gunjan Kumari <gunjan@accessdev.org>, Satyan Kumar <satyan@accessdev.org>, Shilpa Sharma <shilpa@accessdev.org>, Sudipto Saha <sudipto@accessdev.org>

Dear Suhas,

We are pleased to offer you the position of **Field- Coordinator** at "ACCESS Development Services" **under CFL Project** based at the project location- **Brahmapuri, Gadchiroli- District**. The duration of the engagement is from **April 20th, 2024**. You will be paid a monthly consultancy amount of **INR 12,000/- (Twelve Thousand Rupees Only)** subject to TDS deduction and INR 500 per month towards communication allowance.

We would expect you to join as early as possible, but no later than **April 20th, 2024** beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

Kindly coordinate with your **Team Lead- Sudipta Saha** for your joining.

Please provide bring along the following for our verification and records:

1. Copy of Aadhaar Card and pan card.
2. Bank Details or Cancel Cheque

We welcome you to the ACCESS Family. Please revert with email on the acceptance of the offer letter.

Regards,

Nilesh Khandekar

Project Coordinator - Maharashtra



क्रमांक/दिनांक :

विषय :- सामाजिक अंकेक्षण प्रक्रिया सन 2023- 2024(अंकेक्षण कालावधी दिनांक 20/11/2023 ते 21/12/2023)

साधन व्यक्ती नियुक्ती आदेश

संदर्भ :-

- 1) महात्मा गांधी राष्ट्रीय ग्रामीण रोजगार हमी योजनेचे, सामाजिक अंकेक्षण नियम 2011 (ग्राम विकास मंत्रालय भारत सरकार यांची अधिसूचना दिनांक 30 जून 2011)
- 2) Social Audit Standards 2016 MoRD
- 3) संचालनालयाच आदेश क्रमांक अप्रका/4223/प्र.क्र.-86/साअंस86/ दिनांक 01/11/2023

आदेश :-

सामाजिक अंकेक्षण व पारदर्शकता सोसायटी महाराष्ट्र राज्य संदर्भातील दिनांक 01/11/2023 च्या आदेशानुसार दिनांक 20/11/2023 ते 21/12/2023 या कालावधीत पार पाडण्यात येणाऱ्या सामाजिक अंकेक्षण प्रक्रियेसाठी ग्राम साधन व्यक्ती / समूह साधन/ गट साधन व्यक्ती म्हणून श्री/श्रीमती सु. ज्योती देवदास चौधरी यांची निवड करण्यात येत आहे. प्रक्रियेसाठी करण्यात आली असून ही नियुक्ती खालील अटीच्या अधीन आहे.

- 1) ग्राम साधन व्यक्ती पदावरील नियुक्ती ही दैनंदिनी मानधन तत्वावर असून अंकेक्षण प्रक्रिया संपुष्टात येताच नियुक्ती आपोआप समाप्त होईल .
- 2) नियुक्ती कालावधीत उपस्थिती नुसार घ्या आदेशात नमूद केल्या प्रमाणे मानधन प्रति दिन रु.250 प्रमाणे आणि आहार व निवासी भत्ता प्रतिदिन रु.150 प्रमाणे तसेच अंकेक्षण प्रक्रियेच्या 4 फेऱ्या साठी एकत्रित प्रवास खर्च ग्राम साधन व्यक्ती करिता प्रवास खर्च चार फेऱ्या करिता 2000 रु समूह साधन व्यक्ती करिता प्रवास खर्च रु 2800. अंकेक्षणाच्या प्रत्येक फेरी नंतर आपण केलेल्या कामाचा अहवाल जिल्हा साधन व्यक्ती यांच्याकडे प्राप्त झाल्यानंतर आपल्याला मानधनाची रक्कम अदा करण्यात येईल. आपल्या स्वताच्या नावे असलेल्या बँक खातेच्या पासबुकाची पहिल्या पानाची फोटो प्रत जिल्हा साधन व्यक्तीकडे द्यावी.
- 3) प्रशिक्षण दिनांक 16/11/2023 ते 19/11/2023 रोजी पंचायत राज प्रशिक्षण केंद्र, मुल या ठिकाणी निवासी प्रशिक्षण घेण्यात आले त्या अनुषंगाने
- 4) दिनांक 20/11/2023 ते 21/12/2023 या कालावधीत आपल्याला दिलेल्या ग्रामपंचायती मध्ये अंकेक्षण पार पडावे लागेल.

- 5) या कालावधीत आपल्याला अमलबजावणी यंत्रणेत काम करणाऱ्या अधिकारी/कर्मचारी किंवा ग्रामपंचायतीचे पदाधिकारी यांच्या घरी मुक्काम करता येणार नाही तसेच यांच्या कडून सोई सुविधा घेता येणार नाहीत.
- 6) आपण रहिवासी असलेल्या गावातील ग्रामपंचायतीचे अंकेक्षण काम आपल्याला करता येणार नाही.
- 7) ग्रामपंचायत किंवा यंत्रणेकडून घेतलेली कागदपत्रे / दस्तावेज काळजी पूर्वक हाताळण्याची त्यात कोणतीही फेरफार न करण्याची व अंकेक्षण प्रक्रिया पूर्ण झाल्यानंतर संबंधिताकडे सुव्यवस्थित परत करण्याची जबाबदारी आपल्यावर राहिल.
- 8) साधन व्यक्ती म्हणून काम करित असतांना आपल्याकडून कोणतेही गैरवर्तन होणार नाही याची आपण दक्षता घ्यावी. आपले कोणतेही गैरवर्तन निदर्शनास आल्यास आपल्याला प्रक्रियेतून तत्काळ बाद करून नियमानुसार योग्य त्या कार्यवाहीस आपण पात्र राहतील.

आपली सदर नियुक्ती जिल्हा साधन व्यक्ती म्हणून मला संदर्भ क्रमांक 8 च्या अदेशाद्वारे प्राप्त झालेल्या अधिकाराचा वापर करून देण्यात येत आहे.


जिल्हा साधन व्यक्ती

सामाजिक अंकेक्षण संचालनालय मंत्रालय, मुंबई - 32

प्रती,

श्री. श्रीमती. शु. क्वानी देविदास साडे
गाव / समूह / तालुका साधन व्यक्ती तालुका रापुरा

प्रतिलिपी :

- 1) मा. संचालक सामाजिक अंकेक्षण संचालनालय, 9 मजला, नवीन प्रशासन भवन, मंत्रालय मुंबई -32 (ई-मेल द्वारे)
- 2) मा. उपजिल्हाधिकारी (रोहयो) जिल्हा रापुरा
- 3) तहसीलदार तथा तालुका कार्यक्रम अधिकारी तालुका रापुरा
- 4) मा. गटविकास अधिकारी तथा तालुका सह कार्यक्रम अधिकारी तालुका रापुरा

22 Aug 2022
Offer Letter

Dear Sanjay Wankar,

Congratulations!

We are pleased to offer you the position of **Senior Field Assistant** with Farmers for Forests, a division of Efficient Ecosystem Protection Association. You will be based out of **Malewada(Kurkheda block)/Murumgaon(Dhanora block), Gadchiroli**, and will travel to project sites as needed. Your contract will be for a period of **8 months** from the date of joining.

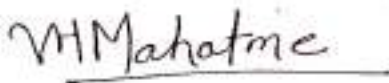
The emoluments eligible to you after joining are as follows:

- Monthly contractual fee of Rs. **15,000**
- Reimbursement of travel and food expenses if staying overnight away from Base Location
- Reimbursement of petrol at the rate of Rs. 4 per km

You will be required to purchase health insurance, hold a valid, government issued driver's license and wear a ISI-certified helmet while riding a motorbike.

On signing and accepting this offer letter a formal contract will be issued to you.

For Efficient Ecosystem Protection Association,



Dr. Vaibhav Mahatme
Chief Executive Officer

Farmers for Forests
Efficient Ecosystem Protection Association
A Section 8 not-for-profit company
www.farmersforforests.org



I have read the above terms and conditions of employment and accept them.

Name: Sanjay Wankar

A handwritten signature in black ink, appearing to read "Sanjay Wankar", written over a horizontal line.

Signature:

Date: 22 Aug 2022

आदिशक्ती सुशिक्षित

मो.नं. 9403293612
9552399231

बेरोजगार सेवा सहकारी संस्था मर्या. चंद्रपूर.

कार्यालयाचा पत्ता :- द्वारा किरण फोटो स्टुडिओ, हॉस्पिटल वार्ड, करतुरबा रोड, चंद्रपूर, पिन कोड-442401
फ. नं. : सएचडी/(सीएचडी)/जीएनएल/सी/132/2014-2015 Email - adishakti15@gmail.com

दिनांक :

जा.क्रमांक :

वाचा -१) मा. आयुक्त, महिला व बाल विकास आयुक्तालय पुणे यांचे पत्र क्र. ३२९ दि.५/७/२०१७
२) क्र.जिमबाविअचं/बासंकक्ष/२०१७-१८/६४० दि.३१/०८/२०१७

//आदेश//

जा.क्र.आसुबेसेससंम/चंद्र./नियुक्ती/सा.का./ ५३ /२०१७-१८

दि. ०८/०९/२०१७

उपरोक्त संदर्भांकीत नमुद पत्र क्रमांक १ व मा. जिल्हा महिला व बाल विकास अधिकारी, चंद्रपूर यांचे आदेशाचे पत्र क्र.२ अन्वये आदिशक्ती सुशिक्षित बेरोजगार सेवा सहकारी संस्था मर्या. चंद्रपूर या संस्थेची जिल्हा बाल संरक्षण कक्ष, चंद्रपूर करीता मनुष्यबळ पुरविण्याबाबत निवड करण्यात आलेली आहे.

त्याअन्वये सामाजिक कार्यकर्ता या पदासाठी मानधनी तत्वावर आपली नियुक्ती करण्यात येत आहे.


अ. क्र.	उमेदवाराचे नाव	नियुक्त मानधनी पद	नियुक्तीचे ठिकाण	कार्यक्षेत्र
१.	प्रतिभा निलकंठ मडावी	सामाजिक कार्यकर्ता	जिल्हा बाल संरक्षण कक्ष, चंद्रपूर द्वारा-जिल्हा महिला व बाल विकास अधिकारी कार्यालय, जुना कलेक्टर बंगला, साईबाबा वार्ड, पाण्याच्या टाकीजवळ, चंद्रपूर	चंद्रपूर जिल्हा

उपरोक्तप्रमाणे आपण नियुक्तीच्या ठिकाणी सात (७) दिवसाचे आत रुजू होऊन संस्थेस रुजू अहवाल सादर करावा.

नियुक्तीच्या अटि व शर्ती -

१. आपली नियुक्ती ही २०१७ ते २०१८ या वर्षाकरीता ११ महिन्याकरीता परिविक्षाधीन आहे.

२. नियुक्तीच्या तारखेपारून १ महिन्याच्या आत आपणास शासकीय रुग्णालय, चंद्रपूर यांच्याकडून वैद्यकीय तपासणी करून घ्यावी लागेल. आपणास कोणताही संसर्गजन्य रोग झालेला नाही आणि आपण जिल्हा बाल संरक्षण कक्षा, जिल्हा चंद्रपूर च्या कर्मचारी पदाकरीता नोकरीत ठेवण्यासाठी शारिरीक दृष्टीने पात्र आहात असे प्रमाणपत्र मिळेपर्यंत आपली नियुक्ती रसत राहिल.
३. नियुक्ती रिवेकारल्याचे आपले उत्तर आम्हास आठ दिवसांच्या आत मिळाले नाही तर ही जागा अन्य प्रकारे भरण्यात येईल.
४. नियुक्त कर्मचारी हे शासकीय कर्मचारी म्हणून संबोधले जाणार नाही तसेच काम करणाऱ्या कर्मचारी यांच्या सेवेचे कोणतेही उत्तरदायीत्व शासनावर राहणार नाही.
५. नियुक्त उमेदवारास देय मानधन रक्कम थेट बँक खात्यामध्ये /चेकद्वारे जमा करण्यात येईल.
६. नियुक्त उमेदवाराला प्रवास करायचाचे झाल्यास नियमान्वये खुशकीच्या मार्गाने प्रवास करावा. त्या देयकाची रक्कम उपलब्धतेअंती अदा करण्यात येईल.
७. नियुक्त करण्यात येणाऱ्या कालावधीमध्ये उमेदवाराचे चारित्र्य व वर्तणूक चांगली असावी. नियुक्त करण्यात येणाऱ्या उमेदवाराचे चारित्र्य व वर्तणूक चांगली नसल्यास तात्काळ मानधनी पदावरून कमी करण्यात येईल.
८. नियुक्त करण्यात येणाऱ्या उमेदवाराने दिलेले कर्तव्ये व जबाबदाऱ्या ईमानेइतबारे पार पाडणे आवश्यक राहिल. दिलेले कर्तव्ये व जबाबदाऱ्या ईमानेइतबारे पार न पाडल्यास तात्काळ मानधनी पदावरून कमी करण्यात येईल.
९. सदर उमेदवार हा भविष्यात यासंबंधात कोणतीही भागणी, निवेदन अथवा न्यायालयीन अर्ज करणार नाही.
१०. उमेदवाराला देय मानधनातून आयकर व व्यवसाय कर कपात करणे बंधनकारकर राहिल.
११. सदर कामामध्ये हयगय किंवा अनियमितता आढळून आल्यास कोणतीही पुर्व सुचना न देता आपणास कामावरून कमी करण्यात येईल.


 अध्यक्ष
 शासकीय / वैद्यकीय सेवा
 शासकीय सुविधा विभाग, चंद्रपूर
 येथे उपलब्ध असलेली संस्था चंद्रपूर,
 जिल्हा चंद्रपूर (म.रा.)

प्रस महितीरतय सधिनय सादर.

१. मा. जिल्हा महिला व बाल विकास अधिकारी, चंद्रपूर



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय

कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर

ई-मेल disttwedo_cha@rediffmail.com , दुरध्वनी क्रमांक - ०७१७२-२५५६६७

जा.क्र.जिमबाविअ/चंद्र./२०२०-२१/०३

दिनांक : ०१/०४/२०२०

प्रति,

श्रीमती प्रतिभा निळकंठ मडावी,

चंद्रपूर

विषय:- जिल्हा बाल संरक्षण कक्षातील सामाजिक कार्यकर्ता या पदावर कंत्राटी पध्दतीने नियुक्तीबाबत.

संदर्भ:- १) मा.सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था पुणे तथा आयुक्त महिला व बाल विकास.

२) आयुक्तालय महाराष्ट्र राज्य पुणे यांचे पत्र जा.क्र.मराबास/जिबसंकपदभरती/ का-१/२०१९- २०/१०४२ दिनांक १८/११/२०१९

उपरोक्त संदर्भाय विषयान्वये महिला व बाल विकास विभाग,एकात्मिक बाल संरक्षण योजनेअंतर्गत जिल्हा बाल संरक्षण कक्षातील पदभरती करीता आपण सामाजिक कार्यकर्ता या पदाकरीता पात्र (shortlist) झालेले असुन, त्या अनुषंगाने आपणास दिनांक ०९/१२/२०१९ रोजी कागदपत्र पडताळणी व संवादाकरीता जिल्हा निवड समिती चंद्रपूर येथे बोलविण्यात आलेले होते.

जिल्हा निवड समितीच्या मान्यतेने जिल्हा बाल संरक्षण कक्ष चंद्रपूर येथे सामाजिक कार्यकर्ता या पदावर दिनांक २८/०२/२०२१ पर्यंत कंत्राटी पध्दतीने ११ महिन्याच्या कालावधीकरीता खालीलप्रमाणे अटी व शर्तीच्या आधिन राहून निवड करण्यात येत आहे.

अटी व शर्ती :

१. सदर पदे संपूर्णतः कंत्राटी तत्वावर राहणार असून कराराची मुदत ११ महिने किंवा योजना कार्यान्वीत असेल यापैकी जे आधी घडेल या मुदतीकरीता राहिल. मुदत संपल्यावर कंत्राटी तत्वावर कार्यरत व्यक्तीचा सदर पदावर कोणताही हक्क राहणार नाही.
२. सदरची नियुक्ती ही करार पध्दतीने असल्यामुळे संबंधीतास शासनाच्या कोणत्याही संवर्गात सेवा समावेशनाबाबत / सामावून घेण्याबाबतचे व नियमित सेवेचे इतर कोणतेही लाभ मिळणे अनुज्ञेय असणार नाही.
३. सदरची पदे ही ११ महिन्याच्या करार तत्वावरीलव अस्थाई स्वरुपाची असल्याने संबंधीतास शासनाच्या कोणत्याही संवर्गात सेवा समावेशनाबाबत / सामावून घेण्याबाबत न्यायालयात दाद मागता येणार नाही. त्याबाबत १००/-रुपयाच्या स्टॅम्प पेपरवर बंधपत्र / हमीपत्र नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.
४. अधिकारी / कर्मचारी शारीरिक, मानसिक व आरोग्याच्या दृष्टीने सक्षम असावा. तसेच प्रस्तावित सेवेसाठी त्याच्याकडे आवश्यक क्षमता असावी.
५. नियुक्ती करण्यात आलेल्या कंत्राटी कर्मचाऱ्याचा कराराचा कालावधी ११ महिने पुर्ण झाल्यानंतर आणि कार्यान्वित असल्यास, सदरचा कालावधी संपल्यानंतर कर्मचाऱ्यांच्या कामकाजाचे मुल्यमापन करुन पुढील ११ महिन्यांकरिता करार कालावधीमध्ये वाढ करण्याचा अंतिम अधिकार संबंधित जिल्हाधिकारी यांचा राहिल. करार कालावधीमध्ये वाढ झाल्यास पुनःश्च करारनामा करणे बंधनकारक राहिल. नियुक्तीच्या कालावधीत पदनिहाय

दिलेल्या कर्तव्य व जबाबदाऱ्या पार पाडण्याची जबाबदारी संबंधीत व्यक्तीची राहिल. व त्या बाबत १००/- रुपयांचा स्टॅम्प पेपरवर बंधपत्र / नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.

६. नियुक्ती प्राधिकारी यांना विशेष परिस्थितीत कोणत्याही वेळी सादरच्या कंत्राटी सेवा समाप्त करण्याचा अधिकार राहिल.

७. नियुक्ती झालेल्या अधिकारी / कर्मचारी त्यांच्यावर सोपविलेली जबाबदारी पार पाडण्याच्या कामात व्यथा निर्माण होईल. अशा कोणत्याही व्यावसायिक वा इतर कामात गुंतलेला नसावा.

८. करारपध्दती नियुक्त कर्मचाऱ्यास कार्यालयात प्राप्त होणारी प्रकरणे, कागदपत्रे व आधार सामग्री याबाबत गोपनीयता पाळणे बंधनकारक राहिल. अशा गोपनीयतेचे भंग झाल्याचे निदर्शनास आल्यास आवश्यक ती कार्यवाही करण्यात येईल.

९. उमेदवाराविरुद्ध भारतातील कोणत्याही पोलीस ठाण्यात गुन्ह्याची नोंद नाही. याबाबत स्वसाक्षात्कीत हमीपत्र द्यावे लागेल. याबाबत मागाहुन काही खुलासा झाल्यास किंवा तशी नोंद आढळल्यास उमेदवाराची नियुक्ती तात्काळ रद्द करण्यात येईल.

१०. सेवा सोडायची असेल तर १ महिना आधि लेखी सुचना द्यावी लागेल किंवा १ महिन्याचे म्रानधन द्यावे लागेल.

११. जिल्हा बाल संरक्षण कक्षाचे कामकाज हे अत्यावश्यक सेवेत येत असल्यामुळे नियुक्ती कर्मचाऱ्यास संपुर्ण जिल्ह्यात / राज्यात / देशात प्रवास करावा लागेल.

१२. कार्यालयीन कामकाजाची वेळ शासकीय वेळेनुसार असेल, कामाच्या व्याप्तीनुसार अधिक वेळेपर्यंत अथवा अत्यावश्यक परिस्थितीत काम करण्याची तयारी ठेवावी लागेल.

१३. नियुक्त उमेदवाराच्या ताब्यात असलेल्या कार्यालयीन मालमत्तेची यांग्य काळजी त्यास घ्यावी लागेल. सादर मालमत्तेचे नुकसान झाल्यास संबंधीत कर्मचाऱ्याकडून नुकसान भरपाई घेण्यात येईल.

१४. नियुक्त उमेदवारास बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ च्या अधिन राहुन व बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग होणार नाही याची दक्षता घेणे बंधनकारक राहिल. बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग केल्यास कायदेशिर कार्यवाही करण्यात येईल.

१५. उमेदवारास कार्यसुची नुसार व जिल्हा महिला व बाल विकास अधिकारी यांनी वेळोवेळी दिलेल्या आदेशांचे पालन करावे लागेल.

जिल्हा महिला व बाल विकास अधिकारी
चंद्रपुर

प्रत माहितीस्तव सविनय सादर :

- १) मा. सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था, पुणे तथा आयुक्त, महिला व बाल विकास आयुक्तालय, महाराष्ट्र राज्य पुणे.
- २) मा. अध्यक्ष जिल्हा निवड समिती तथा जिल्हाधिकारी, चंद्रपुर
- ३) मा. कार्यक्रम व्यवस्थापक, महाराष्ट्र राज्य बाल संरक्षण संस्था, पुणे.
- ४) मा. सदस्य जिल्हा निवड समिती, चंद्रपुर.

सचिव निवड समिती तथा

जिल्हा महिला व बाल विकास अधिकारी चंद्रपुर



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय
जुना कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर
ई-मेल disttwedo_cha@rediffmail.com , दुरध्वनी क्रमांक - ०७१७२-२५५६६७

जा.क्र.जिमबाविअ/चंद्र./२०२०-२१/३५

दिनांक : ०८/०४/२०२१

प्रति,

मा.सदस्य सचिव,

महाराष्ट्र राज्य बाल संरक्षण संस्था,

तथा आयुक्त महिला व बाल विकास आयुक्तालय,

पुणे.

विषय :- जिल्हा बाल संरक्षण कक्षातील पदांना मुदत वाढ मिळणेबाबत.

संदर्भ :- १) मा.आयुक्त महिला व बालविकास आयुक्तालय,पुणे यांचे पत्र क्र.१०४४ दि.१८.११.२०१९

२)मा.जिल्हाधिकारी तथा अध्यक्ष जिल्हा निवड समिती चंद्रपूर यांच्या मान्य टिपणीनुसार दि.२६/०२/२०२१.

महोदय,

उपरोक्त विषयान्वये सविनय सादर करित आहे की,संदर्भ १ अन्वये जिल्हा बाल संरक्षण कक्षातील खालील उमेदवार यांची निवड करण्यात आलेली होती सदर कर्मचारी यांची दिनांक ०१/०४/२०२० ते २८/०२/२०२१ पर्यंत ११ महिन्यांची मुदत असल्याने संदर्भ १ अन्वये मा.जिल्हाधिकारी तथा अध्यक्ष जिल्हा निवड समिती चंद्रपूर यांना सदर कार्यरत उमेदवार यांना मुदत वाढ देण्याविषयी टिपणी सादर करण्यात आलेली असता दिनांक २६/०२/२०२१ च्या टिपणीनुसार मुदत वाढीस मान्यता देण्यात आलेली असून सदर कर्मचारी यांना दिनांक ०५/०३/२०२१ ते ०४/०२/२०२२ पर्यंत ११ महिन्यांची नविन नियुक्ती आदेश देण्यात आलेले आहे.सदर मुदत वाढ देण्यात आलेल्या कर्मचारी यांची खालील प्रमाणे यादी सादर.

अ.क्र.	नाव	पद	नियुक्ती कालावधी
१.	अजय रा.साखरकर	जिल्हा बाल संरक्षण अधिकारी	०५/०३/२०२१ ते ०४/०२/२०२२
२.	राजेश र. भिवदरे	संरक्षण अधिकारी संस्थाबाह्य	०५/०३/२०२१ ते ०४/०२/२०२२
३.	सचिद्र मे. नाईक	कायदा व परिविक्षा अधिकारी	०५/०३/२०२१ ते ०४/०२/२०२२
४.	प्रिती रा.उंदीरवाडे	संरक्षण अधिकारी संस्थात्मक	०५/०३/२०२१ ते ०४/०२/२०२२
५.	प्रिया चं.पिंपळशेंडे	समुपदेशिका	०५/०३/२०२१ ते ०४/०२/२०२२
६.	प्रतिभा नि.मडावी	सामाजिक कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२
७.	कल्पना रा.राजुरकर	माहिती विश्लेषक	०५/०३/२०२१ ते ०४/०२/२०२२
८.	सोनाली वा.ताजणे	डाटा एन्ट्री ऑपरेटर	०५/०३/२०२१ ते ०४/०२/२०२२
९.	हर्षा अ.वन्हाटे	बाह्यक्षेत्र कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२
१०.	तेजस्विनी सु.सातपुते	बाह्यक्षेत्र कार्यकर्ती	०५/०३/२०२१ ते ०४/०२/२०२२

आपला विश्वास
२५/१०
जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपूर.



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय

कलेक्टर बंगला, आकाशवाणीचे मागे, साईबाबा वार्ड, चंद्रपूर

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जा.क्र.जिमबाविअ/चंद्र. /२०२१-२२/ 308

दिनांक : २१/०२/२०२२

प्रति,

कु.प्रतिभा मडावी

(सामाजिक कार्यकर्ती)

जिल्हा बाल संरक्षण कक्ष,

चंद्रपुर.

विषय :- जिल्हा बाल संरक्षण कक्षात आपल्या मुळ पदावर पुर्ननियुक्ती करणेबाबत.

संदर्भ :- १) जा.क्र.जिमबाविअ/चंद्र/२०२०-२१/३,दिनांक ०१/०४/२०२०.

२) जा.क्र.जिमबाविअ/चंद्र/२०२०-२१/१९२४,दिनांक ०४/०३/२०२१.

३) मा.जिल्हाधिकारी चंद्रपुर यांनी दिनांक १० /०२/२०२२ मान्य टिपणीनुसार.

उपरोक्त विषयान्वये आपणास कळविण्यात येते की,जिल्हा महिला व बाल विकास अधिकारी कार्यालय चंद्रपुर अंतर्गत जिल्हा बाल संरक्षण कक्षामध्ये दिनांक १०/०२/२०२२ पासून ०९/०१/२०२३ पर्यंत ११ महिन्याच्या कालावधी करीता पुर्ननियुक्ती करण्यास संदर्भ क्रमांक ३ नुसार मान्यता देण्यात आलेली आहे तरी आपण रु.१००/- चा स्टॅप पेपरवर अटी व शर्तीनुसार करारनामा करुन रुजु अहवाल सादर करावा.

सदर करारनामा वेळेत करुन न दिल्यास आपल्या सदर पदावर काम करण्यास ईच्छुक नसल्याचे समजुन पुढील कार्यवाही करण्यात येईल याची नोंद घ्यावी.

Pratibha Madavi
प्रतिभा मडावी

[Signature]
जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपुर



जिल्हा महिला व बाल विकास अधिकारी, यांचे कार्यालय
कलेक्टर बंगला, आकाशवाणी मागे, साईबाबा वार्ड, चंद्रपुर
ई मेल- disttwcdo_cha@gmail.com

जा.क्र. जीमबाविअ/आदेश/2023/ 355

दिनांक-30.1.2023

पती,

प्रतिभा मडावी

(सामाजिक कार्यकर्ती),

जिल्हा बाल संरक्षण कक्ष,

चंद्रपुर

विषय - जिल्हा बाल संरक्षण कक्षात आपल्या मूळ पदावर पुनर्नियुक्ती करणेबाबत.

संदर्भ-१. या कार्यालयाचे आदेश जा.क्र.जीमबाविअ/चंद्र/२०२०-२१/३०९, दिनांक २१.२.२०२२

२. मा.जिल्हाधिकारी यांनी पुनर्नियुक्ती करणेकरिता मंजूर केलेली टिपणी दिनांक

१६.१.२०२३

उपरोक्त सदर्भिय क्र. १ नुसार आपणास कळविण्यात येते की,जिल्हा महिला व बाल विकास अधिकारी कार्यालय चंद्रपुर अंतर्गत जिल्हा बाल संरक्षण कक्षामध्ये आपली सामाजिक कार्यकर्ती म्हणून नियुक्ती करण्यात आलेली होती.सदर नियुक्तीचा कार्यकाल हा ०९.१.२०२३ रोजी पूर्ण झाला आहे.

संदर्भ क्रमांक २ नुसार दिनांक ११.१.२०२३ ते १०.१२.२०२३ पर्यंत ११ महिन्यांच्या कालावधीकरिता आपल्या मूळ पदावर रुजू करणेकरिता मान्यता देण्यात आलेली आहे,तरी आपण १००/- चा स्टम्प पेपरवर अति व शर्ती नुसार करारनामा करून रुजू अहवाल सादर करावा.

सदर करारनामा वेळेत करून न दिल्यास आपल्या सदर पदावर काम करण्यास इच्छुक नसल्याचे समजून पुढील कार्यवाही करण्यात येईल याची नोंद घ्यावी.


जिल्हा महिला व बाल विकास अधिकारी,
चंद्रपुर


01/02/2023

OC



जिल्हा महिला व बाल विकास अधिकारी,यांचे कार्यालय

कलेक्टर बंगला ,आकाशवाणी मागे,साईबाबा वार्ड,चंद्रपुर

ई मेल- disttwedo_cha@gmail.com

जा.क्र.जोमबाविअ/बाकस /पुनर्नियुक्ती /२०२३-२४ /१७४

दिनांक -३०.१.२४

प्रती .

प्रतिभा नीलकंठ मडावी ,

सामाजिक कार्यकर्ता ,

जिल्हा बाल संरक्षण कक्ष, चंद्रपुर

विषय - जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदावर कंत्राटी पद्धतीने पुनर्नियुक्तीबाबत.

संदर्भ - 1) मा. आयुक्त महिला व बाल विकास आयुक्तलय यांचे पत्र क्र.1042 दि.18.11.2019

2) मा. जिल्हाधिकारी यांची मंजूर टिपणी दिनांक 16.01.2023

3) मा. जिल्हाधिकारी यांची मंजूर टिपणी दिनांक 04.12.2023


उपरोक्त संदर्भीय पत्र क्र .1 नुसार महिला व बाल विकास आयुक्तलय अंतर्गत जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदाकरिता मा. जिल्हाधिकारी चंद्रपुर यांना तात्काळ पदभरती बाबत सुचविण्यात आले होते. त्या अनुषंगाने मा. जिल्हाधिकारी कार्यालयाकडून पदभरती करण्यात आली . त्यानुसार कागदपत्राची पडताळणी करण्यात आली व संदर्भीय टिपणी क्र 2 नुसार आपणास 11.1.2023 ते 10.12.2023 कालावधी करिता नियुक्त करण्यात आले होते.

संदर्भीय टिपणी क्र.3 नुसार मा. जिल्हाधिकारी चंद्रपुर यांचे मान्यतेने जिल्हा बाल संरक्षण कक्ष येथे सामाजिक कार्यकर्ता या पदावर आपली कंत्राटी पद्धतीने 11 महिन्यांच्या कालावधीकरिता दि .12.12.2023 ते 11.10.2024 या कालावधीकरिता पुनर्नियुक्त करण्यात आलेली आहे. खालीलप्रमाणे अटी व शर्तीच्या अधीन राहून निवड करण्यात येत आहे.

अटी व शर्ती

- ०१ सदर पदे संपूर्णपणे कंत्राटी तत्वावर राहणार असून कराराची मुदत ११ महीने किंवा योजना कार्यान्वित असेल या पैकी जे आधी घडेल या मुदतीकरीता राहिल मुदत संपल्यावर कंत्राटी तत्वावर कार्यरत व्यक्तीचा सदरपदावर कोणताही हक्क राहणार नाही .
- ०२ सदरची नियुक्ती ही करार पद्धतीने असल्यामुळे संबंधितास शासनाच्या कोणत्याही संवर्गात सेवा समवेशनाबाबत /सामावून घेण्याबाबतचे व नियमित सेवेचे इतर कोणतेही लाभ मिळणे अणुज्ञय असणार नाही.
- ०३ सदरची पदे ही ११ महिन्यांच्या करार तत्वावरील व अस्थाई स्वरूपाची असल्याने संबंधितास शासनाच्या कोणत्याही संवर्गात सेवा समवेशनाबाबत /सामावून घेण्याबाबत दाद मागता येणार नाही. त्याबाबत १०० /- रूपयाच्या स्टॅम्प पेपरवर बंधपत्र /हमीपत्र नियुक्तीच्या वेळी सदर करणे आवश्यक राहिल.
- ०४ अधिकारी/कर्मचारी शारीरिक,मानसिक व आरोग्याच्या दृष्टीने सक्षम असावा. तसेच प्रस्तावित सेवेसाठी त्याच्याकडे आवश्यक क्षमता असावी.
- ०५ नियुक्ती करण्यात आलेल्या कंत्राटी कर्मचाऱ्यांना कराराचा कालावधी ११ महीने पूर्ण झाल्यानंतर आणि कार्यान्वित असल्यास सदरचा कालावधी संपल्यावर कर्मचाऱ्याचा कामकाजचे मूल्यमापन करून १ दिवसाचा खंड पाहून पुढील ११ महिन्याकरिता करार कालावधीमध्ये वाढ करण्याचा अंतिम अधिकार संबंधित जिल्हाधिकारी यांचा राहिल.

- ०६ करार कालावधीमध्ये वाढ झाल्यास पुनःकरारनामा करणे बंधन कारक राहिल. नियुक्तीच्या कालावधीत पदनिहाय दिलेल्या कर्तव्य व जबाबदाऱ्या पार पाडण्याची जबाबदारी संबंधित व्यक्तीची राहिल व त्याबाबत १००/- रूपयाच्या स्टॅम्प पेपरवर बंधपत्र /नियुक्तीच्या वेळी सादर करणे आवश्यक राहिल.
१. नियुक्ती प्राधिकारी यांना विशेष परिस्थितीत कोणत्याही वेळी सदरच्या कंत्राटी सेवा समाप्त करण्याचा अधिकारी राहिल.
 २. नियुक्ती झालेल्या कर्मचारी त्यांच्यावर सोपविलेल्या जबाबदारी पारपाडण्याच्या कामात व्यथा निर्माण होईल अशा कोणत्याही व्यावसायिक वा इतर कामात गुंतलेला नसावा.
 ३. उमेदवाराविरुद्ध भारतातील कोणत्याही पोलिस ठाण्यात गुन्ह्याची नोंद नाही याबाबत स्वयम्याअकीत हमी पत्र द्यावे लागेल. याबाबत मागाहून काही खुलासा झाल्यास किंवा तसेई नोंद आढळल्यास उमेदवाराची नियुक्ती तात्काळ रद्द करण्यात येईल.
 ४. सेवा सोडायची असेल तर १ महिना आधी लेखी सूचना द्यावी किंवा १ महिन्याचे मानधन द्यावे लागेल.
 ५. जिल्हा बाल संरक्षण कक्ष ही अत्यावश्यक सेवेत असल्यामुळे नियुक्ती कर्मचाऱ्यास संपूर्ण जिल्हा प्रवास करावा लागेल.
 ६. कार्यालयीन कामकाजाची वेळ शासकीय वेळेनुसार असेल, कामाच्या व्याप्तीनुसार अधिक वेळेपर्यंत अथवा अत्यावश्यक परिस्थितीत काम करायची तयारी ठेवावी लागेल.
 ७. नियुक्ती उमेदवाराच्या ताब्यात असलेल्या कार्यालयीन मालमत्तेची योग्य काळजी त्यास घ्यावी लागेल. सदर मालमत्तेचे नुकसान झाल्यास संबंधित कर्मचाऱ्यांकडून नुकसान भरपाई घेण्यात येईल.
 ८. नियुक्त उमेदवारास बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ च्या अधीन राहून व बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ नुसार कार्यालयीन गोपनीयतेची भंग होणार नाही याची दक्षता घेणे बंधनकारक राहिल. बाल न्याय (मुलांची काळजी व संरक्षण) अधिनियम २०१५ चा भंग केल्यास कायदेशीर कार्यवाही करण्यात येईल.
 ९. सदर निवड झालेल्या उमेदवारास बाल न्याय मंडळ यांचे आदेशाचे पालन करावे लागेल.
 १०. आपली नियुक्ती जिल्हा बाल संरक्षण, चंद्रपुर करिता झाली असल्यामुळे तिथे जिल्हा महिला व बाल विकास अधिकारी यांचे नियंत्रण राहिल. विनोदपरवानगी शिवाय कार्यालय सोडू नये.
 ११. उमेदवारास कार्यसूची नुसार व जिल्हा महिला व बाल विकास अधिकारी यांनी वेळोवेळी दिलेल्या आदेशाचे पालन करावे.


 जिल्हा महिला व बाल विकास अधिकारी,
 चंद्रपुर

प्रत -माहितीस्तव सविनय सादर.

१. मा. सदस्य सचिव, महाराष्ट्र राज्य बाल संरक्षण संस्था पुणे तथा आयुक्त महिला व बाल विकास आयुक्तालय, महाराष्ट्र राज्य, पुणे
२. मा. अध्यक्ष जिल्हा निवड समिति तथा जिल्हाधिकारी, चंद्रपुर

सचिव निवड समिति तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 चंद्रपुर



PAN No. - AAETD8016B

दिव्यवंदना आधार फाउंडेशन

द्वारा संचालित

रोडवरील बेघर, बेवारस, भिक्षेकरी, निराधार, अनाथ, मनोरुग्ण केंद्र व वृद्धाश्रम

रजि. नं. : 0000611/2022 (सन 1860 अधिनियम 21) F-0037924 (नागपूर), निती आयोग रजि. नं. : MH/2024/0393889

केंद्र पत्ता : जामगांव (को.) भिशी, ता. चिमूर, जि. चंद्रपूर

दिनांक : 08/01/2023

जावक क्र. VAF/2023-24/100

Joining letter

To, Divyavandana adhar foundation

Chimur - 442903

Dist. Chandrapur

Subject :- joining letter

Applicant : Sushma Vilas galgale.

Respected sir/madam,

Please consider this letter as joining from 10/01/2023 for a candidate sushma Vilas galgale who is placing for the post of manager in homeless/ destitute/ beggars/ orphans/ psychiatric centre and old age home. under divyavandana adhar foundation (NGO). I am really hopeful that the organization provides the opportunity to learn and gain knowledge in the organization , after joining this post.

I am confident it could be a valued asset to your organization

Thank you for your consideration.



Sushma Vilas Galgale
दि. 05/1/2023
अध्यक्ष

दिव्यवंदना आधार फाउंडेशन

चिमूर, जि. चंद्रपूर

कार्यालयीन पत्ता : कांतीनगर १, नेताजी बाई, सोनकर पेद्रोस पंचव्या बाजुला, चिमूर, जि. चंद्रपूर | Helpline No. : 9561855778 E-mail : shasarkar78@gmail.com
रजि. नं. महा 0000611/2022

- वाचावे :-**
- १) आदिवासी विकास विभाग, शासन निगंध क्र. शाअशा-२०१७/प्र.क्र. १७०/का.१३ दिनांक ७.६.२०१७
 - २) मा. आयुक्त, आदिवासी विकास आयुक्तालय, नाशिक यांचे पत्र क्र. प्रशा.रोमं-२०१७(भाग-३)का.२(३) दि. २३.९.२०१७
 - ३) आदिवासी विकास विभाग, शासन पत्र क्र. शाअशा-२०१७/प्र.क्र.१७०/का.१३/दिनांक १३ ऑक्टोबर २०१७
 - ४) या कार्यालयाचे आदेश क्र. आस्था-२०२३/प्र.क्र.का.१(ख)/५७६६ दिनांक ११/०८/२०२३
 - ५) या कार्यालयाचे आदेश क्र. आस्था-२०२३/प्र.क्र.का.१(ख)/५८३८ दिनांक १८/०८/२०२३

जा.क्र. आस्था-२०२३/प्र.क्र.का.२ (ख) 7943/2023

दिनांक:- ०९/१०/२०२३

बाबीत आदेश

या प्रकल्पातील आदिवासी मुलांचे शासकीय वसतिगृह अर्जुनी मोरगाव येथील गृहपाल यांचे स्थानांतरण झाल्याने त्यांना दिनांक ११-०८-२०२३ रोजी कार्यमुक्त केले आहे.

आदिवासी मुलांचे शासकीय वसतिगृह अर्जुनी मोरगाव येथील विद्यार्थ्यांकर नियंत्रण व देखभाल, काळजी घेणे अत्यंत आवश्यक आहे. जेणे करून मॉड्युल कोणताही अनुचित प्रकार घडू नये या करिता नियमित गृहपाल रुजू होईपर्यंत दिनांक - ०१-११-२०२३ ते ३१-०९-२०२४ पेकी जे अगोदर घडले त्या काळावधीपर्यंत खालील अटी व शर्तीच्या अधिन राहून कु. आनंदा आर. मंडावी यांची उक्त पदाचे रिक्त जागेवर रुपये १५०००/- प्रति महिना प्रमाणी पूर्ण अहोदाधारक मानधनावर आदिवासी मुलांचे शासकीय वसतिगृह अर्जुनी मोरगाव येथे मान्यता तत्वावर तात्पुरत्या स्वरूपात नियुक्ती आदेश देत आहे. सदरील खर्च शासनाचे निर्देशित लेखाशिर्षांमधून भागविण्यात यावा.


सदर वसतिगृहाचे अधिक व्यवहार सुरळीत होण्याचे दृष्टिने श्री. आर. वास. गजमिर्चे, गृहपाल आदिवासी मुलांचे शासकीय वसतिगृह अर्जुनी मोरगाव यांचेकडे आहरण व संपितरण अधिकार सापविण्यात येत आहे.

सदर आदेशाची अंमलबजावणी तात्काळ करण्यात यावी.

अटी व शर्ती :-

- १) संबंधित उमेदवारांची निवृत्ती हो अर्थात तात्पुरत्या स्वरूपात असून वसतिगृहाच्या आस्थापनेकर उपस्थित दिवशाचे मानधन अदा करण्यात येईल.
- २) संबंधित उमेदवारांस वसतिगृहाचे परिस्तरात सुझालाचे राहणे बंधनकारक राईल. तसेच उमेदवारांक बाहेरील गांवाकरून ये.जा करता येणार नाही. प्रकल्प कार्यालयाचे पूर्व परवानगी शिवाय मुश्रजलव सोडता येणार नाही.
- ३) वेळेवर आर्थिक तारखे उपलब्ध न झाल्यास किंवा मानधन देण्यास उरिर झाल्यास कोणताही प्रकारचे प्वाज अथवा वित्त आकार अदा करण्यात येणार नाही.
- ४) शासनास कामाची आवश्यकता नाही असे वाटल्यास किंवा कोणत्याही प्रकारचे गैरवर्तन केल्यास किंवा नियमित गृहपाल रुजू झाल्यास संबंधित उमेदवारांस कोणताही प्रकारची पूर्वसुचना न देता कोबावकन कमी करण्यात येईल.
- ५) संबंधित उमेदवारांच्या निष्काल-गोपनामुळे अथवा कोणत्याही कुलोमुळे जनहितान बाधा पोहचता असल्यास अथवा शासकीय मालमत्तेचे नुकसान अथवा विद्वेषकरण झाले असल्यास संबंधित उमेदवारांविरुद्ध नियमानुसार कारवाई करण्यात येईल. तसेच त्यांचे कुतीमुळे झालेल्या नुकसानीस बजाबदर घटन नियमानुसार घसुली करण्यात येईल.
- ६) या नियुक्तीचा आचारधर फरपमस्यरुपी नोकरी देण्याबबत न्यायलघात बाबत दाखल करता येणार नाही किंवा हक्क बजावता येणार नाही.

वरील अटी मान्य असल्याबाबत उमेदवारांनी लेखी करारनाम रु. १००/- च्या स्टॅम्प पत्रघर करून द्यावा लागेल.


 (विकास सभे, राचेलवार)
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प्रतिलिपी - मा. अणु आयुक्त आदिवासी विकास नागपूर यांना मंडावील्लव सविनय साधर.

- अतः १) गृहपाल आदिवासी मुलांचे शासकीय वसतिगृह अर्जुनी मोरगाव जि. गोंदिया यांचे कार्यविण्यात येते आहे.
 संबंधित उमेदवारांकडून अटीची पूर्तता करूनच उमेदवारांस रुजू करून घ्यावे.
 २) उप-कोषपाल अधिकारी, अर्जुनी मोरगाव जि. गोंदिया
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