



In foursuance of your memo oro. SUDA-54/2014/2012

Otto: 11.6.2014, and as foez discussion held evith

Shri B. C. Patra, Joint Secretary, M. A obeptt.,

Yout of West Bengal, his is to apprise you

that, Joint Secretary has given his consent to

hald the meeting of the foroposed committee

on connection with NVall on 20.6.14 at 3:30pm

for the selection of Resource Organisation / Torainer

Thotatute for skill training / Certification Agencies/

Institute for Skill Jap Analysis. The agencies/

many lee as follows:

(1) To identify parameters for empanelment of Resource Organisation / Trouber Institutes for & Skill Training / Certification Agencies / Institute

for Skill Gap Analysis

(ii) De suggest benchmark for différent identified forameters.

(iii) to examine draft 201/RFP and suggest attrations / modifications therein, if any before finally submitting them to M.A depth. for approved

(i) To initiate steps for exploading the 201/RFP.

\* To tran examine the submitted EDT /RFP.2

to recommend I

Venue buill be at Conference. Hall of 84.84.

In the connection a draft letter has been an frepared adressing the chairman and alter members of aforoposed Committee (which was members of aforoposed Committee (action 9.6.14)

54/2014, The footened the said meeting as per scheduled date, time 2 cense. The Agenda are of the exporesaid date, time 2 cense. The Agenda are of the exporesaid

meeting howalso been stated in the letter. The draft said draft letter, is being placed herewith for your fremusal. It approved, may ibsued to all concerns under the Signature of the undersigned.

12:6.14

pe face ma

Whising

SUDA

As feer discussion held with you subservently, it has been learnt that, Shri B. C Patra, Joint Secretary, M. A depth , Govet . of West Bengal, has expressed his inconcenience to hold the meeting on 20.6.14. Thereafter undersigned has made a contact with him over phone and the It Secretary has given his consent to hold the meeting on 2000 oto 23.6.14 at 3:30 fo. on. Accordingly a draft letter intimating the re-scholuted date to all concerns has been folded at Flag D. The letter may be formsed. It approved, the said letter may be issued to all concerns under signature of undersigned.

pe take ma 17.6.14

SUDA

As four discussion held levith you, the dates of first meeting of the Selection Committees for selection of manfrowers at SMMU, CMMU aundon NUMM and that for selection of Resource Organisation / Grainer Institutes / Cerlifécation Ageneigs: / Institutes for smill gap Analysis have been scheduled on 16.7:14 at 12:00 noon and 2 fr.m respectively at conference Hall Of SUDA. The agenda are leased on the approved terms of reference as suggested at Pat NSP-3 and & at NSP4. The Corresponding nate copy of natesheet is given at Flag E which may bee perused. The Accor In this connection this is to be mentioned that meeting of the proposed committee which was scheduled on 23.6.14 for selection of Resource Organisalion/ Grainer Institutes/Certification Agencies/ Ageneies for Smill gap Analysis deas concelled due la abserce of Chairman . Accordingly two draft letters informing the scheduled dates time and wenne to all concerns have been placed at Flag Found g. Both the draft letters at Flag F 2 by may be freund. If approved, the said letters anay be issued to all concerns ender the signatures of the undersigned.

Difector

Pl: Sence the tellers to all concerns.

SUDA

not; firstions issued by MA depth, Gows for corrigendment information are put up for promonly approval to vigoralne pl.

Adrian

9/3/14

wyphy



As feez discussion held builth you, the next meeting of the Committee for Exection of Resource Organisation / Trainer Institute / Certification Agency for conduct of assessment and certification of trainees in different programmes? has been scheduled on 16.9.14 at 3 fo. on at the Conference Hall of SUDA after consultation builth Shrie, B.C. Patra, Special Secretary, M.A. Defrartment, forch of West Burgal and the Chairman of the aforesaid Committee. The agenda built be as follows?

is Selection paracess of your Entitutes for Training, avasessment and certification

(11) Miscellaneons.

The corresponding letter has been placed at Flag X for your ferwal. Ifapproved, the said letter of the convening meeting may be issued under the signisture of embersioned.

800 9.9.14

Difector

DO-KA)

Pl. arrange to serve the letter to all concerns

8 mg 14

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As recommended by the Selection Committee the last date for ankmission of 10:0 for Emparelment of Ro may be ustended to 15th Oct 2014 , corresponding bid opening ante may be fixed for 20th Oct, 2014-12.00 Pm. A dint Corriginanin is necordingly put up for eninging tot uplanding the necessary revisitors by NIE.

tr. fit

29/9/14

Draft letter on extention for bid opening late for Resource or gamise from my kindly be signed. NIC may be confacted, ammediately for uploading the extended Letin webpite.

Director

29/9/19

to evalute the Bids Dift letter for Lolding meeting submitted to be held on 12/11/19 at 4.00 pm of 5 UDA, conference Hall is Signed.

Droff resolution of the weeting put up for signeture

The line

24/4/19

13(8D)

21/4/19 21/4/19



- 1. Vide notification no. 478/MA/P/C-10/3S-30/2013 dt. 27.06.2014 issued by MA Dept. a Committee for selection of manpower at SMMU, CMU under NULM has been constituted under the Chairman, ship of Mission Director, SULM and other ten members. (Flag A).
- 2. Now designation of the member at serial no.- 6 i.e. OSD & Ex. Officio Dy. Secretary, Municipal Affairs Dept. has been changed due to promotion of Sri Mitra Chatterjee, WBCS, (Exe) who was holding the post to Jt. Secretary, MA Dept. vide P & AR Dept. notification no. 51-PAR(WBCS)/1D-86/2010 Pt. dt. 13.01.2015. (Flag B).
- 3. Designation of member convenor i.e. Dy. Director (Social Development), SUDA has also been changed due to posting of Mrinal Kanti Rano, WBCS (Exe) as Joint Director (Social Development), SUDA vide MA Dept. order no. 1194/MA/0/C-3/2E-12/2011 dt. 09.09.2014. (Flag C).

4. Accordingly MA Dept. may be requested to issue a fresh notification amending the changes as stated in point 2 & 3.

Put up for kind approved please.

Joint Director (SD), SUDA

X- a proposed. A draft letter pt

10(19)

Draft fut up for approval and signeture pl

Wynx

Director 18/10)

forder

usue d (" Zero





Next meeting for rellection of RO has been convened on 02/4/15 of APM. with following agents.

O selletin of cos a Ros.

@ Re- floating of RFP to restretion of Ros.

@ rh's cellaneous.

243/10

Sni B. C. Patra, Special Secretary MA Deft (booking ofte NULMissus) was the chairmen of this committee. Now Si Patra Las redired. So MA Dept to be regrested to rominate new chairmant. Droft Blaced may kindly be signed.

2/8/15

Droft Signed by Liraster and letter neartwise office as 59/2019(10-1)/898 21-3.8-15

(18/18

As in sor ( 18/15

Draft procedings of 4th meeting of 8thate level Manfower Committee is futup for Kind offered and Signature.

( m 2 m/s/15-

in grand

Director Way

Afthreating of Foodern Commonther Selection of Rol Trainor Institute | certifying Agency will be held on 20/9/15 of 12 rogin as consented by chairman of the committee at the chamber of Soi Mitra chety is Don't Secretary at 12 GUS.

FO, SUDA is requested to arrange for tea, sneeks and tiff
tiffin for 15/ heads.

The plant of the plant was provided to arrange for tea, sneeks and tiff
the first for 15/ heads.

When your





Proceedings of 4<sup>th</sup> Meeting of the Selection Committee for Selection of Manpower at SMMU and CMMU under NULM held on 18.08.2015 at SUDA Conference Hall is enclosed for perusal.

As per decision taken during the above meeting following proposal put up for approval of MA Deptt. to initiate next course of action in this regard by WBSULM.

A. Para 1.1 of the aforesaid proceedings recommended re-designation of following official of MA Deptt./ SUDA/ CMU in additional charge of SMMU for NULM as detailed below:-

SI	Position proposed in	Presently holding post	Remarks
No.	WBSULM		
1.	Mission Director, WBSULM	Director SUDA	Already notified
2.	Additional Mission Director	Joint Secretary, M.A. Deptt, &	In additional
	(Administration) [Ex-officio]	Addl. Director (Project), SUDA	charge
3.	Additional Mission Director	Financial Advisor, SUDA	In additional
	(Finance) [Ex-officio]	Thianelal Advisor, 50DA	charge
4.	Additional Mission Director (	Additional Director, ILGUS	In additional
	Capacity Building) [Ex-officio]	Additional Director, 12000	charge
5.	Additional Mission Director	Joint Director (SD), SUDA	In additional
	(NULM) [Ex-officio]		charge
6.	Project Officer (Skill & Micro-	Advisor, SUDA	In additional
	Enterprise)	Advisor, SODA	charge
7.	Project Officer (Livelihood)	Poverty Monitoring Expert,	In additional
		CMU	charge
8.	Deputy Project officer (Skill &	Programme Co-ordinator,	In additional
	Micro-Enterprise)	SUDA	charge
9.	Deputy Project Officer	Urban Planner ILGUS (Addl	In additional
	(Capacity Building)	charge)	charge
10.	Deputy Project Officer (	OSD, SUDA	In additional
	Administration)	050, 500A	charge

If approved re-designation order will be issued by WBSULM. ~

B. In cancellation of earlier decision Committee decided in para 1.2 to engage six experts at SMMU setup directly by the Committee as per MA Deptt. Notification 769/MA/P/C-10/35-30/2013 dt 17.11.2014 and the Guideline issued by the Deptt. in this regard.

Now approved of MA Deptt. is required for above decision.







C. i) In addition to expert at SMMU Committee also decided in para1.3.1 to engage following manpower in SMMU set up abiding by the NULM Guideline.

Accountant = 1, Dealing Assistant Cum Data Entry Operator = 5, Multi Tasking Helper = 2.

- ii) In para 1.3.2 it is proposed that Sri Joy Guha and Sri Mrinal Kanti Majumder, DEO, SUDA working presently with NULM assignment may be engaged as Dealing Assistant Cum Data Entry Operator, on the basis of option and fulfilling the eligibility criteria. In case of option to join at SMMU, they have to resign from present assignment of SUDA and in that case contractual remuneration will be ₹12,000 / month otherwise they will continue same function in existing capacity at SUDA as per existing terms and condition.
- iii) In para 1.3.3 it is proposed that One Accountant, 3 (three) Dealing Assistant Cum Data Entry Operator and 2 (two) Multi Tasking Helper shall be engaged redeploying them from the existing manpower working at SUDA/ CMU/ ILGUS directly or through Agency subject to fulfilling following condition:
  - a) They will be selected through a process of selection to be made by this committee.
- b) Selected candidates shall quit present assignment before joining at SMMU. iv) In para 1.3.4 it is proposed by the Committee that Monthly contractual remuneration will be as follows:
  - a) Accountant ₹ 15,000 / month
  - b) \* Dealing Assistant Cum Data Entry Operator ₹ 12,000
  - c) Multi Tasking Helper ₹ 10,000

In para 1.3.5 detail qualification and other criteria for engagement of all categories as mentioned in C iii) approved by the Committee.

Approval of MA Deptt. in point C i) to C v) is required.

Notification in point no C v) may be issued if approved.

- D. i) In para 2.1.3 proposed redesignation of existing CO in NULM set up. If approved notification to be issued by MA Deptt.
  - ii) In Para 2.1.3 (a) it is proposed that Fresh recruitment to be made in the remaining vacancies @ one Community Organiser/ 3000 BPL household as per NULM Guideline to be calculated leaving the posts in the process of redesignation of existing COs by MA Deptt. Fresh recruitment to be made by City Level Selection Committee as per Eligibility criteria to be approved by MA Deptt. which is approved by the Committee in his its meeting. Detail criteria as approved by the Committee is placed for approval by MA Deptt. Notification may be issued, if approved. ULB wise vacancy statement for fresh engagement of CO as per criteria is also placed for approval.









K



Note from NSP-9 ant may kindly be perusad. For smooth implementation of NUCH 6015 at Plate 2 City/town level, various proposals as summarised at p'at NSP-11 may kindly be considered and approved. If approved, necessary order / not-prealin as mentioned at & (NSP-11) way be igned that from M.A. Dept. It may be mentioned that the above proposals here duly leave meanwended by the State level Hanpower Courter in its 4th westy held or 18-8.2015 (minutes placed who flogix) Torposale abou may kindly be approved.

Frincipal Servitary M.A. Dept & Chairman,

1 O. No. SUDA: 340 /15

Daird 28.00.15

Flux 52/2014 (01) 1/8 UMC)

Pl'see & purns me

Decision que sale sevel selection Committee the smmu & CMNU wends NULM own wherefice bushows of Bow TADA Mt. b. 2'8' non been examined. Accordingly, nevy apmoral of an Depser may be accorded at present!

(1) Proposal for re-designation may be approved . at nsp/9.

(ii) decroim for Sirect engiquet on Contractual bosons for doperts at SMMV. Contractual bosons for doperts at SMMV. Goldene for en mu Spon sud A ] may be gradeline for en mu Spon sud A ] may be formidad as ext "B" at not/9.

(next-park)



iii) In para 2.1.3 (b) Monthly remuneration of re-designated APO and CO is proposed to be enhanced to ₹ 15,000 / month and ₹ 10,000 / month respectively with effect from 01.01.2014. Approval of MA Deptt. In point D i) to D iii) is required. Notification on D i) & D iii) may be issued, if approved.

E. i) In para 2.1.4 (a) scale for engagement of support staff at different ULB are proposed as here under. Support Staff will be engaged at each CMMU as per following manner:-

ULB with 2 Experts	ULB with 3 Experts	ULB with 4 Experts
Accountant - 1	Accountant - 1	Accountant - 1
Dealing Assistant Cum	Dealing Assistant Cum	Dealing Assistant Cum
Data Entry Operator -1	Data Entry Operator -1	Data Entry Operator -2
•	Multi Tasking Helper -1	Multi Tasking Helper -

ii) In para 2.1.4 (b) monthly remuneration of the support staff will be

- a. Accountant -₹14,000 / month
- b. Dealing Assistant Cum Data Entry Operator ₹12,000 / month
- c. Multi Tasking Helper ₹ 10,000 / month

  Both proposal at E (i) & E (ii) may be approved and notification on E (i)

  containing detail criteria for engagement of support staff at City Level may be issued.

In short approval to the proposal at A, B, C (i) to C (v), D (i) to D (iii), E (i) & E (ii) may kindly be given and notification in respect of following may kindly be issued:-

- Detail qualification and other criteria for engagement of Accountant,
   Dealing Assistant Cum Data Entry Operator and Multi Tasking Helper
   C (iv) & C (v).
- 2. Eligibility criteria for engagement of fresh Community Organizer including ULB wise vacancy statement proposal D (ii).
- 3. Re-designation of existing CO into NULM proposal D (i).
- 4. Monthly remuneration of re-designated APO & CO proposal D (iii).
- 5. Scale of engagement of support staff at each ULB + eligibility criteria for their engagement + Monthly remuneration of support staff proposal E (i) & E (ii).

Joint Director (SD), SUDA

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(9) Hultepropose helps - 02.

may be approved.

(IV) Prossod at "C" at risp/10 may be approved.

D/A Cum Data Entry operator & 2 tentlepompre helpor st at noted at "D' at no P/10 may be approved SHMU.

(vi) Northly Contractual remunation (for shim staff)

10 may be approved to found to be whilish

must the ambet of arch gradeline - Commarked

by CMMV. (40%).

Regarding F - Book may be install from SULM:

Regarding F (Gnabfredia) - Az recomendad by Aelectron

Trays Comi fee vin minor modification

with annipore I be posts

g Accordant d DED. may

be appired.

(View) - G'- kedengnstwa g C.O. in NULM sebup may be approved & rig approved, neey order way be issued from MA Depte.

((x) "H" - For selection of Direct Reconstruct c.o.

Detail Contenes may be approved along
with ords wire raconcy of R.O.

(X) Lagardig I: tay be approved, but in case of white win 2 expers; one multi-tasked helpos may also be wiended in host cate, if approved.

(x1) Regardy J:- Newtal Contractual renuementra as proposso may be approved & payment may be made by two UB with this Cirling of the country pullatine of Cirling of the country pullatine of

(xii) Regardif entraneunt of too grown - askachad

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aspect.

Annuands, Pryorsals from (i) to (xi1) at nsp/ 12-14 may be apoporor to

Mg 10 2015

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Didon Michael De Marion





As per approval of Hon'ble MIC, UD&MA Department in nsp-14, following papers are put up in the file relating to engagement of experts at SMMU.

- 1. Copy of the Proceedings of 5th meeting of the Selection Committee for selection of manpower at SMMU/CMMU under NULM (flagged-X)
- 2. Draft "Employment Notice" to be published in the newspaper (flagged-Y)
- 3. Draft "Employment Notice" to be uploaded in the website (flagged-Z)

Approval is requested in respect of the following:

- 1. Educational qualifications for 'Skills & Livelihoods' expert at SMMU (Para-4 of the resolution)
- 2. Calculation of eligible upper age limit as on 1.04.2015 (Para-6 of the resolution) in place of 01.04.2014 decided earlier
- 3. Matter to be published in the newspaper
- 4. Publication of advertisement in the following newspapers as per approved resolution:
  - Times of India;
  - ii. Economic Times;
  - Sanmarg;
  - iv. Pratidin;
  - Akbar-e-Mashique
- 5. Newspaper advertisement be published on 17th November, 2015 and the last date & time for receipt of applications be fixed for 30th November, 2015 by 3PM.
- 6. Process for engagement of support staff at SMMU may be initiated as per para-B of the resolution.

Jt. Director (SD) **SUDA** 

Proceedings of 5th meeting of Selection Committee for Sefection of membower of SMMU/ CMMU under NULM may be lighted and proposed of point D to B

pl. arrange to issue advertionent While in website on 17th as per one of the fulls

# - 16 -



The employment notice progond for publication in the local shilly newspapes. of 17/11/15 orlong with the marker the riploaded in the departmental website & CMV mekaite relating to reconstruent of eppers et samu, nulm may be sont to the MA dept. for necessary avious

Draft lette pur mp may pl. be vigno.

16/11/15

le Tepulis





### Sub: Selection of Manpower at SMMU, CMMU under NULM.

### A. FOR STATE LEVEL MISSION MANAGEMENT UNIT (SMMU)

- 1. Experts will be recruited in 6(six) posts of State Mission Management Unit (SMMU) under National Urban Livelihood Mission (NULM) in West Bengal.
- 2. The posts are: State Mission Manager HR & Capacity Building, Social Mobilization & Institutional Development Shelter & Social Infrastructure, Financial Inclusion & Micro Enterprise MIS & ME and Skills & Livelihoods.
  - 3. The recruitment will be done through the direct recruitment process.
- 4. The educational qualification and experienced will be followed as per Notification vide no 764/MA/P/C- 10/35-30/2013 dt 17.11.2014. For the post of State Mission Manager Skill & Livelihoods education qualification and experience will be Two year full time post Graduate Diploma in Management/ MBA or Master in any other relevant discipline with 3 years of experience or Graduate from Govt recognized Institute with 5 years of experience in implementation of Skill training and placement programme with considerable size & scale preferably in urban areas.
  - 5. The monthly remuneration will be 50,000/- for each post.
- 6. As nearly one year has been passed since issuance of notification fixing eligibility criteria the age limit will be not more than 40 years as on 1<sup>st</sup> April, 2015 instead of 40 years as on 01.04.2014.
  - 7. i) The details advertisement shall contain:
    - The detail description of required Educational Qualification & Working Experience, duration of appointment, Monthly contractual remuneration, Scope of work and address for submission of application along with last date and time and place of submission.
    - ii) Engagement will be initially for one year with extend able based on performance availability of the fund.
  - 8. The advertisement for the mentioned recruitment in 6(six) posts will be issued on 17<sup>th</sup> November, 2015
  - 9. The advertisement will be issued in i) Times of India, ii) Economic Times, iii) Sanmarg, iv) Pratidin, v) Akbar-e-Mashique news papers and websites of CMU and M. A. Department
- 10. The advertisement will be done through the empanelled advertisement agencies of SUDA
  - 11. The proforma of application along with all necessary directions will be published at websites of CMU and Municipal Affairs Department





- 12. The period for receiving application will be 30th November, 2015 at 3 pm.
- 14. The application will be received at State Urban Development Agency, ILGUS Bhavan, H-C Block, Sec-III, Salt lake, Kolkata- 700106 either by hand or through registered post/ courier/ speed post except public holidays and Sundays (20<sup>th</sup>, 25<sup>th</sup> & 27<sup>th</sup> November 2015).
- 15. A register will be maintained at Director SUDA containing the details of each application (Name, full address, contact number, e-mail id, age, educational qualification, working experience, date of receiving application) and on the basis of these information the short listing of the candidates will be finalized.

This daily register will be maintained by Sri Mrinal Kanti Ghosh, OSD, SUDA and will be authenticated by Mrinal Kanti Rano, JD (SD), SUDA.

- 16. The entire process of short listing of applicants will be monitored by Sri Goutam Pal, Advisor, SUDA, Sri Khudiram Goswami, AO, SUDA, Sri Mrinal Ghosh, OSD, SUDA.
- 17. The next meeting for finalization of date and other issues of selection will be held on 11<sup>th</sup> December, 2015.
- 18. Regarding method of test i.e only interview or interview followed by written test will be decided on next date.

### B. Sellection of Support Staff at SMMU

- 1. Sri Joy Guha DEO, SUDA Sri Mrinal Kanti Majumder DEO, SUDA will be appointed as DA cum DEO at SMMU if they opted for the same. If any one or both of them express unwillingness to take the offer the vacancy will be open to willing & eligible CMU/ILGUS/ SUDA staff.
- As per approval of MA Deptt. one Accountant, one DA cum DEO and two Multi Tasking helper will be appointed taking option from existing eligible staff from CMU/ ILGUS/ SUDA.
- Open notification will be issued by Director SUDA seeking option from existing and eligible SUDA/ ILGUS/ CMU employees on 17.11.2015 and option to be submitted to Director SUDA by 30.11.2015.
- 4. Age is 18-40 years as on 01.04.2015, Monthly remuneration is Rs. 15000.00 Accountant, Rs. 12000.00 DA cum DEO, Rs. 10000.00 Multi Tasking Helper inclusive all as approved by MA Deptt.





- After short listing of eligible candidate committee will decide for interview in its meeting on 11.12.2015. Short listing will be done by Sri Goutam Pal, Advisor, SUDA, Sri Khudiram Goswami, AO, SUDA, Sri Mrinal Ghosh, OSD, SUDA.
- If option received from existing staff of SUDA/ ILGUS/ CMU is less than vacancy the staff will be taken through any Job Placement Agency having agreement with SUDA.
- 7. Sri Mrinal Ghosh, OSD, SUDA will maintain a daily register as per point 5 for this case.
- C. It is also resolved as per suggestion given by HUDCO representative that Ministry of HUPA Govt of India will be apprised of the selection of experts as per the eligibility criteria finalized by Municipal Affairs Deptt. based on local infrastructure, availability of manpower and past experience regarding selection of manpower in CCBP and other similar programme.

Put up and submitted for assigning the order to the officials to be involved in selection process.

Par 16/Ulls

An order need to be issued for foint on (13),
(15) & (16). Draft is placed accordingly for
vind approval and Digneture.

W Sul. 6

34.00.4 (4.0)

Dingston 1M10





Approval of Hon'ble MIC in NSP-19 may Kindly be seen. As per approval of Haible MIC advertisement for engagement of expect of SMMU has been issued on 17/11/15 and ULBB Lave been directed to engage support staff as for criteria approved to fer above approval following forfosals are given: -

1 NOW, as fer point no (VIII) of NSP-13 meussary order nederignating expisting co to counder NULM may be issued by the dept.

@ Discussion has been made as per point no(XII) of NSP-14, as informed by Missim Director. Hence, a notification order may be remed by MA Deft to enhance the contractual remuneration of E expristing CO & TPO inducted on co and Apo under NULM in Regarding date of effect of enhancement of remuneration appropriate date may also be fixed. Financial implecation of remuneration enhancemp

@ No 7 TPO = 25

is as following; -

1 Proposed en lun er new / world : Po 7000/APD/unth Monthly implecation = 87000 x 25 = Rs 1, 75, 000 f Amound implecation is = Rs 21,00,000f.

@ No of CO = 144.

1) Profosed enhancement / worth = Rs. 5000/Co/worth.

(3) Monthly emphication = Rs. 5000 × 144 = R. 7, 20, 000/m

Total financial implecation / year = Rs 1, 07, 90,000/

Total financial implecation / year = Rs 1,07, 40,

(Rs one crove seven lith forty thousand),

Put up for approval and issuace of necessary

approval by MA Deft

### - 21 -NOTE SHEET



Note pre-page.

Approval of Horish MIE, MA & US DAPA at MSP44 may kindly be been. Accordingly, forther course of Relian has been enggested at Para 1 22 Pre-page (NSP-20) which may kindly be perend. As further discussed we may counter- enhancement of remunerable of both Cos and Thos working ender NULM Towns and date of enhancemen may be given wef 01.04.2014 is from the date of implementation of NOLM in the State. The additional financial liebitity will be borne out of NOLM Fund bying at SUDA/SULM. I apropriale notification may be issned from M.A. Depot -

Principal Secretary
M. A. Deport
2 Chapirman, SUDA

U. O. No. SUDA: 413

Deled 19-11-15

les (18/11/2015

Pl. Opine mal

of mc)

(1) · Emposal for enhancement of 6000 000 Contractuel remunisation pl. 0,8 as pres Noch gui deline may be arrodow.

Enhancement of Contractual remembers
for TPOS also, out y A 80£ fund for
25 TPOS may also be Growdown!

3 Francial Ceabrlity may be seen At nest/20 - A' and B'.

Bale of Effect may be prospectué Brue present et for their aspect, discurring is neens!

ic. 1/12/2015. For retrospective from 1.4.2014. [ 29/11/15]

Pl'discurry Milyton

Ower pre-page. As further dieunia We builted at ix, but-bedi (wb- 55) may kindly be approved.

Principal Secretary L Chairman, Just

Cet 8/1/2016

U.O.No. SUDA: 13/15 Dated 08:1"16 Fla. 54/2014/0-1) I'm involved and adde bund refuired her year.

17/2

Her PI put up will information as desired at ix above the w Toply

Total no of Apo expisting = 25 ms. Total mo of Co expirating = 14323. fre sently APO's are getting B: 8000 / / woult co's are getting B = 5000 / / would Enhancement proposed APO B 15000 / worth Enhance and proposed Co B 10000/ mutt. Per worth extra remuneration for each APO = B 7000f. for won the extra remomenation for each co = B 5000/ So fermonth total, regrainment for APO =

Permonth total regnionent for CO = 6.5 ooof x 143.

= Ks 7, 15, 000/ So permonth total extra renumeration = 8 1, 42, anot + B 3, 12, anot = By 8,90, or of - (eight lakh mindy thousand)

Annual extra regrainment 2 Rs 8,90,000/ x12= = by 1,06,80,000 ( one crose fix

SUDA

out of Annual extre remumeration of B 1,06,80,000 f RS. 85,80,000 (for CO) can be made for om capacily building fund and Rs. 21,00000 f (treats) me lake) could be made A RDE fund of NULM. So entre Hence enhancement as proposed may be approved.

19/2/16

a front

Instruction pre-page (Y'at NSP 22) may kindly be re-called. As desired the details of food requirement of addition remained proposed have been familial at NSP 22 to 23 proposed have been familial at NSP 22 to 23 which may windly be formed. Addition for amonty to R. 85,80,000 for 143 not. of existing community agarison will be available when less a Temporal of NULM and additional es & Temporal of NULM and additional for a country to R. 21,00,000 for year for existy for a country to R. 21,00,000 for year for existy will be available from Alos for of NULM and state food. We additional from Alos for of NULM and State food. We additional for a series proposal at produced at men of above central proposal at produced as NSP. 21 may kindly be approved.

Principal Servitors M.A. Dept & Chairman, SUDA

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U.O. No. SUDA: 206/16

Dated 10/02/16

Plan 54/2014/PLU

Plan 54/2

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SUDA

As for approval of Harble MIC MAQUE Deft of NSB-23 draft order notifying enhancement of Marthy Consolidated Remuneration for APO & CO L is placed for approval & signature.

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Three major development in respect of manpower engagement at SMMU & CMMU under NULM have taken place recently. They are:-

- (1) Experts and support staff at SMMU have been engaged and joined
- (2) Managers at CMMU level have joined in may ULBs
- (3) APO & Co have been inducted into NULM set up and their salary have been enhanced. There are other officer/ Staff are their in SUDA looking after NULM implementation. In view of above different responsibilities need to be divided among the SMMU & CMMU officers for smooth functioning of the project.

Accordingly a proposal is placed for kind perusal and approval :-

### **Key Responsibilities**

### 1. Goutam Pal - Advisor, SUDA :-

- (1) Innovative & Special Project
- (2) Liaison with SLBC/ LDM and banks
- (3) Issues related to City Livelihood Centre,
- (4) Supervision & Monitoring of Registration of ALF & CLF
- (5) General issues related to SJSRY
- (6) Loksabha & Assembly question
- (7) Training & Awareness at State & ULB level
- (8) Coordinating the Grading & Credit linkage activities
- (9) Liaison with SLBC/LDM/Bank Br etc. Attending DLCC meeting.
- (10) Any other issues assigned by Mission Director time to time.

#### State Mission Manager - HR & Capacity Building :-

- i. Ensure that state and cities adhere to the guidelines prescribed by NULM
- ii. Prepare work plan for implementation of CB&T component in the state
- iii. Responsible for the CB&T targets of the state
- iv. Ensure CMMU structures are established and staffed across all cities in the state
- v. Identifying technical and capacity building resource agencies, regular interface with them and engage them for building the capacities of the stakeholders of NULM
- vi. Responsible for providing need based Technical Assistance to the City Mission Management Units
- vii. Support the resource agencies in capacity building/ sensitization of CMMUs with in or across the states. S/he will also oversee the development of capacity building modules, arranging cross learning workshops related to KRAs as and when required
- viii. Arranging for appropriate linkages with relevant agencies/departments in order to strengthen the capacities of the staff and other stakeholders of NULM





- ix. IEC plan and its implementation
- x. Work closely with other State Mission Managers at the state level for successful implementation of NULM
- xi. To work as team leader to Co-ordination among other SMM & liaison with accountant in respect of fund issue.
- xii. Management of SMMU & its logistics.
- xiii. Maintaining liaison with NMM

  Perform any other related tasks assigned by the State Mission Director,

  SULM

### 3. State Mission Manager - Social Mobilisation & Institution Development :-

- i. Ensure that state and cities adhere to the guidelines prescribed by NULM
- ii. Develop work plan for implementation of Social mobilisation component in the state
- iii. Responsible for the SM&ID targets of the state with respect to community mobilisation,SHGs, Federations and Revolving Fund
- iv. Identification and empanelment of Resource Organisations (ROs) under NULM
- v. Registration of ALF & CLF and ensure the SHGs, ALF and CLF structures are established across all cities in the state
- vi. Identifying technical and capacity building resource agencies, regular interface with them and engage them in implementation of NULM
- vii. Responsible for providing need based Technical Assistance to the City Mission Management Units
- viii. Support the resource agencies in capacity building/ sensitization of CMMUs with in or across the states. S/he will also oversee the development of capacity building modules, arranging cross learning workshops related to KRAs as and when required
- ix. Arrangingforappropriatelinkageswithrelevantagencies/departments and integrate Social mobilization agenda in implementing of NULM
- x. Ensure reporting of the Social mobilization and institution Development component
- xi. Work closely with other State Mission Managers at the state level for successful implementation of NULM
- xii. Preparation of different booklets and materials.
- xiii. Liaison with Accountant related to fund issues
- xiv. Perform any other related tasks assigned by the State Mission Director, SULM.



### State Mission Manager - Financial Inclusion and Micro Enterprises :-

- i. Ensure that state and cities adhere to the guidelines prescribed by NULM
- ii. Prepare work plan for Universal Financial Inclusion(UFI) and Self Employment Programme (SEP) agenda across the cities
- iii. Responsible for UFI & SEP targets of the state
- iv. Ensure the bank linkages for SHGs and its members
- v. Facilitate access to credit for micro enterprises set up by the urban poor
- vi. Responsible for providing need based Technical Assistance to the City Mission Management Units
- vii. Support the resource agencies in capacity building/ sensitization of CMMUs with in or across the states. S/he will also oversee the development of capacity building modules, arranging cross learning workshops related to imparting financial literacy to urban poor and other KRAs as and when required
- viii. Arranging for appropriate linkages with relevant agencies/departments and integrate Universal Financial Inclusion and Self-employment programme agenda in implementing of NULM
- ix. Ensure reporting against KRAs
- x. Work closely with other State Mission Managers at the state level for successful implementation of NULM
- xi. Accounts matters, claim/ disbursement/ of NULM fund to ULB and other claimant.
- xii. Monitoring issues related to fund management.
- xiii. Perform any other related tasks assigned by the State Mission Director, SULM

### . State Mission Manager - Skills and Livelihoods :-

- i. Ensure that state and cities adhere to the EST & P guidelines prescribed by NULM
- ii. Prepare work plan for EST & P agenda across the state
- iii. Responsible for the EST & P targets of the state
- iv. Responsible for Identification and empanelment of Skill Training Providers (STPs), agencies for accreditation and certification
- v. Monitoring the performance quality of the STPs and other agencies involved
- vi. Responsible for providing need based Technical assistance to the City MissionManagement Units
- vii. Support the resource agencies in capacity building/ sensitization of CMMUs. S/he will also oversee the development of capacity building modules, arranging cross learning workshops related to KRAs as and when required





- viii. Ensure linkages with industry associations, skill development mission, sector skill councils, line departments, resource institutes, and other relevantagencies
- ix. Ensure reporting against KRAs
- x. Work closely with other State Mission Managers at the state level for successful implementation of NULM
- xi. Issues related to EDP
- xii. Issues related to Training Need Analysis (TNA)
- xiii. Marketing of SHG products
- xiv. Perform any other related tasks assigned by the State Mission Director, SULM.

### 6. StateMissionManager-MIS&ME:-

- i. Prepare work plan for monitoring of the components of NULM
- ii. Responsible for the ensuring proper implementation of MIS at the state level, compilation of information across the cities and submission of the same to the national level
- iii. Undertake field visit to cities /ULBs for real time monitoring of the scheme
- iv. Ensure timely information is submitted by ULBs (CMMUs) for accessing the percolation of the program at grass root level at state level
- v. Responsible for providing need based Technical Assistance to the City Mission Management Units
- vi. Support capacity building of CMMUs with in or across the states in implementation of MIS and M&E. S/he will also oversee the development of capacity building modules related to MIS etc.
- vii. Ensure adherence to all monitoring and reporting systems like baseline study, MPRs, Process documentation etc.
- viii. Work closely with other State Mission Managers at the state level for successful monitoring of NULM
- ix. Monthly report return
- x. Monthly data base maintenance
- xi. Issues related to e-activities
- xii. Perform any other related tasks assigned by the State Mission Director, SULM

### 7. State Mission Manager - Shelters and Social Infrastructure :-

- i. Ensure that cities adhere to the guidelines prescribed by NULM
- ii. Planning, establishment and operationalisation of CLCs in the state
- iii. Ensure implementation of SUSVs & SUH components in the state





- iv. Identification of facilitation organisations for operation and maintence implementation of the SUSV plan
- v. Work closely with ULBs with regard to CLCs, Vendors and Shelters for Urban homeless
- vi. Ensure that all the city vendor development plan are prepared and operationalized at city level
- vii. Responsible for providing need based Technical assistance to the City MissionManagement Units
- viii. Responsible for ensuring linkages with other line departments at the state level for integrating the social infrastructure agenda for effective coordination and implementation of the mission at the state level
- ix. Support the resource agencies in capacity building/ sensitization of CMMUs with in or across the states. S/he will also oversee the development of capacity building modules, arranging cross learning workshops related to KRAs as and when required
- x. Ensure reporting against KRAs
- xi. Work closely with other State Mission Managers at the state level for successful implementation of NULM
- xii. Perform any other related tasks assigned by the State Mission Director, SULM.

### . Tarak Dutta-Prigramme Co-ordinator, SUDA and other :-

- 1. Certification of Skill Training
- 2. Pending bills of SJSRY and Skill Training of NULM up to 2015-16.
- 3. Liaison with TE & T Deptt. Youth Service Deptt./ SHG & SE Deptt. and other Deptt.
- 4. Coronation activities with NSDC.
- 5. Issues related to MELA
- 6. Training & Awareness at State & ULB level
- 7. Attending different programmes/ meetings at ULB level.
- 8. Any other issues as assigned by Mission Director time to time.

#### 9. Mrinal Ghosh- OSD, SUDA:-

- 1) Files related recruitment of manpower at SMMU & CMMU.
- 2) Files related to General administrative issues of SMMU.
- 3) Files related to service matters of all manpower at SMMU & CMMU
- 4) Files related to GC/ EC State Monitoring Committee/ Executive Committee of ULB.
- 5) Files related to vehicle/ leave/ tour etc.
- 6) Other assignment as directed by Mission Director time to time.
- 7) All the files will be routed through AO/JD(SD) to Director.





### 10. Joy Guha- DEO, SUDA:-

- 1) He will be custodian of SMID related files.
- 2) Perform computer related works of NULM at SMMU.
- 3) Will perform other assignment as directed by Mission Director/ Joint Director/ SMMUs.

### 11. Mrinal Kanti Majumder- DEO, SUDA:-

- 1) He will be custodian of Capacity Building and Self Employment related files.
- 2) Perform computer related works of NULM at SMMU
- 3) Will perform other assignment as directed by Mission Director/ Joint Director/ SMMUs.

### 12. Susanta Sadhukhan- DEO, SUDA:-

- 1) He will be custodian of Shelter For Urban Homeless and Support to Urban Street vendor related files.
- 2) Perform computer related works of NULM at SMMU
- 3) Will perform other assignment as directed by Mission Director/ Joint Director/ SMMUs.

### 13. Ranjan Saha- DEO, SUDA:-

- 1) He will be custodian of Skill Training related files.
- 2) Perform computer related works of NULM at SMMU
- Will perform other assignment as directed by Mission Director/ Joint Director/ SMMUs.

#### 14. Kalyan Sadhukhan- Accountant:-

- 1) He will be custodian of all accounts/ fund related files.
- Assist State Mission Manager FI & ME in maintenance of accounts and managements of funds
- 3) Will perform other assignment as directed by higher authorities.

All the officials mentioned above expect Sl no. (1), (8) & (14) will sit in the SMMU-NULM premises of 3<sup>rd</sup> Floor of SUDA building.

### Responsibilities of CO

- 1. Ensure mobilization of urban poor in her / his operational area (as fixed by Municipality) directly or through RO.
- 2. Ensure that all urban poor families come into the field under SHG within 2 years.
- 3. Supervise the function of RO and guide them to form SHGs maximum as possible.







- 4. Constant liaison with ALF member for their proper functioning.
- 5. Facilitate ALF/RO in RF to SHG / their lending activity / regular meeting / book keeping / credit linkage / entrepreneurial development.
- 6. Collect interested and feasible beneficiaries under SEP-I & SEP-G
- 7. Arrange candidate for skill training from field level based on need and by interaction with the interested / feasible beneficiaries.
- 8. Facilitate implementation of other NULM issues to City Level Manage.
- 9. Development of community level database on urban poor, their status and their need and support that can be provided from NULM.
- 10. Regular & timely implementation of SHG Bank Linkage.
- 11. contact/assist survey related to NULM.
- 12. Support implementation of development works as per guidance of ULB.
- 13. Arrangement of training of erstwhile SHG / their grading & credit linkage / regular community contacting / facilitate SHG's dynamic activities.
- 14. Ensure Regular social activity by the SHG's members guided by ALF/RO.
- 15. Assist City Mission Manager in all sphere of NULM implementation.
- 16. Any other duty as assigned by CPO / CIC NULM / chairperson.

### Other issues.

- 1) CO to visit respective area for a specific purpose with a prior approval from CPO / City Mission Manager.
- 2) Reimbursement of transport cost to be approved by CPO. Cost will be borne from additional 40% fund of CBT.
- 3) CO based on need should have an access to office facilities including computer facilities available at CMMU.

### Responsibility of APO

- 1) The main responsibility of Assistant Project Officer will be to assist CPO in implementing NULM at respective ULB level as directed by CPO on day to day basis.
- 2) Any other assignment given by CPO/ CMM/ CIC NULM/ Chairperson.



### Responsibilities of City Mission Manager

1. Responsibilities of city Mission Management unit have been defined as per Annexure v of NULM guidelines capacity Building & Training. They are as follows:-

### a) Manager-Social Mobilisation and Institution Development

- i. Ensure that city adheres to the guidelines prescribed by NULM
- ii. Develop work plan for implementation of Social mobilisation component for the city
- iii. Responsible for the SM&ID, USVs & SUH targets of the city with respect to community mobilisation, SHGs, Federations, Revolving Fund, CLCs, Vendor development plan, Vendor Markets development and Shelters for Urban homeless etc.
- iv. Ensure the SHGs, ALF and CLF structures are established in the city
- v. Responsible for providing need based Technical Assistance to Community Organisers (COs)
- vi. Arrangingforappropriatelinkageswithrelevantagencies/departments and integrate Social mobilisation agenda in implementing of NULM
- vii. Ensure reporting of the Social mobilisation and institution Development component
- viii. Workclosely withother Managers at the city level for successful implementation of NULM
- ix. Perform any other related tasks assigned by the City Project Officer, CMMU

#### b) Manager-Skills and Livelihoods

- i. Ensure that the city adhere to the EST & P guidelines prescribed by NULM
- ii. Prepare work plan for EST & Pagenda for the city
- iii. Responsible for the EST & P targets of the city
- iv. Ensure Identification of Skill Training Providers (STPs) at the city level and monitoring the performance quality of the STPs and other agencies involved
- v. Responsible for providing need based Technical assistance to COs.
- vi. Ensure linkages with industry associations, skill development mission, sector skill councils, line departments, resource institutes, and other relevant agencies.
- vii. Ensure reporting against KRAs
- viii. Workclosely withother Managers at the city level for successful implementation of NULM
- ix. Perform any other related tasks assigned by the City Project Officer, CMMU





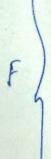


### c) Manager-Financial Inclusion and Micro Enterprises

- i. Ensure that the city adhere to the guidelines prescribed by NULM
- ii. Prepare work plan for Universal Financial Inclusion(UFI) and Self Employment Programme (SEP) agenda for the city
- iii. Responsible for UFI & SEP targets of the city
- iv. Ensure the bank linkages for SHGs and its members at the city level
- v. Facilitate access to credit for micro enterprises set up by the urban poor at the city level.
- vi. Responsible for providing need based Technical Assistance to COs
- vii. Arranging for appropriate linkages with relevant agencies/departments and integrate Universal Financial Inclusion and Self-employment programme agenda in implementing of NULM
- · viii, Ensure reporting against KRAs
  - ix. Workclosely with other Managers at the city level for successful implementation of NULM
  - x. Perform any other related tasks assigned by the City Project Officer, CMMU

### d) Manager-MIS & ME

- i. Prepare work plan for monitoring of the components of NULM
- ii. Responsible for the ensuring proper implementation of MIS at the city level, compilation of information at the city level and submission of the same to the state
- iii. Undertake real time monitoring of the scheme at the city level
- iv. Responsible for timely submission of information to state
- v. Responsible for providing need based Technical Assistance to COs
- vi. Adhere to all monitoring and reporting systems like baseline study, MPRs, Process documentationetc atcity level
- vii. Work closely with other Managers at the city level for successful monitoring of NULM
- viii. Perform any other related tasks assigned by the City Project Officer, CMMU
- 2. ULBs having 3 CMM responsibilities of CMM-MIS & ME will be looked after by CMM-FI & ME in addition.
- 3. ULBs having 2 CMM responsibilities of CMM-MIS & ME, CMM- Skilled Livelihood of CMM-FI & ME will be looked after by CMM- Skill Micro Enterprise. However CPO in consultation with Chairperson may alter the responsibility based on available resource and ULB need.
- 4. Day to day monitoring of NULM implementation will be looked after by CMMs in consultation with CPO & Chairperson.
- 5. CMM will be allowed to attend and deliberate in each & every Committee / meetings to be held at ULB level (like Task Force, Executive Committee etc).







- 6. COs will report their day to day activities to CMMs.
- 7. CMMs will supervise the functioning of RO/STPs weekly basis.
- **8.** CMMs will review the progress of SHGs / their activities / grading /credit linkage/ skill training / SEP loan etc on weekly basis.
- CMMs will Co-ordinate activities of ALF/CLF Bank Branch and other organisation.
- **10.** They will also Co-ordinate IEC/EDP/ Capacity building/ Marketing of SHG products etc.
- 11. CMMs will hold a monthly meeting with all stake holders

  (CO/APO/STP/RO/ALF rep/ CLF rep/Bank br. etc in presence CIC NULM and Chairperson (preferably) once in a month (before 5<sup>th</sup> of every month).
- 12. They will ensure sending progress report to SMM by 5<sup>th</sup> of every month.
- 13. They will attend SUDA as per direction of SUDA and with a prior approval of Chairperson or as desired by Chairperson based on need. They may visit other ULB as per direction of Chairperson based on NULM need.
- 14. Transport cost (actual) for attending meeting at State level will be borne from 40% additional CBT fund.
- **15.** CMM will be provided with infrastructure support from the fund already provided.
- 16. They will perform other duties as assigned by CPO & Chairperson.

### Review of the Programme

Following proposal for review of NULM-scheme at different level is made :-

- A. Review at SMMU level :
  - i) By Joint Director (Social Development) SUDA weekly
  - ii) By Mission Director, WBSULM one in a month
  - iii) By Principal Secretary once in 3 month.
- B. Review at CMMU level :
  - i) By CPO & CIC NULM once in a week.
  - ii) Chairman once in a month ( with all stake holder)
  - iii) Hold Task force and Executive meeting once in every month to review progress and to plan further action.
  - iv) State Mission Director will review progress of CMMU once in two month.

Put up for approval please.

Dipertor

Joint Director (SD), SUDA





Note pre-pages (nsp -25 to 34).

As stated at para marked 'A' (nsp-25), major development in institutional set up of NULM at State & City/ Town Level have taken place in recent months, for which duties & responsibilities & related issues of different category of manpower under SMMU & CMMU are need to be spelt out smooth implementation of NULM programme.

In view of above, proposals in foregoing paras as summarized below may be considered & approved.

- Para 1 & 8: Job assignments of Sri G.Pal, Advisor, SUDA & Sri T.S.Datta, Programme Co-ordinator, considering their long experience in implementation of earstwhile SJSRY as well as present NULM programme.
- Para 2 to 7: Job assignment of State Mission Manager under SMMU in the line of KRA (Key Responsibility Area) mentioned in NULM Mission Guideline. In addition following additional responsibility may be assigned to State Mission Managers mentioned below:
  - 1. State Mission Manager (HR & Capacity Building) She will co-ordinate among different State Mission Managers in addition to her job assignment in WBSULM. She will look after HR & Capacity Building & IEC activities under SBM (U) and PMAY-HFA (U) programme till experts in the relevant field are recruited at SUDA in those programme.
  - 2. State Mission Manager (MIS & ME) He will look after MIS related matters under SBM (U) & PMAY HFA (U) programme in addition to his job assignment in WBSULM till experts are recruited in those programme.
  - 3. State Mission Manager (Shelter & Social Infrastructure) He will look after technical matters of PMAY HFA (U) under guidance of TA, SUDA in addition to his job assignment in WBSULM.

Para 9 to 14: Job assignment of OSD (Sri M.K.Ghosh), Accountant & DEOs under SMMU.

Para marked 'B' & 'C': Job assignment and other relevant issues of Community
Organisers posted at ULB Level in the line of job responsibility
indicate in NULM Mission Guideline as well as lesson learnt
during implementation of SJSRY/ NULM in previous years.

Para marked 'Y': Job assignment of APO (earstwhile TPO who have been redesignated as APO).

Para marked 'E': Job assignment of different City Mission Managers posted at ULB Level in the line of KRA mentioned in NULM Mission Guideline.

Para marked 'F': Other activities proposed for smooth running of CMMU and smooth implementation of programme at City / Town Level.





Para marked 'G': Proposal of Review and monitoring of programme at regular basis at City, SULM & State Level.

Placed for kind approval.

If approved, the same may be communicated to all concerned from this end.

Director, SUDA

Mission Director, WBSULM

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Principal/Secretary.
M.A.Deptt.
&
Chairman, SUDA

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SMMU another for CMMU.

20/5/16



orders prepage

Accordingly, two drapts one for SMMU 8 and In for CHAD have are placed below for Epoporal. 20/5/16

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O-INOS. SUDA - 54/2014 (PE-1)/847, 847/1(7), 847/2(14) and SUDA - 54/2014 (Pt-1)/848, 848/1(7) each doled 14.6.2016.

Memo 20. SVDA - 54/2014 (00 I)/848 dt. 14.6.16 has been miled to 58 MB. of ULBS under NULM