



## ବିଜ୍ଞପ୍ତି (TENDER)

(FOR SELECTION OF FNGO FOR FUNCTIONING OF ANIMAL HELP  
LINE WITH AMULANCE SERVICES IN MALKANGIRI MUNICIPALITY  
UNDER DISTRICT, SPCA, MALKANGIRI).

Sd/- Dr. Tarun Kumar Mallick  
Chief District Veterinary Officer  
Malkangiri



**CHIEF DISTRICT VETERINARY OFFICER,**  
**MALKANGIRI.**  
**FISHERIES & ANIMAL RESOURCES DEVELOPMENT DEPARTMENT,**  
**GOVERNMENT OF ODISHA.**

Bid Reference No: 1540

Date: 25/05/2026.

**Floating of EoI for “SELECTION OF FNGO FOR FUNCTIONING OF ANIMAL HELP  
LINE WITH AMULANCE SERVICES IN MALKANGIRI MUNICIPALITY UNDER  
DISTRICT, SPCA.**

**Name and Address of the Tender Inviting Authority:**  
**CHIEF DISTRICT VETERINARY OFFICER, MALKANGIRI**

**E-mail-cdvomalkangiri@gmail.com**

**Contact person:**  
**Chief District Veterinary Officer, Malkangiri**  
**Tel- 9937123857, 9437349938**

**The various critical dates relating to the above EOI are as under:**

Schedule	Deadline
Date of publication of EOI document in website	Dt. 25.05.2026
Last date & time of receipt of EOI/ BID documents	Dt.18.06.2026, 5.00 PM
Date & time of opening of EOI/BID documents	Dt.19.06.2026, 11.00 AM.
Date and Time for Technical presentation-15 minutes for each short-listed FNGO/NGO in MS-power point (to be communicated)	Dt.20.06.2026 11.00 AM onwards

**Address for Communication**  
**For Receipt of Bid Document:**  
**For any inquiry contact with**  
**1-Dr.B.K.Sethy, ADV(OAW)-9437349938**

## TERMS OF REFERENCES (ToR) FOR ENGAGEMENT OF FACILITATING NON-GOVERNMENTAL ORGANISATION (FNGO)

Animal Help Line facility with ambulance service is implemented in the Malkangiri District Society for the Prevention of Cruelty to Animals (SPCA) through the Chief District Veterinary Officer (CDVO)-cum-Member Secretary, District SPCA, At- Malkangiri, Po/Dist-Malkangiri, Pin-74045 in order to provide emergency veterinary care to stray and destitute animals.

In order to support the implementation of the Animal Help Line Programme, involvement of a civil society organisation having expertise in animal welfare activities is to be engaged as per **Directorate AH & VS, Odisha, Cuttack Letter No.7909 dt.18.05.2026**. Accordingly, District Society for the Prevention of Cruelty to Animals (SPCA), Malkangiri invites Expression of Interest (hereinafter called "EoI") from **Non-Government Organisations (NGOs) having prior experience in the field of Animal Welfare Activities for engagement as Facilitating NGO (FNGO) for supporting the District Society for the Prevention of Cruelty to Animals (SPCA), Malkangiri, in "Setting up of Animal Helpline & Veterinary Ambulance Services" in Malkangiri Municipality.**

The engagement will be valid for a period of **one year** from the date of signing of MoU between District Society for Prevention of Cruelty to Animals (SPCA), Malkangiri and selected FNGO, subject to satisfactory performance by the FNGO, District.

*Interested FNGO/NGO can access and download Scope and terms of References (ToR) for engagement of FNGO and all relevant information available in the district website i.e. <https://malkangiri.odisha.gov.in> Sealed envelope marked to the above captioned address, containing EoI and non-refundable processing fee of Rs. 1000/- (rupees one thousand only) by way of Demand draft in favour of "Chief District Veterinary Officer Malkangiri" payable at Malkangiri to be submitted mentioning "EoI for supporting Animal Welfare Activities undertaken by District SPCA, Malkangiri". The said EoI documents in sealed envelope may be dropped in the drop box placed at o/o-CDVO, Malkangiri or may be sent through Registered Post/Speed post/Courier in the above address so as to reach before due date and time.*

The various critical dates relating to the above EoI are as under:

Schedule	Deadline
Date of publication EOI document in website	Dt. 26.05.2026
Last date & time of receipt of EOI/ BID documents	Dt.18.06.2026, 5.00 PM
Date & time of opening of EOI/BID documents	Dt.19.06.2026, 11.00 AM.
Date and Time for Technical presentation-15 minutes for each short-listed FNGO/NGO in MS-power point (to be communicated)	Dt.20.06.2026 11.00 AM onwards

**Place of opening of EOI/ BID documents and technical presentation –O/o the Chief District Veterinary Officer, Malkangiri (CDVO) At-Malkangiri, Po/Dist-Malkangiri.**

CDVO Malkangiri reserves the right to cancel/alter the advertisement, terminate the bidding process and reject all or any EoI without assigning any reason what soever. Delayed response (received after the due date and time) and canvassing in any form will lead to rejection of EoI.

Please quote EoI reference no. & date in all correspondences.

While submitting the EoI documents, it is to be ensured that filled in application completed in all aspects as per the prescribed format (Ref: Appendix-A) is to be submitted along with all the self-attested copies as per the requirement (Check list given at Appendix-C). Each page of EoI should be numbered and will be signed by the authorised person of the NGO and the page numbers are to be mentioned against corresponding items as per sl.no. given in Appendix-C). All entries along with the pages in the BID/EoI should be filled in clearly and legible.

## 1. SELECTION PROCESS OF FNGO:

The selection of the **Facilitating Non-Governmental Organization (FNGO)** will follow a two-stage process.

Firstly, the applicant NGOs will be shortlisted based on their **capacity and experience on Under taking animal welfare activities (Reference-Appendix-D).**

The short-listed NGOs will be called for to make a detailed presentation on their past experiences in implementation of programmes and also on their proposed action plan for supporting the Animal Help Line activities in Malkangiri Municipality Area.

The qualifying criteria and prioritization criteria for evaluation are as follows:

### 1. QUALIFYING CRITERIA

- i. Registered body under the Societies Registration Act of 1860(20 of 1860) or any other corresponding law for the time being in force and which is recognized by the Animal Welfare Board of India.
- ii. Having minimum 3 years of experience in implementing Animal Welfare activities along with social mobilization, awareness program. The organization should ensure that (supportive documents to be produced with EoI), it is carrying out animal welfare activities of which the main function of this type of organization can be as follows.
  - a) Maintenance of animal shelters and water troughs.
  - b) Maintenance of veterinary dispensary, animal clinic or mobile animal clinic
  - c) Conduct ABC operations to control population of stray dogs/cats.
- iii. The Agency should not be blacklisted by the Govt. / Govt. Bodies. (An affidavit from the Notary to this effect to be furnished in Non – Judicial stamp paper of Rs. 10/- as Given in Appendix-B)
- iv. BID/EoI without Processing Fee will be summarily rejected.
- v. Incomplete application, application without required documents, Delayed response (application received after the due date and time) and canvassing in any form will lead to disqualification/rejection of EoI.
- vi. Submission of forged documents will also result in rejection of the BID/EOI.
- vii. Any conditional BID shall be out-rightly rejected.

### 2. HUMAN RESOURCES

The FNGO will provide the following personnel/Manpower for supporting the implementation of the Animal Help Line activities.

Personnel	Number
Veterinary Doctors	02
AHL Assistant	02
AHL Attendant	02
Driver	02

### 3. TERMS & CONDITIONS FOR PROVIDING MANPOWER BY FNGO

- i) The engagement of FNGO and its continuance of engagement is based on the appraisal of its performance by the Society for the Prevention of Cruelty to Animals (SPCA), Malkangiri District against deliverables Animal Help Line Programme.
- ii) The personnel/manpower engaged by the FNGO cannot claim any right to a regular appointment at any time neither with the Society for the Prevention of Cruelty to Animals (SPCA), Malkangiri District nor with F&ARD Department, Govt. of Odisha.
- iii) During the tenure of engagement, the manpower provided by FNGO shall abide by the rules, regulations, conditions prescribed by the Member Secretary, District SPCA, Malkangiri and other superior officers SPCA.
- iv) During the period of engagement in the project, the personnel provided by the FNGO shall be required to work and attend the duties as may be assigned by the Nodal Officer for AHL Programme.
- v) In the event of unauthorized absence or any other misconduct by the Personnel deployed by the FNGO, such Personnel shall immediately be replaced.
- vi) The FNGO shall be held responsible for any loss sustained by the Society for the Prevention of Cruelty to Animals (SPCA), Malkangiri District/ F&ARD Department through fraud or negligence on the part of the Personnel deployed by the FNGO.
  - a) Upon termination of the FNGO engagement, Personnel shall be liable to handover all the assets and records in their possession to the Nodal officer.
  - b) The Personnel deployed by the FNGO shall not take up any assignment during the period of engagement.
  - c) FNGO will substitute the agreed manpower with higher or equal qualification if any personnel go on leave or due to any other exigencies so that delivery of public service will not be hampered. FNGO to keep additional manpower at their disposal accordingly for the purpose.
  - d) In case of intentional Failure to supply substitute of manpower within 48 hours will count towards breach of agreement and penalty @ Rs.500/- per day of delay beyond 48 hours/personnel will be levied on the FNGO. Delay beyond 10 days will amount a penalty @ Rs.1500/- per day of delay /personnel. Failure to supply the agreed manpower beyond 30 days will amount towards forfeiture of all claims, security money and blacklisting.
  - e) In the interest of public service CDVO will engage the required manpower from any other source and the differential expenditure beyond the agreed rate if any will be born by the FNGO.
- vii) The Earnest Money Deposit (EMD) of Rs.05,000/-(Rupees five thousand only), refundable (**without** interest), should be necessarily accompanied with the Technical Bid of the service provider in the form of Demand Draft/ Pay Order drawn in favour of Chief District Veterinary Officer, Malkangiri” through any schedule commercial Bank payable at Malkangiri **failing which the tender shall be rejected summarily.**

- viii) The bidder selected so have to deposit Performance Security Deposit of **Rs.15,000/- (Rupees fifteen thousand) only** in shape of Demand Draft/Bank Guarantee from any nationalised banks drawn in favour of the “Chief District Veterinary Officer, Malkangiri” covering the period of contract. within five days of selection for signing in the agreement and release of the contract. In case, the contract is further extended beyond the initial period, the Bank Guarantee will have to be accordingly renewed by the successful tenderer/bidder. The Security Deposit will be refundable without any interest after successful termination of contract period.

#### 4. Minimum qualifying criteria for deployment of manpower for AHL Programme by the FNGO

##### A. Veterinary Doctor

- i. Graduate in Veterinary Science and Animal Husbandry from a recognized College/ University.
- ii. Registered and valid Practitioners of Odisha Veterinary Council
- iii. Age not above 65 years
- iv. Preference for Younger Veterinarians

##### B. AHL Assistant

- i. Candidates having plus 2 (science)/ 2-year Diploma in Animal Sciences from a recognised educational institution.

##### OR

The candidate must have passed plus 2 Vocational Courses in field of Animal Husbandry/ Dairy/ Poultry/ Animal Production from a recognised educational institution.

- ii. Age not above 55 years.

##### C. AHL Attendant

- i. Candidate should have passed 10<sup>th</sup>+ from a recognised educational institution.
- ii. Age not above 55 years
- iii. Should be physically fit to work in the field.

##### D. Driver

- i. Candidate must have valid commercial vehicle license with specific training in operating emergency vehicle.
- ii. He must have 10<sup>th</sup> pass certificate from recognized board.
- iii. He must have knowledge of fluency in Odia Language.
- iv. His age must be between 18 to 38 years
- v. He should not have a criminal background.
- vi. He should not have night blindness disease or colour blindness disease.
- vii. He should have minimum common knowledge of minor repair of the vehicle.
- viii. He must be punctual obedient and non-alcoholic.

#### 5. Job Description & Responsibilities

##### A. Job Description of Veterinary Doctor

- i. He/ she will attend duty at Veterinary Dispensary/ Veterinary Hospital on an 8 hourly **shift basis for 2 shift from (6 am to 2 pm & 2 pm to 10 pm)** at Malkangiri and offer animal health care services to stray and abandoned animals under Animal Help Line.
- ii. To provide follow up treatment of sick / injured animals being rescued or attended under AHL
- ii. To Plan and organise vaccination campaign for FMD vaccination in stray animals in Municipal Corporation /Municipalities/ NAC area being covered under AHL.
- iv. To Supervise receiving and recording of calls in Call register.
- v. To Train the AHL Assistant and other staff attached to Animal help Line in receiving and recording of calls etc.
- vi. To Facilitate proper disposal of carcasses in coordination with Malkangiri Municipal Corporation.
- vii. He/ she will sign the log book of vehicle.
- viii. He/ she will report to AHL Nodal Officer for any issue relating to Animal Help Line or ambulance service.
- ix. Redressal of complaints of any of the citizen.
- x. Maintenance of Stock and utilization of medicine
- xi. Rescue of sick animals in Malkangiri Municipality area being covered under AHL for treatment & in other areas within Malkangiri district in special cases as directed by CDVO-cum- Member Secretary, District SPCA, Malkangiri.
- xii. Submit Monthly Report to Nodal Officer as identified by CDVO-cum- Member Secretary, District SPCA, Malkangiri regarding progress of Animal Help Line.
- xiii. Any other job assigned as and when required by Nodal Officer AHL / CDVO-cum- Member Secretary, District SPCA, Malkangiri for smooth functioning of Animal Help Line.

#### **B. Job description of AHL Assistant**

- i. He/ she will work in close coordination with the Veterinary Doctor in the Animal Help Line.
- ii. He/ she will assist in treatment of Animal Helpline cases in field
- iii. He/ She will take up vaccination of stray animals against F.M.D.
- iv. Prepare Report return of AHL
- v. He/ she will follow up of treatment of AHL cases in field under the direct supervision of veterinary Doctor.
- vi. He/ she will assist in rescue of sick animals, such as stray Bulls/Cows/Dogs etc. for treatment/ operation at Veterinary Hospital etc.
- vii. Receive and maintain data base of all calls entertained under Animal Helpline
- viii. He/ she will maintain stock and store at AHL Unit
- ix. He / She will keep a track on daily calls made to Animal Help Line services and follow up.
- x. He/She will report to Veterinary Doctor directly and Nodal Officer, Animal Help Line for day-to-day routine jobs
- xi. Any other job assigned as and when required by Veterinary Doctor / Nodal Officer / CDVO-cum- Member Secretary, District SPCA, Malkangiri for smooth functioning of Animal Help Line

### C. Job description of Attendant engaged under AHL

- I. Work in close coordination with the Veterinary Doctor and AHL Assistant in the Animal Help Line as a team.
- II. Undertake restraining of animals for treatment of Animal Helpline cases.
- III. Take up vaccination of stray animals against F.M.D. in the area of operation of AHL.
- IV. Undertake follow up of dressing of wounds of sick and wounded animals, etc as per the advice of Veterinary doctor.
- V. Assist in rescue of sick animals, such as stray Bulls/Cows/Dogs etc. for treatment/ operation at Veterinary Hospital etc.
- VI. Will report to Veterinary Doctor directly and Nodal Officer, Animal Help Line for day-to-day routine jobs.
- VII. Any other job assigned as and when required by Veterinary Doctor / Nodal Officer AHL/ CDVO-cum- Member Secretary, District SPCA, Malkangiri for smooth functioning of Animal Help Line.

#### D. Job description of Driver

- i. He will drive the vehicle safely
- ii. He will work according to the instruction of the Nodal Officer.
- iii. He will not claim permanent job in future.
- iv. He will always present in the ambulance in the duty hour.
- v. He will not claim excess amount if the duty period exceeds while doing emergency work.
- vi. He will not hesitate to work any shift duty assigned to him either from 6 AM to 2 PM or 2 PM to 10 PM duty hour.
- vii. He will attend beyond the duty hour if such alarming case arises.
- viii. He should be gentled, cooperative and obedient to the team members of Animal helpline unit.

### 6. REMUNERATION & ADMINISTRATIVE COST:

The FNGO will be paid on monthly basis by the District Society for the Prevention of Cruelty to Animals (SPCA) towards remuneration of personnel deployed along with management and administrative charges by the Member Secretary District SPCA, Malkangiri. The payment will be released on submission of Performance Appraisal Report along with Absentee Statement every month by Nodal officer, ABC/AHL Program. The total payment will be released directly to the Bank Account of the FNGO.

Sl. No	Personnel	Remuneration per month	Remarks
1	Veterinary Doctor	65,000	Including all statutory charges towards engagement of Human Resources like EPF ESI, Service charges, GST etc.
	AHL Assistant	30,000	
	AHL Attendant	20,000	
	Driver	25,000	

All disputes shall be under the jurisdiction of the court at **Malkangiri, Odisha.**

Sd/- Dr. T. K. Mallick  
Chief District Veterinary officer,  
Malkangiri

## APPLICATION FORMAT (GENERAL DETAILS OF THE BIDDER)

1.	<b>a. Name of the Organization</b>	
	<b>b. Abbreviation name of Organization, if any</b>	
	<b>c. Address of Organization</b>	
	<b>Mailing and Correspondence Address-</b> Attach copy of telephone bill/ electricity bill (not older than 2 months) /bank pass book etc as Proof of Address of Office	
	<b>d. Contact person</b>	
	<b>Name</b>	
	Designation / Title	
	Telephone No. (Land Line/ Mobile)	
	Email	
	(i) Is the organization registered: Yes/ No	
	(ii) If yes, under which Act: Society Act/ Trust Act Company (Section-25)Act or Any Other (attached copy)	
	(iii) Year of Registration	
	(iv) Since how long it is operational (No. of Years)	
	(v) NITI Aayog Registration no If yes, Attach a copy	
	(vi) Animal Welfare Board of India (AWBI) Registration No. If yes, attach a copy	
	(v) Whether organization is registered under FCRA: If yes(Attach a copy)	
	(vi) Whether registered under Income Tax (Yes/ No) (Attach a copy)	PAN No-
	(vii) Whether having GST registration, if yes (Attach a copy)	GST No-
	(viii) Whether having EPF registration certificate available? If yes (Attach a copy)	EPF registration No.-
	(ix) Whether having ESI registration certificate available? If yes (Attach a copy)	ESI registration No.-
	(x) Processing fee details-Rs.1000/-	
	(xi) Bank account details	

**1. Give Details of Board Members (Current Status)**

Sl.no	Name	Address	Position/ Designation
1			
2			
3			
4			

**2. Annual Turn Over for last 3 Years (First 3 years if Income Tax return for the financial year 2023-24 is not yet submitted).**

Sl. No.	Financial Year	Turn over Rs. In Lakh	Average annual turnover of 3 years in lakh
1	2021-22		
2	2022-23		
3	2023-24		
4	2024-25		

Copies of Audited Annual Reports, Income Tax return, Income-Expenditure statement & Balance Sheet to be enclosed.

**3. Details of professional Experienced Staff**

Sl. No.	Area of Expertise	Name of staff	Qualification*	Yrs. of Experience
1				
2				
3				
4				

\* Copies of the Certificates are to be attached in support

**4. Details of Experience in implementing Animal Welfare Activities in Odisha**

Sl. No.	Name of Scheme/ Program#	Area of Implementation	Activities undertaken	Total Fund utilized in Rs.

# Copies of the documents are to be attached in support

NB- Separate sheet may be attached when the space provided for any of the above is inadequate.

Signature of the Authorised Signatory

**DECLARATION BY THE FNGO**

1. I, \_\_\_\_\_ son/ daughter/ wife of \_\_\_\_\_, Proprietor/ Director/ authorized signatory of \_\_\_\_\_ (Name of the FNGO), competent to sign this declaration and execute this tender document have read and understood the terms and conditions relevant to Expression of Interest (EoI) vide advertisement No.....;Date.....and submitted the proposal in accordance with the terms and condition of the above-mentioned notification.
2. The information furnished in the proposal are true and factual and I clearly understand that our proposal is liable for rejection, if any information furnished is found to be incorrect and not factual at any point of time, the CDVO-cum-Member Secretary, District SPCA, Malkangiri without assigning any reason thereof, will have the right to initiate any action as deemed fit.
3. I, hereby undertake that, our organization/FNGO has not been blacklisted / debarred by any of the Central / State Government Department/ Office or by any Public Sector Undertaking (PSUs) and not blacklisted by any authority during the recent past.

Place:

Signature of the Authorized Representative

Date:

Name:

Designation:

Seal of the Organization:

**NB- On the Stamp Paper of Rs. 10.00 in shape of affidavit from the Notary**

## List of Documents to be submitted along with Application Form

Sl. No.	Documents	Submitted Yes/No	Page no
1	Covering letter along with the authorization certificate on the bidder's letter head when a person has been authorized to sign on behalf of the bidder		
2	Filled in application as per the prescribed format (Appendix-A)		
3	Copy of Registration Certificate of the Agency		
4	Proof of Address of Office (Copies of telephone bills, electricity bills (not older than 2 months) /bank pass book etc)		
5	Copy of AWBI Registration No		
6	Copy of NITI Aayog Registration No		
7	Copy of the FCRA Registration No.		
8	Copy of PAN Card		
9	Copy of GST Registration No		
10	Copy of EPF Registration No		
11	Copy of ESI Registration No		
12	Copy of the first page of the Bank pass book of the organization		
13	Copy of the Bye-law of the organization		
14	Processing fee- DD of Rs.1000/- attached in original		
15	Copies of Audited statement of Accounts, Balance Sheet and Income-Expenditure returns for last three years		
16	Bio-data of the Staff members of the existing professional staff and copies of certificates of their qualification		
17	<b>Copy of Agreement/ Work order for implementation/ facilitation of schemes on Animal Welfare activities</b> (Relevant Past Achievements- It may include the types of Animal Welfare activities implemented by the FNGO, Coverage area and their Achievements (Physical & Financial), publications, Success Story etc.)		
18	Experience of implementing other Government sponsored Projects (copies to be submitted in support)		
19	GST Return of Last 3 Years		
20	Declaration by the FNGO on the Stamp Paper of Rs. 10.00 in shape of affidavit from the Notary in original		
21	Any other ...pl mention		

(While submitting the EoI documents, each page should be numbered and will be signed by the authorised person of the NGO and corresponding page numbers are to be mentioned against each item)

## Criteria for Selection of FNGOs

Sl. No	Parameter	Range	Marks	Maximum Marks
1	2	3	4	5
1	Annual average turn-over for last 3 years	<Rs. 2 lakhs per annum	2	10
		Rs. 2-5 lakhs per annum	4	
		Rs. 5-10 lakhs per annum	7	
		> Rs. 10 lakhs per annum	10	
2	Infrastructure (Office premises)	No Office	0	10
	Office establishment	Office with minimum Furniture	5	
		Office with Computer, Internet, Telephone etc	10	
3	Number of existing experienced Professional staff	No experienced staff available	0	20
		Social Development Professional, Graduate	5	
		Support staff for Computer Operation	5	
		Animal Welfare Expert, Graduate	5	
		Other Professional Expert >2	5	
4	Experience of implementing Animal Welfare Activities	0 - 2 years	2	20
		2-4 Years	6	
		4-6 Years	10	
		6-10 Years	14	
		> 10 years	20	
5	Experience of implementing other Government sponsored Projects (copies to be submitted in support)	Nil	0	10
		1 - 2 Projects	2	
		3 - 5 Projects	5	
		6 - 10 Projects	10	
		> 10 Projects	15	
6	Presentation by the Agency Regarding experience in taking up Animal Welfare activities		15	30
	Regarding Plan of Action for facilitating Animal Welfare Activity - Animal Help Line		15	

**FINANCIAL BREAK UP OF REMUNARATION**

(For providing Manpower Services to CDVO, Malkangiri)

1. Name of Tendering Service Provider:
2. Rate per person per month inclusive of all statutory taxes:

Sl. No.	Manpower Type	Monthly rate per person							Total	GST	Total per person
		Basic Remuneration/ wage (as fixed notified by Odisha Govt.)	EPF (Amount @ ___%)	ESI (Amount @ ___%)	Other statutory dues if any	Service Charge @ ___% Commission					
1	Veterinary Doctor									65,000	
2	AHL Assistant									30,000	
3	AHL Attendant									20,000	
4	Driver									25,000	

The minimum service charge shall be 3.85% (3% profit plus transaction charges provided that the service charges should not exceed 7% in any case.

Date:  
Place:

Signature of the authorized person  
Name:  
Seal:

**Notes:**

1. The take home remuneration/ wage for the persons deployed should be no case be less than the minimum remuneration/wage fixed/notified by the Govt. of Odisha.
2. The total rates quoted by the Service Provider should be inclusive of all statutory taxation/liabilities in force during the time of entering into the contract. The Authority will have no liability in relation to any statutory or other dues.
3. The payment shall be made on conclusion of the calendar month only on the basis of No. of working days for which duty has been performed by each manpower as certified by the Authority.