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**Minutes of the 1st General Body meeting of Uttarakhand
Landslide Mitigation and Management Centre (ULMMC)
held on April 21st, 2023.**

The first General Body meeting of ULMMC was convened under the chairmanship of Hon'ble Chief Secretary, Government of Uttarakhand on 21st April, 2023 at the Secretariat.

The following members/persons were present in the meeting:

1	Shri Ramesh Kumar Sudhanshu	Principal Secretary, Govt of Uttarakhand
2	Dr. Ranjit Kumar Sinha	Director General, ULMMC
3	Dr. Anand Srivastava	Additional Secretary, Disaster Management
4	Smt. Ranjana	Additional Secretary, Department of Energy
5	Shri Dharam Singh	Additional Secretary, Dept of Forest and Environment
6	Shri D. Paliwal	Additional Secretary, Dept of Finance
7	Shri Umesh Narayan Pandey	Additional Secretary, Dept of Irrigation
8	Dr. Shantanu Sarkar	Director, ULMMC
9	Dr. Kalachand Sain	Director, WIHG, Dehradun
10	Shri S. C. Baloni	Director, UJVNL
11	Shri D. K. Yadav	Engineer in Chief, PWD
12	Shri M. R. Arya	Chief Engineer, UPCL
13	Shri Sanjeev Kumar Srivastava	Superintending Engineer, Irrigation Dept
14	Dr. Kranti G. Jain	NIT, Uttarakhand
15	Dr. Srikrishnan	IIT, Roorkee

The meeting started with the opening remarks by the Chairperson on the need and importance of establishing the center for landslide studies. The Chairperson emphasizes to establish a world class institute covering the studies holistically on landslides and to provide sustainable solutions for landslide issues through proper mitigation and management.

Director ULMMC presented a brief overview of ULMMC including the vision, mission, objectives, services to be offered by the center, approved structure of the staff and appointed staff, current activities and future direction, project proposals to be initiated with current manpower along with the meeting agendas.

The following were the agenda points discussed in the meeting:

Agenda 1: Post-facto approval on revised eligibility and age limit for the Post of **Director**. In this regard, a corrigendum has been issued vide office order 1143/USDMA-975(2022) dated 10.10.2022.

Agenda 2: Approval to revise eligibility criteria & salary for various technical positions (12 no.)

Agenda 3: Approval of changes in the Designation/Post

The approval of Agenda no. 1 and 3 were agreed by the members where as discussion related with Agenda 2 along with the following suggestions were given by the Chairperson, Secretary and members of the meetings:

1. It was advised to strengthen the interview board and rigorous interview process as to obtain the best aspirants in ULMMC.
2. Since the number of applications received for 43 various posts were less and many of the positions did not get filled as no suitable candidates were found, therefore, relaxation in educational qualifications and experience were advised. It was proposed that the salary structure

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needs to be revised in a manner to introduce different slabs according to the individual experience. In this regard, Standard Operating Procedure (SOP) must be prepared.

Other than above points the following additional suggestions were given by the Chairperson/Members:

- There is need to encourage and implement the Bio-engineering/mitigation measures for mitigation of landslides, wherever possible, so as to get eco-friendly solutions which will also reduce the cost of civil works. In this regard, ULMMC must coordinate with Forest Department for knowledge sharing & capacity building and sign MOU for the same.
- ULMMC must plan & conduct a seminar on landslides within the coming few months, involving international experts, so that its visibility and networking with other institute may increase along with exchange of knowledge on landslides.
- ULMMC must coordinate with State PWD/NH for identifying and prioritizing the landslide zones which will affect the connectivity of the localities. A detailed report will be prepared for the mitigation measures to be adopted for the same.
- Community based programs/projects should be prepared and promoted by ULMMC through which the locals will be trained and educated regarding the landslide risks and actions need to be taken for various level of risks, which in return will be helpful to manage the adverse impact of landslide on livelihood.
- In order to promote understanding and skills of local community, a chair should be set up, under ULMMC, in colleges/universities of hilly terrains to engage young scholars for the internships on landslides. The scholars/researchers can be provided with a certificate of participation and/or stipend depending upon the nature of the research carried out by them.
- ULMMC must work on the comprehensive study of landslides with few townships where already incidences of land subsidence have been occurring. For this purpose, Drone/LIDAR based study may be carried out which will be helpful to plan further mitigation/management plans.
- It was also suggested by the Chairperson to initiate MOU with the International /National Institutions and Organizations for research purposes and knowledge sharing.

The meeting ended with thanks to the Chairperson.

Signed by Ranjit Kumar Sinha

Date: 17-05-2023 18:02:59

(Dr. Ranjit Kumar Sinha)
Director General, ULMMC/
Secretary, Disaster Management
Government of Uttarakhand

Ref No. **63 /ULMMC**

Dated / 17-05-2023

/2023 CC to the following for information & necessary action: -

1. All concerned present during the meeting.
2. Master file.

(Dr. Ranjit Kumar Sinha)
Director General, ULMMC/
Secretary, Disaster Management
Government of Uttarakhand

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Standard Operating Procedure

This SOP is framed as per the recommendation given by the committee in the 1st General Body meeting of ULMMC held on 21st April 2023. It is related to the change of educational qualifications and salary structures according to market value and experience. It was found that less number of applications received during the previous advertisement Letter no 464/XVII-(B-2)/5(UDRP-AF)/2021 dated 12 August 2022 of various posts under ULMMC and suitable candidate were not found in several posts. The current vacant posts under ULMMC are:

1. Chief Consultant (1 Post)
2. Principal Consultant (1 Post)
3. Geologist (1 Post)
4. GIS Expert (1 Post)
5. Hydrologist (1 Post)
6. Procurement Expert(1 Post)
7. Superintending Engineer (1 Post)
8. Executive Engineer (4 Post)
9. Geophysicist (1 Post)
10. Structure Engineer(1 Post)
11. Earthquake Engineer (1 Post)
12. Design Engineer (2 Post)
13. Manager Human Resources (1 Post)
14. Documentation Expert (1 Post)

The proposed Salary /Educational Qualifications are decided based on several factors such as the level of education, years of experience in the relevant field and the skills of the employee & the demand for those skills at ULMMC.

The proposed modification in the essential and desirable qualifications/salary for different posts are given in Table 1, 2 and 3.

Table 1: Modified Educational qualification /salary for the position of Chief Consultant and Principal Consultant

Position	Previous Educational Qualification	Previous Salary Structure	Modified Educational Qualification	Modified Salary Structure
	PG in Geotechnical Engineering/ Soil Mechanics & Foundation Engineering with minimum 15 years+ Experience in SI	Contractual Rs 2,50,000 Or Depuration as per Departmental Scale	i. MSc/ MSc Tech/ M Tech in Geotechnical Engineering/Soil Mechanics/ Soil Dynamic Rock	Upto Rs 2,50,000

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Chief Consultant	<p>ope Stabilization including Landslide Mitigation/Flood Protection Measures (work experience in hilly terrain is preferable)</p>		<p>mechanics/ Geology/ Applied Geology/Earthquake Engineering/Foundation Engineering with minimum 12 + years of Experience mainly in Landslide Mitigation and Slope Stabilization.</p> <p>ii. PhD candidate will be given preference</p> <p>iii. Research/ Projects/ Professional experience will be counted</p>	<p>(negotiable) or on deputation as per departmental Scale</p>
Principal Consultant	<p>PG in Geotechnical Engineering/Soil Mechanics & Foundation Engineering/ Structural Engineering with minimum 10 years+ Relevant Experience in Landslide Mitigation</p>	<p>Contractual Rs 2,00,000</p> <p>Or Deputation as per Departmental Scale</p>	<p>i. MSc/ MSc Tech/ M Tech in Geotechnical Engineering/Soil Mechanics/ Soil Dynamics/ Rock Mechanics/Rock Engineering / Geology/ Applied Geology/ Engineering Geology/Earthquake Engineering/Foundation Engineering with minimum 10 + years of Experience mainly in Landslide Mitigation and Slope Stabilization.</p> <p>ii. PhD candidate will be given preference</p>	<p>Upto Rs 2,00,000 (negotiable) or Deputation as per departmental Scale</p>

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			<p>nce</p> <p>iii. Research/ Projects/ Professional experience will be counted</p>	
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Table 2: Modified post and Educational qualification for the various position

S. No	Position	Function	No. of Post	Educational Qualification and Experience (As per previous advertisement)	Educational Qualification and Experience (Proposed Qualifications)
1.	Geologist	Expert on various geological	01	(a) PG in Geology + minimum 05 years slope stabilization experience	Essential Qualifications: i) MSc/ MSc Tech / M Tech in Geology/Applied

S. No	Position	Function	No. of Post	Educational Qualification and Experience (As per previous advertisement)	Educational Qualification and Experience (Proposed Qualifications)
		issues			<p>Geology/Geotechnology Desirable Qualifications:</p> <p>i. Work experience in the area of slope stability in hilly terrains.</p> <p>ii. PhD./Research/ Projects/ Professional experience will be counted in relevant field.</p>
2.	GIS Expert	Expert in GIS mapping and modeling	01	(a) PG in GIS/Remote Sensing with minimum 10 years of experience in the field of GIS mapping and modeling related project preferably in Himalayan terrain.	<p>Essential Qualifications:</p> <p>a) MSc/M.Tech in GIS /Remote Sensing.</p> <p>Desirable Qualifications:</p> <p>a. Working Experience in the field of GIS mapping/rem</p>

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					<p>ote sensing will b e given preferenc e</p> <p>b. PhD/Research/ Pr jects/ Profession al experience will be counted in relevant field.</p>
3.	Hydrologist	Expert o n hydrolog y/ river & s tream train ing	01	(a) PG in Hydrology + minimum 10 years of e xperience in river traini ng and flood control	<p>Essential Qualifications:</p> <p>a) Masters in Hydrology/Water resource managem ent or Equivalent.</p> <p>Desired Qualifications:</p> <p>a. Experience in the field of Hydrologic al Investigation wi ll be given prefere nce</p> <p>b. PhD./Research/ Pr jects/ Profession al experience will be counted in rele vant field.</p>
4.	Procurem ent Expert	Contract & Procure ment	01	(a) B.E./BTech/Master' s Degree with minimu m 10 years of experien ce in contract and proc urement function	<p>Essential Qualifications:</p> <p>a) MBA/Masters i n Maths/ Accounts/ Finance / Commerce / Operational Manag ement or B.Tech/M. Tech (in any field) w ith 5 years of experie nce in procurement functions.</p>
5.	Superintending Engineer	Zonal Hea ds for Miti gation Wor ks Supervision	01	Superintending Engineer lev el officer a graduation in Ci vil Engineering + minimum 15 years of experience with slope stabilization/protection work	NO CHANGES
6.	Execut ive En gineer	Heads fo r Mitigatio n Works S upervision	04	Executive Engineer level of ficer a graduation in Civil E ngineering + minimum 10 y ears of experience with slop e stabilization/protection wo rk	NO CHANGES

S.		No.	Educational Qualif ication and Experi	Educational Quali
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No	Position	Function	of Post	ence (As per previous advertisement)	ification and Experience (Proposed Qualifications)
Total			09		
1.	Geophysicist	Expert in Geo-Physical Investigation/ studies	01	PG in Geophysics or Geo-Science with minimum 10 years of experience in geophysical investigation	<p>Essential Qualifications: a) Masters in Geophysics Desirable Qualifications:</p> <p>a. Working experience in Geophysical Field Survey/Interpretations will be given preference</p> <p>b. PhD./Research / Projects/ Professional experience will be counted in relevant field</p>
2.	Structural Engineers	Expert on slope Retaining Structures	01	PG in Structural Engineering + minimum 10 years designing retaining structures experience	<p>Essential Qualifications : a) Master's in Structural Engineering.</p> <p>Desirable Qualifications: a) Working Experience in designing of Retaining Structures/Soil Stabilization works will be given preference.</p>
3.	Earthquake Engineer	Expert on Structural Dynamics /Soil Dynamics	01	PG in Earthquake Engineering + minimum 10 years relevant experience	<p><u>Instead of 01 Earthquake Engineer, 01 Senior Geologist is required.</u></p> <p>Essential Qualifications : a) MSc/ MSc Tech / M Tech in Geology/Applied Geology with minimum 5 years experience is required in landslide studies/slope</p>

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	man resource s	ction for Organizatio n		years of experience in HR a ctivities	t with minimu m 5 years of experience in HR activities
6.	Documenta tion Expert	Documenta tion Contro l	01	Postgraduate / Masters in M anagement with minimum 8 years of experience in docu mentation activities	i. Bachelor in Scienc e/ Technology /En gineering or equiv alent with 5 years of experience in re port writing and d ocumentations acti vities OR ii. Masters in any disc ipline with 2 years of experience in re port writing and d ocumentations acti vities
		Total	07		

Table 3 : Modified Salary For the Subject Specific Experts/Engineers under ULMMC

Levels based on Experience	Posts under the category	Experience in the relevant field	Proposed Salary Structure as per experience (Consolidated)	Modified Salary Structure
Entry Level	Post 1. Geologist Post 2 :GIS Expert Post 3: Hydrologist Post 4 : Geophysicist Post 5: Structural Engineer Post 6: Senior Geologist (Middle & Higher Levels) Post 7: Geotechnical Engineer	Freshers to 5 years	Rs 35,000 (0-1 year Exp)	Upto Rs 55,000
			Rs 40,000 (1-2 year Exp)	
			Rs 45,000 (2-3 year Exp)	
			Rs 50,000 (3-4 year Exp)	
			Rs 55,000 (4-5 year Exp)	
Middle Level		5+ to 10 years	Rs 60,000 (5-6 year Exp)	Upto Rs 1,00,000
			Rs 70,000 (6-7 year Exp)	
			Rs 80,000 (7-8 year Exp)	
			Rs 90,000 (8-9 year Exp)	
			Rs 1,00,000 (9-10 year Exp)	
Higher Level		10+ to 15 years	Rs 1,10,000 (10-11 year Exp)	Upto Rs 1,50,000
			Rs 1,20,000 (11-12 year Exp)	
			Rs 1,30,000 (12-13 year Exp)	
			Rs 1,40,000 (13-14 year	

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			Exp)	
			Rs 1,50,000 (14 -15 year	
			Exp)	

For the Post 1 to 3, salary may propose on deputation basis as per departmental scale. The salary of **Manager Human Resource, Documentation Expert and Procurement Expert** are not changed and as per the previous advertisement

- Candidate with other degree mention in the above table 2, but exceptional experience in the relevant field may consider him/her to call for interview, ONLY AFTER, submission of proof/experience certificate mentioning years of experience in relevant work undersigned by the competent authority/Registrar/Director/Project manager
- The PhD experience will be consider if regular and as per the UGC Guidelines/rules and must be in the relevant field only.
- The teaching experience will only be consider, if candidate obtain regular PhD and as per the UGC Guidelines and having research experience in the relevant field.
- In any other conditions, the competent authority has full right to fix the salary as per the performance based on the interview of a candidate and the need of the skills of a candidate for the post.
- Candidate has no right to claim for the experience and salary according to the Table 3 if his/her experience are not in the relevant field and decided by the competent authority, if selected.