

CONTRACT OF DEPLOYMENT- NORCAP

Name:	Hari Krishna Nibanupudi		
Person No:	100375	Agresso #	7194
Grade:	Grade 9	Position percentage:	100
Is hereby employed as:	Climate Emergency Expert UNHABITAT Beirut P4 NORCAP	P-Level:	P4
Contract period:	10.07.2023 - 30.06.2024	Roster:	NORCAP
Contract extension:		Partner Organisation:	UNHABITAT
Costing Period:	10.07.2023 - 30.06.2024	Project no:	M1SM2301 (100%)
Country (physical location):	India		
Salary Station:	Beirut		
Home address:	Plot 352 and 353, Phase II, SAKET Colony, KAPRA 500062 Hyderabad India		

This contract of deployment is valid until and including 30.06.2024 after which it will expire automatically without further notice. The contract may be terminated with two weeks' notice during the trial period and one- or three-months' notice during the rest of the contract period, depending on length of contract, by either party to the contract, e.g due to lack of project funding. See conditions of appointment.

NORCAP Monthly payment (100%):

Item	NOK
Base salary	68,223.00
Hardship Allowance level based on AIRINC's evaluations	Refer to Annex 3 Hardship table
Cost of Living Allowance (CoLA) level based on AIRINC's evaluations	Refer to Annex 3 CoLA table
Roving allowance (only for roving positions with high frequency of relocation, 70% +)	Refer to Annex 3 Roving table
Disruption allowance (if applicable. Contracts of six months or less duration and only first 3 months of contract)	N/A
Strategic Position Allowance (if applicable. Refer to Annex 3 Strategic position table)	N/A
NORCAP Compensation allowance	N/A
NRC International pension plan	Deduction 8%

Salary and allowances: Salary and allowances are based on Appendix 2 "NORCAP Pay structure and pay progression" and Appendix 3 "NORCAP and NRC International allowances". Changes in the rates for the allowances in the contract will follow the NRC's adjustments and enter into force immediately for all on contracts and all new contracts including extensions, despite possible reduction of the allowances. Salary and allowances are disbursed to given bank account on the 25th each month.

Lodging: The cost of lodging is refunded based on submitted lodging claims electronically in Current (see Guidelines for Current). If it is necessary to stay in lodging which is more expensive than the maximum rate which is specified in the conditions of appointment the Deployee must seek prior approval from their Deployment Adviser.

Insurance: The Norwegian Refugee Council will provide travel and medical insurance through our insurance partner for the contract period.

Pension, Social Security, Vacation: See Conditions of Appointment

Attached: Associated Conditions of Appointment and "Code of Conduct for NRC Deployees"

The attached Conditions of Appointment and Code of Conduct for NRC Deployees form an integral part of this Contract of Deployment, and by their signature thereof, the deployee confirms that the terms and conditions stated therein are understood and accepted.

You are asked to return a signed copy of the contract to the Norwegian Refugee Council. This contract supersedes all other contracts which are dated prior to today's date.

Date:
Norwegian Refugee Council

DocuSigned by:
Astrid Sween
FC1DB22DDF4C441...

Date: 06 July 2023
Deployee:

Benedicte Giæver
Director NORCAP

Name: Hari Krishna Nibanupudi