



Republic of Uganda

**TERMS OF REFERENCE FOR CONSTRUCTION SUPPORT SUPERVISION OF
FARM ACCESS ROAD CHOKES IN THE 69 DISTRICTS UNDER UCSATP, MAAIF**

1. INTRODUCTION

1.1 Background

The Government of Uganda, through the Ministry of Agriculture, Animal Industry and Fisheries is implementing the Uganda Climate-Smart Agricultural Transformation Project (UCSATP) with financing from the World Bank. The project's development objective is to increase productivity, market access, and climate resilience for selected agricultural value chains including crop, livestock, fisheries, and beneficial insects by addressing constraints along the entire production and commercialization pathway and to respond to any emergency occurrence. UCSATP is implemented in 69 districts, including 7 Refugee Hosting Districts (RHDs), spanning 13 agro-ecological zones, making it one of the most geographically diverse agricultural programs under MAAIF. UCSATP is structured around five interlinked components and thirteen subcomponents, namely:

1. Strengthening Climate-Smart Agricultural Research, Seed, and Agro-Climatic Information Systems.
2. Promoting Adoption of Climate-Smart Agriculture Technologies and Practices.
3. Market Development and Linkages for Selected Value Chains.
4. Contingency Emergency Response Component (CERC);
5. Project Management, Coordination, and Implementation.

Under Component 3: Market Development and Linkages, UCSATP finances critical rural infrastructure to enable farmers to access input and output markets more reliably and affordably. A major investment under this component is the improvement, rehabilitation and construction of farm access road chokepoints (elimination of the key bottlenecks or barriers), targeting approximately 569kms across all 69 districts. These chokepoints are short but strategically important sections that frequently become impassable due to washed-out culverts, swamp crossings, steep gradients, and inadequate drainage. Their impact is far-reaching: higher transport costs, reduced farm-gate prices, and increased post-harvest losses of perishables such as fruits, vegetables, milk, and fish.

When left unaddressed, they severely limit farmers' ability to move produce to aggregation centres and markets, especially during rainy seasons. Unreliable farm access roads also hinder the delivery of essential agricultural resources like seed, fertilizer, machinery services, and Artificial Insemination (AI), making it harder for farmers to adopt advanced technologies and limiting productivity gains. In districts hosting refugees, poor road access increases the isolation of both refugee and host populations, making it difficult for them to take part in markets and worsening persistent food insecurity. Additionally, weak infrastructure deters private investment in rural areas, slowing economic development and reducing job opportunities. These chokepoints also worsen the effects of climate-related events, leading to repeated erosion, flooding, and failures in infrastructure that further weaken community resilience. If not addressed, these obstacles also lessen the value of other UCSATP investments, such as AI centers, aggregation facilities, hatcheries, and mechanization hubs, since farmers cannot reliably reach them.

The farm access roads selected for rehabilitation or construction are distributed throughout rural regions of the country. Due to their national scope and widespread locations, these projects require close and ongoing monitoring to maintain quality and ensure that standards

and safeguards are met. The infrastructure investments involve multiple sites, which are widely scattered often in remote areas where District Local Governments (DLGs) have varying levels of technical expertise and capacity for enforcing safeguards. Construction is also affected by weather conditions, and poor planning or oversight can result in structural flaws, early breakdowns, and increased costs. Contractors vary in their technical skills and understanding of environmental, social, and GBV/SEA/SH requirements, increasing the risk of non-compliance. With many sites across 69 districts, fiduciary and safeguard risks are elevated, there is need to have an integrated supportive supervision team to link with the ministry.

To ensure quality delivery, the project requires a dedicated construction supervision firm to provide full-time, professional oversight. The Ministry therefore seeks to recruit a firm to support to supervise ongoing works; and verify compliance with engineering standards, contract provisions, and World Bank Environmental and Social Framework (ESF) requirements. During the implementation the firm would be requested to provide training, if necessary. The firm will support to monitor contractor's workmanship, materials, construction methodologies, C-ESMP implementation, OHS measures, labour management procedures, and GBV/SEA/SH mitigation. It will also intervene in progress meetings, and oversee defect correction during the defect's liability period. Acting as the a liaison under the contract, the firm will ensure all works and safe guards are followed and completed to the required quality, within schedule, and in accordance with safeguards and fiduciary requirements.

The infrastructure investments under UCSATP directly support the project's PDO indicators, which seek to increase productivity, strengthen market access, and improve resilience among farming households. By eliminating the key chokepoints and improving connectivity to input dealers, extension services, and structured markets, the project is expected to raise on-farm productivity, reduce post-harvest losses, and increase the volume of produce marketed through improved aggregation systems. Better access roads will also facilitate adoption of sustainable land management (SLM) practices by enabling more consistent extension follow-up and delivery of climate-smart technologies. Improved rural connectivity will stimulate local economic activity and create direct and indirect employment opportunities through construction, commercialization, and expanded private-sector engagement. Ultimately, these outcomes will contribute to improved food and nutrition security, especially in vulnerable and refugee-hosting districts, by strengthening farmers' ability to access services, markets, and climate-resilient technologies.

1.3 Scope of Civil Works and Services

The proposed works consist of rehabilitation/construction of 101 farm access roads/links totalling 569km in the 69 districts. The farm access roads have been grouped into 6 packages and 41 lots most of the lots consist of two districts with a few lots having one district. These farm access road links have chokes/bottlenecks that hinder free movement of vehicles transporting agricultural inputs and products. The farm access road chokes consist of; swampy or low-lying sections prone to flooding, unstable or dilapidated wooden bridges, river and stream crossings without proper structures, steep hilly sections and rocky sections impassable for most of the motor vehicles.

Additional interventions will be done to mitigate the negative environmental and social impacts identified during the design stage.

1.4 Implementation Structure

The MAAIF will appoint a Contract Management Team (CMT) from DAIMWAP and districts that will include Engineers and Environment & Social Safeguards Officers. This team will have an overall team leader and regional team leaders for each of the packages. The CMT will be responsible for administering the Services Contract between MAAIF, districts and Consultant. The supervising consultant will report to this team during the execution of the assignment as per these TORs.

Other than the CMT, MAAIF and the districts will provide counterpart technical staff to work in line with the Consultant's supervision team in executing the site activities including among others; the continuous monitoring of site activities, quality control, preparation of site progress reports and ensuring strict adherence to prescribed safeguard standards. The Consultant shall assign tasks to the counterpart staff to ensure that they actively participate in delivering the services as per the terms of reference.

The counterpart staff will also be the immediate liaison officers for MAAIF and districts so that MAAIF and the districts are kept informed of the activities on site at any time other than the periodic reporting required under the TORs.

Nonetheless, the Consultant will be fully responsible for delivering the services described in these TORs with or without the counterpart staff.

Facilitation of the counterpart staff will be provided directly by the Employer so it will not form part of the financial proposal by the Consultant.

2. OBJECTIVES OF THE ASSIGNMENT

2.1 Overall Objective of the Assignment

The Consultant shall be responsible for supervision of the construction works including supervising the civil works for road chokes and ensuring compliance with road safety standards, management of environmental and social risks and impacts in line with requirements of GoU and the World Bank's ESF.

2.2 Specific Objectives

Specifically, the objective of the consulting services is to ensure that the road chokes rehabilitation works are carried out to high standards of workmanship and materials, as scheduled and within budget, in accordance with the specifications and drawings of the Contract, to acceptable environmental social safeguard standards and in accordance with the Employer's requirements.

- (i) Supervision of all construction works on the proposed farm roads/chokes including during the Defects Liability, to ensure timely completion and conformity to desired standards and budget;

- (ii) Supervise the preparation and implementation of Contractor/s’ Environmental and Social Management Plans (ESMPs) and its supporting instruments such as Labour Management Plan, Stakeholder Engagement Plan, Process Management Plan
- (iii) To supervise the implementation of the GBV/SEA/SH action plan including mapping the survivor centered services and referral pathways around the project locations.
- (iv) To monitor and report on stakeholder/community engagements including Dispute and Grievance Resolution mechanism and recommend measures to strengthen Grievance redress system.
- (v) To ensure high quality construction with full compliance to engineering designs and drawings, technical specifications, and other contract documents within the stipulated timelines.
- (vi) To ensure that the services obligations of the contractor are complied with as per the specifications and other contract documents through the inspection of the completed works, preparation of the deficiencies list of all outstanding or substandard items, Take-over Certificate, Defects Liability Certificate, compile as-built drawings, and prepare the Final Completion and Handing Over Report.
- (vii) To assist in taking remedial actions to avoid slippages, cost over-runs and delays by the contractor.
- (viii) To ensure safety during construction and adherence to all environmental management regulations prescribed under the contract.
- (ix) To ensure that effective contract administration is achieved.

The consultant will be required to monitor the physical progress and financial status of the construction of the road works on behalf MAAIF with the objective of ensuring that the works are completed on time, within budget and meeting the acceptable engineering and safety standards.

3. SCOPE OF CONSTRUCTION SUPERVISION CONSULTING SERVICES

The Consultant shall be responsible for the supervision of the construction Works. This shall include undertaking all the work necessary to achieve a successful project completion. An experienced team leaders/Resident Engineers and key staff will be assigned to supervise the works on site, all to the final successful completion of the construction contract including the defects liability period. The Consultant’s duties and responsibilities will include, but not be limited to, the following scope: -

- (i) supervise the construction/rehabilitation of the farm roads/chokes throughout the entire construction period, including the defects liability period,
- (ii) monitor the implementation of the Construction-ESMP (also referred to as Environmental Social Implementation Plan (ESIP) and ESMF of the project, and where necessary update the Construction C-ESMP,

(iii) monitor and report the implementation of social initiatives including those presented in various plans such as the Gender Action Plan, HIV/AIDs awareness and child protection campaigns among others.

(iv) monitor and report on all MAAIF initiatives on the project with the view of establishing their impact on the project implementation and community livelihood.

3.1 Construction Supervision

Construction supervision for each lot is expected to take 30 months comprising a construction period of 18 months plus a defects liability period of 12 months. The Lots are planned to be constructed concurrently.

The authority, responsibilities and obligations of the Consultant to include the following:

3.1.1 Contractor Mobilisation Period

During this period, the Consultant shall: -

1. Check and establish that the Contractor mobilizes and supplies to the site all personnel, plant, equipment and machinery that has been committed in the tender and ensure that all such items of plant remain on the construction site until their release has been authorized;
2. Evaluate and approve the Contractor's resource-based work programme, method statements, material sources etc.;
3. In consultation with MAAIF and district ESS technical working group, evaluate and approve the Contractor's Environmental, Social, Health and Safety Management Systems in line with National legislations and World Bank ESF; before commencement of works;
4. In accordance with the project ESMF and ESCP and in consultation with MAAIF, review and approve the Contractor's Environmental and Social Management Plan;
5. In accordance with the project ESMF and ESCP and in consultation with MAAIF review and approve all the necessary and applicable environmental and social management plans;
6. Prepare a Quality Assurance Plan and make arrangements to check the quality of materials brought to the site(s), ensure that the quality of construction is consistent with the specification and maintain test records;
7. Assist the Contractor to establish a Quality Management System, testing laboratories, procedures for testing etc.;
8. Review contractual responsibilities and make sure these are clearly defined for all aspects of the work;
9. Agree on lines of communication;
10. Support MAAIF to prepare and facilitate a pre-construction meeting with the Works Contractor, including:

11. Clarifying on Environmental, Social, health and safety Requirements, including undertaking due diligence review of TORs for environmental, social, health and safety assessments to be undertaken by the Contractor;
12. Identifying any supplementary information, the contractor may request to carry out the works;
13. Reviewing the Contractor's mobilisation plan and Site handover arrangements; and,
14. Agreeing dates for submission of contractor's resource-based work program, breakdown of rates, plant list, quality control plan, and other deliverables required under the contract.
15. Review submissions from the Contractor and report findings and conclusions to MAAIF;
16. Develop Key Performance Indicators and a work plan to monitor all aspects of the quality of the works as well as Health & Safety (e.g. trainings, emergency response, first aid response, accidents on site, provision of health and welfare facilities, structural integrity etc.), Environmental (maintenance of environmental water flow, control of erosion, control of storm water, water impoundment, site restoration, borrow pit restoration, tree planting, waste management, record of oil spills etc.) and social (e.g. grievance redress) to be reported on monthly. The indicators shall be agreed between MAAIF and the Contractors;
17. Check and approve the Contractor's method of work, including site organization, program of performance, quality assurance system, safety management plan and environmental and social monitoring plan so that the requirements set forth in the applicable laws and regulations, the specifications or other parts of the contract are to be duly respected; and,
18. Guide and monitor the Contractor to obtain all the required environmental and social permits from different government Ministries, Departments, Agencies and Local Government before commencement of a respective activity.

3.1.2 Works Construction Period

The Consultant shall perform his duties during the construction period in accordance with all the Works contracts to be executed between MAAIF and the Contractors.

In this context, the Consultant shall:

1. Explain and/or adjust ambiguities and/or discrepancies in the Contract Documents and issue any necessary clarifications or instructions. Issue further drawings and give instructions to the Contractor for any works which may not be sufficiently detailed in the contract documents, if any;
2. Be responsible for all administration work related to the project supervision requirements including proper conduct, attendance and performance of duties of the staff and ensuring that the contractor properly records all equipment, materials, etc which have been supplied under the contract;

3. Assess adequacy of all inputs such as materials, labour (including key personnel) and equipment provided by the Contractor;
4. Organize, as necessary, management meetings with the Contractor to review the arrangements for future work. Prepare and deliver minutes of such meetings to the Client and the Contractor.
5. Regularly monitor physical and financial progress, and take appropriate action to expedite progress if necessary, so that the time for completion set forth in the contract will be duly respected by the Contractor.
6. Supervise the works so that all the contractual requirements are met by the Contractors, including those in relation to i) quality of the works, ii) safety and health iii) environmental and social protection.
7. Confirm (in consultation with MAAIF) that qualified Health, Safety, Environment, and Social staff are proposed by the Contractor and that the confirmed staff are duly mobilised and assigned at the project site, and that the contractor's Environmental and Social Management plan is duly implemented and or periodically reviewed to include appropriate mitigation measures to any identified risks.
8. Supervise field tests, sampling and laboratory test to be carried out by the Contractors and develop a mechanism in consultation with the client to carry out adequate number of independent tests other than the regular testing done by laboratory personnel.
9. To order special tests of materials, water quality, biodiversity assessment, and or completed works, order removal and substitution of improper materials and or works required.
10. Routinely, and on request from MAAIF or the Contractor, inspect the works under construction and measure completed works to be used as a basis for certifying work for payment. Inspections shall verify compliance with the design drawings, specifications, and agreed construction method, equipment to be used, workmanship at the site, Environment and Social Safeguards, and shall include attendance of shop inspection and manufacturing tests in accordance with the specifications.
11. Where levels, dimensions or workmanship do not conform to the design drawings, specifications or are otherwise found wanting, instruct the Contractor to address the non-conformance in accordance with the procedures defined in the Quality Management Manual;
12. In consultation with MAAIF, discuss the designs, technical specifications and drawings, relevant calculations and cost estimates as may be necessary in accordance with the actual site conditions, (including necessary actions in relation to the works performed by other contractors working for other projects, if any);
13. Prepare a Quality Assurance Plan and make arrangements to check, at regular intervals, the quality of materials brought to site, ensure that the quality of construction is consistent with the specification and maintain test records;
14. Ensure that the Testing of soils, aggregates, concrete, steel, reinforcement and other products needed for the works shall be carried out at timely and frequent intervals in

- accordance with the Technical Specification to ensure that the minimum quality standard is achieved. The Consultant shall instruct the Contractor to address any non-conformance in accordance with the procedures defined in the Quality Management Manual;
15. Carry out field inspections on the Contractor's setting out of the works in relation to original points, lines and levels of reference specified in the contract;
 16. Monitor and check the day to day quality control and quantity measurements of the works carried out under the contract, keep all measurement records as per the directions of the client and issue monthly/interim payment certificates when the quality of the works is satisfactory and the quantities are correct.
 17. Prepare quarterly cash flow projections in a format acceptable to the client. Cash flow should identify budget estimates for all outstanding work and to update the cost estimate each year or at quarterly completion (25%, 50%, 75% and 100%) of the project whichever takes place early;
 18. Prepare Engineer's Instructions (EI) and Variation Orders (VO) as recommended or necessary, , and issue such EI's and VO's to the Contractor in writing. Such instructions or variations shall require MAAIF's prior approval before issuance to the Contractor.
 19. Initiate a change control procedure that identifies and tracks all changes made to the contract including any financial or time implications to the project. On a monthly basis the consultant shall report on all changes made or proposed as well as all project risks identified and how they shall be managed.
 20. Routinely and at not more than quarterly intervals, update the estimate and the bills of quantities, and advise MAAIF of the estimated total outturn cost for each of the main bill items.
 21. Supervise and monitor the implementation of the HIV/AIDS programme, GBV Action Plan, and awareness on child protection, gender and other social risks to be provided under the works contract.
 22. Where relevant, advise the Contractor of the opportunity to utilise methods and materials that would be of benefit to the project including, for example, the opening of more economically located and environmentally and socially suitable quarries, borrow pits, material holding area. Amendment to the design and or specifications may be proposed by the Contractor for consideration and approval by the Consultant and MAAIF, if such variations can be justified as beneficial to the Project in terms of quality, cost and time;
 23. Maintain detailed Daily Site Diaries (to be recorded by the end of each day, not afterwards and signed by the contractor), detailed written records and/or digital colour progress photographic records of all contractual correspondence and data; all work stoppages or delays; accidents on site; official visitors to site; weather records; all activities in progress at any time on site showing the start and end time and full details of the resources employed per activity. Each photograph shall be captioned with reference number, time, date, precise location, subject and points of note;

24. To take video recordings of the road conditions before start and after completion of the construction works;
25. Verify and correct the as-built drawings supplied by the civil works contractor, and ensure that these as-built drawings are submitted to MAAIF;
26. Assess performance of the civil works contractor and impact of performance on the work programme and the civil works contract timetable, to direct civil works contractor to take all necessary steps to maintain the rate of progress of works as per the approved programme of the civil works contractor on monthly basis;
27. Ensure timely completion of the project without diluting the quality of the standards envisaged and be fully accountable to the client in this regard;
28. Review and ensure continuity of civil works contractor's services in approved formats and provide assistance to the client in respect of contract implementation claims and other formats.
29. Maintain detailed records (and make available for inspection) of the Contractor's equipment on site and its precise date of arrival or removal from site, its date of manufacture, previous hours worked and condition, the date commissioned to commence work, its availability and utilization and to establish equipment availability figures for each category of equipment.
30. Maintain comprehensive records of human and material resources mobilised and used by the Contractor. Unbalanced resources or discrepancies between projected outputs and works performed shall be brought to the attention of the Contractor.
31. Maintain a systematic record of all inspection and test results to provide the basis for systematic and statistical analysis.
32. Maintain a formal record of digital progress photographs taken throughout the duration of the Contract at monthly intervals at set locations and as required of any construction activity of technical or contractual interest at any time, including all environmentally sensitive locations. Each photograph is to be captioned with reference number, time, date, precise location, subject and points of note. The digital photographic data shall be stored on a CD / DVD or external memory card together with the captions and shall be made available to MAAIF as part of the monthly reports.
33. Check and ensure that the contractor has taken suitable measures regarding the safety and health care of his/her workers, community members including the establishment of a workers' Grievance Redress Committee.
34. Prepare and submit a detailed road inventory including drainage structures, traffic signs etc.
35. Prepare and issue reports as defined under reporting requirements.
36. Vigilantly monitor the road safety status and internally audit safety of the site during the construction of the works.

37. Without relieving the civil works contractor of its obligations under the civil works contract, review and approve the traffic management and safety plan and ensure compliance with all the applicable safety codes and regulations before commencement of construction works at site. While doing so, ensure adequacy of measures in contractor's safety plan for the safety of pedestrians, 2-wheelers and slow-moving traffic and ensure safety due to delineation of roadway at night, verify design of temporary diversions, adequacy of warning signs at construction zones, ensure adequacy of safety devices for workers at construction zone/plant sites and proper maintenance of the devices.
38. Without relieving the civil works contractor of its obligations under the contract, review and approve the work zone (including work site, plant site and contractor operated quarry, borrow pit and tree planting locations) safety plan and ensure compliance.
39. Closely coordinate the concerned personnel of the civil works contractor and formulate site safety guidelines and prepare checklist for safety auditing. Carryout periodic safety audit and road safety awareness during the construction period and also maintenance period.
40. Recommend damages for non-conformity of traffic safety measures as per contract provisions.
41. Without relieving the civil works contractor of its obligations under the civil works contract, review and approve all permanent and temporary work plans to reduce construction induced impacts particularly related to restoration of access to the adjoining properties, drainage management of the adjoining properties and other environmental impacts.
42. Direct the civil works contractor in all matters concerning traffic as well as construction safety and care of the works (including the erection of the temporary signs at road works and if necessary direct the civil works contractor to provide lights, guards, fencing and watchmen).
43. Formally arrange joint inspections with the Contractor, in the presence of MAAIF, of completed sections of Works for acceptance and/or identification of defects, both at substantial completion and issue of Taking-over Certificate and upon the expiry of the Defects Notification period. Taking-Over Certificate should not be issued for any section or the whole of the works until all road safety equipment (road safety signs, and safety fencing/guard rails) have been installed to protect road users, including carrying out tests on completion.
44. Review all intention to claim, and claims submitted and recommend variations as necessary during the progress of work. Recommendations shall consider the impact on quality, cost, time and political repercussions and should ensure that the project is implemented as designed and planned;
45. Evaluate in detail and give opinion on all intention to claim, and claims, accounts, questions, disputes and differences, as required under the Terms of Contract, and shall

aid and assist in dealing with such intention to claim, and claims, accounts, disputes and differences related to the execution of the Works.

46. Ensure the evidence shall contain sufficient information to reveal the nature of the dispute, circumstances pertaining thereto, and the substance of any commitments made by either party in this regard. A thorough coverage of the Contractor's operation relative to the works in progress should be maintained in the Daily Project Diary. Comments covering equipment, its status and output, and/or materials, which may be involved, accidents, if any, weather conditions and progress shall be included; and,
47. Assist the client during Dispute Resolution Board Meetings, Arbitration Proceedings and any other hearings held by statutory and legal body;
48. In the event of adjudication or arbitration, provide the necessary personnel and expertise to advise and assist in any such process and prepare any further analysis of the claims submissions as may be necessary to assist MAAIF in the presentation of the case.
49. Assist MAAIF on stakeholder engagement and communication activities, as well as on liaising with MAAIF of other related projects.
50. Supervise and monitor the implementation of the Contractor's Environmental and Social Implementation Plan and its associated management plans.
51. In consultation with MAAIF, coordinate the annual Environmental, Social, Health and Safety compliance audits as required by the National Environment Management Authority (NEMA) and in accordance with the WB Environmental and Social Standards.

3.1.3 Environmental, Social, Health and Safety Management

The consultant shall address Environmental and Social Management matters as follows and in line with the project ESCP:

1. In consultation with MAAIF, review and approve the E&S staff proposed by the Contractor to be utilised implementing the contractors' Environment and Social Management Plan;
2. Review the Contractor's Environment and Social Implementation Plan (C-ESIP), including all updates and revisions at frequencies specified in the Contractor's contract (normally not less than once every 6 months);
3. Review all ESIP associated management plans including the health and safety manual, waste management plan, restoration plan, decommissioning plan, security management plan and GBV Action Plan among others;
4. Ensure development and implementation of a "Safe System of Work" which entails analysing individual tasks, identification of hazards and risk assessment, introducing controls & procedures, accident root cause investigation & analysis, emergency preparedness & response, instruction and training, and monitoring the system. This will also entail conduct of routine and sectional work induction and toolbox meetings before commencement of new tasks;

5. Review and consider the environmental considerations of the Contractor's method statements for respective activities before commencement of that activity.
6. Review and consider the Environmental and Social risks/impacts posed by any proposed design change and advise if there are any implications for compliance with ESIA, Project Brief, ESMP, ESMF, consent/permits/certificates and other relevant project requirements.
7. Undertake day to day supervision, monitoring and on ground review, check and document compliance with site-specific mitigation measures as presented in the ESIP and ensure that all provisions in all statutory requirements including all conditions of applicable Statutory approvals such as the NEMA certificates and licenses, Department of Occupational Safety and Health permits/certificates (such as workplace registration certificate), etc are implemented.
8. Provide appropriate guidance and scope for environmental and social consideration for the Contractor's facilities, including material sources and campsites (Project Associated Facilities). In addition, and in consultation with MAAIF and DLG, review and approve the ESIA's, Project Briefs, ESMPs and RAPs for Project Associated Facilities in compliance with ESMF and the Environmental and Social Standards of the World Bank and ensure that the Contractor obtains the requisite statutory approvals for these facilities.
9. Undertake, as required, audits, supervisions and/or inspections of any sites where the Contractor is undertaking activities under its contract, to verify the Contractor's compliance with ES requirements (including, where appropriate, its SEA and SH prevention and response obligations);
10. Undertake audits and inspections of Contractor's ESIP and associated management plans including monitoring findings and other Environmental Social and Health and Safety related documentation, as necessary, to confirm the Contractor's compliance with Environment Social Health and Safety requirements.
11. Determine remedial action/s and their timeframe for implementation in the event of a noncompliance with the Contractor's Environmental, Social, Health and Safety obligations.
12. Ensure appropriate representation at relevant meetings including site meetings, and progress meetings to discuss and agree appropriate actions to ensure compliance with ES obligations.
13. Ensure that the Contractor's actual reporting (content and timeliness) is in accordance with the Contractor's contractual obligations.
14. In liaison with MAAIF & respective DLGs, map the GBV/SEA/SH survivor centered services and referral pathways around the project sites and accordingly supervise the implementation of the GBV/SEA/SH action plan including linking the SEA/SH GRM model to the existing project GRM system
15. Notify MAAIF promptly (within 24 hours) of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment,

the affected communities, the public, or workers. The notification will provide sufficient detail regarding such incident or accident, including any fatalities, serious injuries, suspected cases of GBV/Sexual Exploitation and Abuse (defilement, rape, etc.). The Consultants will ensure that the Contractor or MAAIF are notified to undertake immediate measures to address the incident or accident and to prevent any recurrence, in accordance with national law and the WB Environmental and Social Standards.

16. Review and critique, in a timely manner, the Contractor's Environmental Social Health and Safety documentation (including regular reports and incident reports) regarding the accuracy and efficacy of the documentation;
17. Provide orientation to contractors and workers on application of labor camp management and Occupational Health and Safety Guidelines and supervise the compliance to guidelines
18. Ensure development and implementation of contractor's management plans/ appropriate rules and procedures for health and safety – especially Specific Code of Conduct for all workers, HIV and STI's Management Plans, Child Protection Plans, Solid Waste Management Plans, HSE plans, GBV management plans;
19. Undertake liaison, from time to time and as necessary, with project stakeholders to identify and discuss any actual or potential Environmental, Social, Health and Safety issues; and,
20. Support the establishment of and maintain a worker's grievance redress mechanism (for both the affected communities and project workers) including types of grievances to be recorded and how to protect confidentiality e.g. of those reporting allegations of SEA and/or Sexual Harassment.
21. Monitor and report on stakeholder/community engagements including Dispute and Grievance Resolution mechanism and recommend measures to strengthen Grievance redress system. In consultation with MAAIF, review the decommissioning and restoration plans for the respective Project Associated Facilities at least three months before planned commencement of restoration works.
22. Monitor Environmental and Social restoration of all disturbed areas during the project activities. As a legal requirement and a requirement of MAAIF's Environmental and Social Management System, restoration must be progressively undertaken and/or immediately the facility is no longer useful to the project; and,
23. In consultation with MAAIF approve the status of restoration of all disturbed sites.

3.1.4 Defects Notification Period

The Consultant in collaboration with the district Engineers (and /or designated Clerk of works) and District Environment and Social Technical Working Group shall inspect the works at appropriate intervals during the Defects Notification Period, identify and supervise any remedial work that may be required and issue Performance Certificate to the Contractor.

The main tasks to be undertaken during this period are:

1. Inspect the completion of all outstanding works, including Environmental restoration, resolution of safety and health incidence, and grievance resolution, following the issuance of the taking over certificate(s) to ensure that they are completed satisfactorily and within the agreed time period at issue of the certificate(s).
2. Provide periodic and/or continuous inspection services during defects notification period and if any defects are noted, instruct the Contractor to rectify.
3. In liason with MAAIF, undertake a final inspection of the Works, and after consulting with the Client, and all other interested parties, and if satisfied, sign the Performance Certificate at the end of the Defects Notification Period;
4. In consultation with MAAIF and the World Bank, review and approve the Final Environmental Social Health and Safety Management Report for the Project as prepared by the Contractor; and,
5. Prepare an operation and maintenance manual for the works constructed on the Project complete with a clear duties and responsibilities framework for monitoring of services during the maintenance period.

3.1.5 Other Services

The Consultant will provide the following services as part of management and control of the works contract as outlined below:

1. Transfer knowledge of the techniques used and experiences to MAAIF seconded personnel, District Engineers and District Environment and Social Technical Working Group and the Consultants / Contractors working with them;
2. Make recommendations for improvement to administrative procedures and for appropriate action by MAAIF; and,
3. Ensuring the Contractor introduces, establishes and maintains appropriate and mandatory health and safety measures and procedures on site in consultation with MAAIF.

The consultant shall also provide any other additional services if so, requested by the employer, at rates and under conditions.

3.1.6 Problems Arising During Execution of the Works

Should problems of an engineering nature arise during the execution of works the Consultant shall identify the problems and thereafter liaise with MAAIF and the Contractor with a view of identifying the most appropriate corrective measure. Where necessary, the Consultant shall prepare a special report explaining the problem in full and possible solutions to be considered.

The consultant shall check whether there is sufficient information to build the works as envisaged and clarify and/or supply additional information to the contractor as necessary. This shall include technical checks on an ongoing basis to identify issues and resolve them before they become critical.

4 MANUALS AND GUIDELINES

The consultant shall carry out the services of this Contract following the guidance of the following references:

1. Ministry of Works and Transport, Roads Design Manuals
2. The World Bank Environment and Social Framework (ESF) 2022
3. Any other document specified by MAAIF, during implementation.

5 KEY DELIVERABLES & REPORTING REQUIREMENTS

The consultant shall submit reports as well as photographs and videotapes, etc. taken during the assignment along with an electronic copy of all the documents. All should be reported in English language only, however supporting documents can be attached in local language with translated summaries or versions in English where necessary. The details of documents to be submitted are given below:

5.1 Construction Supervision

The deliverables in Table 5.2 below shall be submitted by the Consultant during the supervision of the Contract.

Table 5.2: Reports to be submitted by the Consultant during supervision

Category	Type of Report	Timing	No. of Copies
Technical Report	Inception Report (Construction Supervision)	One Month after start of construction	3
Progress Reports	Monthly Progress Report	Every month	3
	Quarterly Progress Report	Every quarter	3
	Quality Control Report	Every month	3
Construction Supervision	Environmental, Social, Health and Safety Monitoring Report including detailed incident investigation reports	Every quarter	3
	Construction-ESMP	During the Works Contractor's mobilisation period and before commencement of construction works	3
	Updated Construction-ESMP	At the end of 12 months from the time of approval of the previous	3

Category	Type of Report	Timing	No. of Copies
		C-ESMP	
	Annual Environmental, Social, Health and Safety Compliance/Audit Report	Every 12 months from the commencement of Construction works	3
	Environmental Social Health and Safety Evaluation Report	At the end of the Project	3
	Final Completion Report (and As-built Drawings)	At the end of the Project	3
Other Report	Technical Report	As required or upon request	As required

The following sections indicate the contents to be included in the reports indicated under Table 5.2 above.

5.2.1 Inception Report – Construction Supervision

The Consultant shall submit an inception report within One month (four weeks) from the commencement date of the Phase 2 of the Consultancy services. The report shall outline the work plan/ schedule, strategy, methodology and organisation of carrying out the construction supervision, emphasis should be provided on how the Consultant is going to implement the Environmental and Social safeguards management plan to ensure successful rehabilitation of the road chokes along farm access roads.

The Consultant will have to make a presentation of this report to MAAIF and agree on the strategy and methodology to be followed.

5.2.2 Monthly Progress Reports

These reports shall describe briefly and concisely all activities and progress for the previous month by the 10th day of each month. Problems encountered or anticipated will be clearly stated, together with actions to be taken or recommendations on remedial measures for correction. The report shall also indicate the work to be performed during the coming month, schedules of claims and variation orders, tabulated and graphical representations of physical and financial progress compared with the work program and cash flow forecasts, relevant photographs and details of impediment to the works and proposals for overcoming them. The reports should also include information on contractor’s plant, equipment and staffing, weather conditions, accidents on site and any other relevant details.

The monthly progress reports shall in addition contain brief but comprehensive information about supervision activities on site, Problems encountered or anticipated, together with actions

to be taken or recommendations on remedial measures for correction, construction supervision staff, visitors to site, and Quality Assurance and Control among others.

The monthly report should also include the following on ESHS reporting:

- (a) “The Consultant shall provide immediate notification to the Client should any incident in the following categories occur while carrying out the Services. Full details of such incidents shall be provided to the Client within the timeframe agreed with the Client (24 hours).
 - (i) confirmed or likely violation of any law or international agreement;
 - (ii) any fatality or serious (lost time) injury;
 - (iii) significant adverse effects or damage to private property (e.g. vehicle accident); or
 - (iv) any allegation of gender based violence (GBV), sexual exploitation or abuse (SEA), sexual harassment or sexual misbehaviour, rape, sexual assault, child abuse or defilement, or other violations involving children,
- (b) Ensure that contractor immediate notifications on ESHS aspects are shared with the Client immediately and the World Bank Team Leader;
- (c) Immediately inform and share with the Client any immediate notification related to ESHS incidents provided to the Consultant by the Contractor, and as required of the Contractor as part of the Progress Reporting;
- (d) Share with the Client in a timely manner the Contractor’s ESHS metrics, as required of the Contractor as part of the Progress Reports.”

5.2.3 Quarterly Reports

The Quarterly Progress Reports shall be as described in section A3 above

5.2.4 Quality Control Reports

The Quality Control Reports shall be as described in section A4 above.

5.2.5 Environmental Social Health and Safety Monitoring Report

To be submitted every three (3) months after the commencement of the construction supervision phase, presenting the environmental, social, health and safety impacts and implementation of environmental mitigation measures during and at the completion of the construction stage. Environmental monitoring forms shall be completed and attached to the report.

5.2.6 Construction-ESMP

The Plan will include practical measures to ensure that Environmental, social, health and safety impacts and risks and identified during the ESIA/Project brief/ESMP process are effectively managed during the construction, operation and closure of the project. The C-ESMP shall be updated regularly whenever necessary and at least annually. The Plan will be prepared by the Works Contractor under the supervision of the Consultant.

5.2.7 Annual Environmental, Social, Health and Safety Compliance Audit

In compliance with the National Environment Act No.5 2019, and Bank’s ESF, the Project shall undergo annual Environmental, Social, Health and Safety Compliance Audit which will be fully supervised by the Supervision Consultant. The Report shall be submitted at the end of every 12 months from the time of commencement of the Construction Works.

5.2.8 Environmental Social Health and Safety Evaluation Report

This report shall be submitted at the end of the consulting services, presenting a concise summary of the issues resulting from the implementation of the ESIP, and RAP on the project, level of compliance, and generally how environmental, Social, Health and Safety issues were managed on the project.

5.2.9 Final Completion Report

This report will address all aspects of the project implementation, including financial summaries, suggestions and recommendations for future design and construction methods, technical specifications, changes in Special Conditions of Contract and in road maintenance practices. A set of “as built” drawings and CDs containing all the information in the substantial completion report will be presented to the Client.

The report will be submitted within four weeks after the end of the Defects Liability Period for the works contract and shall include the following:

- (i) Executive Summary
- (ii) Mobilisation/Demobilisation Details
- (iii) Description of the Project
- (iv) Project Implementation Summary
- (v) Financial information, Final Accounts, identification of cost increases / decreases and reasons
- (vi) Technical information, summary of work executed, techniques employed, materials used and sources of material comprising among others;
 - Horizontal and vertical alignment
 - Cross sections
 - Pavement layer thicknesses and materials for each road section and their extent where they differ along the road, material test results and field books
 - IRI and FWD data as determined by the Contractor prior to handover
 - Location, elevation and size of all structures
 - For major structures type and depth of foundations, elevations of all elements, reinforcement drawings etc.
 - Principal survey reference points
 - All utilities and services such as electrical, water and telephone
 - Contract changes and variations
 - Construction Records
 - As-Built Drawings of all structures and facilities completed
- (vii) Critical assessment of important technical problems and Lessons Learned

- (viii) Assessment of how Environmental Social Health and Safety Requirements were met and lessons learnt
- (ix) Recommendations as to how future projects could be improved
- (x) Comments on Consultant’s TOR, works Technical Specifications and Conditions of Contract
- (xi) Assessment of the Contractor’s performance
- (xii) Conclusions and Recommendations

The “as built” drawings shall consist of one original set certified by the Resident Engineer/Consultant’s Representative to be submitted with the final report. The Consultant shall provide all required services for certification of the project. In addition, the As-Built drawings shall be produced in electronic format compatible with DWG format produced by most CAD programmes.

6 STAFF COMPOSITION AND QUALIFICATION OF TEAM EXPERTS

The key professional staff to be provided by the Consultant shall be sufficient to cover the detailed design review and construction supervision services. The timing and inputs of each professional staff member shall be in accordance with the agreed program for the delivery of services and appropriate to the construction program. The Consultant shall also provide the support staff, technical and non-technical, that are needed for the duration of the services.

The Consultant’s professional staff shall have considerable knowledge and personal experience in the provision of similar services. The Consultant shall propose a team of experts that is fully able to deliver the services in accordance with the technical requirements defined in these Terms of Reference. The team composition of Key Experts and Additional Experts proposed by the Consultant shall cover all the areas of expertise defined in the relevant section of Technical Requirements. Key Staff with a score below 75% shall be replaced at negotiations stage with more qualified personnel.

The Consultant shall submit CVs for all Key and Additional Experts in their proposed team.

The Consultant shall employ only such staff whose CV’s have been approved by MAAIF. Replacement or temporary substitution shall not be permitted unless in emergency or under very exceptional circumstances.

Minimum Qualifications of Key staff

The qualification of key team members is shown in the table 6.1 below.

Table 6:1 - Qualification and Expertise of the key personnel

No.	Designation	Qualifications
1	Team Leader / Resident Engineer	<u>Education and professional qualifications:</u> Bachelor’s degree in civil engineering. Master’s degree in civil engineering is desirable.

No.	Designation	Qualifications
		<p>Qualified and competent chartered or registered professional a MUST.</p> <p><u>Experience:</u></p> <p>10 years' experience in detailed engineering design and road construction supervision of which not less than 7 years' experience as a Team Leader.</p> <p>Proven ability to manage and administer road construction contracts of this nature under FIDIC Conditions of Contract.</p> <p>Experience in road Engineering designs of at least five major projects of similar nature.</p> <p>Experience in managing and administering of at least 1 no. road construction projects funded by the World Bank or other development partners. Experience or knowledge of the World Bank Environment and Social Management Framework, will be an added advantage.</p> <p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is MANDATORY.</p>
2	Deputy Resident Engineer	<p><u>Education and professional qualifications:</u></p> <p>Bachelor's degree in civil engineering. Master's degree in civil engineering is desirable.</p> <p>Qualified and competent chartered or registered professional a MUST.</p> <p><u>Experience:</u></p> <p>10 years' experience in detailed engineering design and road construction supervision of which not less than 7 years' experience as a Team Leader.</p> <p>Proven ability to manage and administer road construction contracts of this nature under FIDIC Conditions of Contract.</p> <p>Experience in road Engineering designs of at least five major projects of similar nature.</p> <p>Experience in managing and administering of at least 1 no. road construction projects funded by the World Bank or other development partners. Experience or knowledge of the World Bank Environment and Social Management Framework, will be an added advantage.</p>

No.	Designation	Qualifications
		<p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p>
3	Soils/Materials Engineer	<p><u>Education:</u></p> <p>Bachelor’s degree in civil engineering/Geology</p> <p>Qualified and competent chartered or registered professional a must</p> <p><u>Experience:</u></p> <p>At least 15 years’ experience in road construction, ground investigation and road laboratory materials testing of which not less than 7 years’ experience as a Soils/Materials Engineer in developing and tropical countries.</p> <p>Experience in Engineering Designs and Construction supervision of at least four major projects of similar nature.</p> <p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p> <p>Knowledge of the local language is desirable.</p>
4	Structural Engineer/ Bridge Engineer	<p><u>Education and professional qualifications:</u></p> <p>Bachelor’s degree in civil engineering.</p> <p>Qualified and competent chartered or registered professional a must.</p> <p><u>Experience:</u></p> <p>10 years’ experience in design and supervision of road projects with not less than 5 years’ experience as a bridge design specialist/structure engineer on road projects of similar nature.</p> <p>Experience in Engineering Design and Construction Supervision of at least four major projects of similar nature</p> <p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p>
6	Topographic Surveyor	<p><u>Education:</u></p> <p>Bachelor’s Degree in Land Surveying.</p> <p>Qualified and competent chartered or registered professional a MUST.</p>

No.	Designation	Qualifications
		<p><u>Experience:</u></p> <p>At least 10 years’ experience in surveying for road designs and construction, route location and topography, Topographic and Cadastral surveys for design and construction of roads and structures; soil survey and/or pavement structures. At least 7 years as a Land Surveyor on projects of similar nature.</p> <p>Experience in Engineering Designs and Construction supervision of at least four projects of similar nature.</p> <p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p> <p>Knowledge of the local language is desirable.</p>
7	Environmental Specialist	<p><u>Education:</u></p> <p>Master’s degree in environmental science, environmental management or a related physical or biological science discipline.</p> <p>Must be a NEMA-accredited environmental practitioner.</p> <p><u>Experience:</u></p> <p>At least 8 years’ relevant professional experience in E&S risk management of infrastructure projects as well as proven experience in one or more areas of E&S risk management, such as: Environmental and Social Impact Assessment, Environmental Site Assessment, Restoration and Management, Compliance Audit, Inspections and Monitoring and stakeholder/community engagement and consultation activities for construction projects with license to practice in Uganda.</p> <p>Experience in managing and administering of at least 1 no. infrastructure project funded by the World Bank or other development partners.</p> <p>Experience or knowledge of the World Bank Environment and Social Management Framework, will be an added advantage.</p> <p><u>Other requirements:</u></p> <p>Strong analytical skills, ability to think strategically, analyse, and synthesize diverse information sources, and draw conclusions from limited data.</p> <p>Ability to manage multiple tasks simultaneously under tight deadline.</p>

No.	Designation	Qualifications
		Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.
8	Social-Development /Gender Specialist	<p><u>Education:</u> Master’s degree in social science, development sociology / anthropology, socioeconomics and/or policy/social science or any other social discipline related to social management.</p> <p><u>Experience:</u> At least 10 years’ relevant professional experience in E&S risk management of infrastructure projects as well as proven experience in one or more areas of social risk management, such as: Resettlement Action Plan, Livelihood Restoration Plan, Socio-economic studies, GBV and VAC, and stakeholder/community engagement and consultation activities of construction projects with license to practice in Uganda.</p> <p>Experience in managing and administering of at least 1 no. infrastructure project funded by the World Bank or other development partners.</p> <p>Experience or knowledge of the World Bank Environment and Social Management Framework, will be an added advantage.</p> <p><u>Other requirements:</u> Strong analytical skills, ability to think strategically, analyse, and synthesize diverse information sources, and draw conclusions from limited data.</p> <p>Exemplary project management skills and ability to manage multiple tasks simultaneously under tight deadline.</p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p> <p>Knowledge of the local languages is an added advantage</p>
9	Occupational Health and Safety Specialist	<p><u>Education:</u> Bachelor’s degree in environmental health science, Physical Science, Industrial & Organisational Psychology.</p> <p>Training in General Health and Safety (National Examination Board in Occupational Safety and Health, Institute of Occupational Safety and Health or other National or international recognized institution.</p> <p>Master of Environmental and Occupational Health is an added advantage.</p>

No.	Designation	Qualifications
		<p><u>Experience:</u></p> <p>At least Five (5) years of professional experience in Safety and Health risk Management Systems for Construction or infrastructure development projects as well as proven experience in one or more areas of Health & Safety risk management, such as: Health and Safety Compliance Audit, Compliance Supervision, Emergency Preparedness and Response, first aid management, Accident and Incident root cause analysis, Machinery safety, Permit to Work system, and stakeholder/community engagement and consultation activities., with at least Three (3) years in on donor funded projects, preferably road construction with demonstrated understanding of / and Industry Best Practice.</p> <p>A certificate in Emergency Preparedness and Response and first aid is an added advantage</p> <p>Knowledge in implementation of the OSH Management Systems (ISO 45001 or OSHAS 18001) will be an added advantage.</p> <p><u>Other requirements:</u></p> <p>Fluency in written and spoken English is mandatory and ability to communicate ideas freely and easily is essential.</p> <p>Knowledge of the local language is desirable.</p>

Minimum Qualifications of Non-Key staff

The qualification of non-key team members is shown in the table 6.2 below.

Table 6.2 - Qualification and Expertise of the non-key personnel

No	Designation	Qualification
1	Works Inspector/Laboratory Technicians	Higher Diploma (HD) in Civil Engineering or related discipline with minimum of 10years' experience in similar position on civil and construction projects. Experience in similar geographical conditions, ideally in Uganda is added advantage
2	Survey Assistants	Diploma in Road Surveying or related discipline with minimum of 5 years of experience in road surveying & engineering, 3 years of which in the supervision of road construction.
3	Office Administer/Document Controller	Diploma in at least Information/Library Science or related fields plus 3 years of experience in documentation, file management, organization, database creation and data base management

Proposed Scope of Works for the Respective Personnel

The Consultant is encouraged to associate with local companies and to propose qualified Ugandan Nationals as Key or Additional Experts, of which these nationals should constitute at least 30% of labour cash limit allocation. The Consultant should assign tasks and duties to the proposed team as may be appropriate in accordance his own technical approach and methodology for executing the assignment.

The Consultant may propose other experts and support staff required to accomplish the tasks outlined in the Terms of Reference. It is the Consultant’s responsibility to select the optimum team and to propose the professionals which he believes best meets the needs of the Client.

Estimated Input for Key Staff to be provided by the Consultant

The allocation of person-months for the respective phases of consulting services is as shown in Table 6.3A below:

Table 6.3A: Allocation of Person-Month by Phases

Designation	No.	Phase Wise Input in Person-Months		Total Input in Person-Months
		Construction Supervision Phase	Defects Liability Period (DLP)	
Team Leader/ Resident Engineer	1	18	3	21
Deputy Resident Engineer/Measurement Engineer	6	108	18	126
Soils/Materials Engineer	6	108	6	114
Structural Engineer	6	36	6	42
Surveyor	6	108	0	108
Environmentalist	1	18	3	21
Social Development/- Gender Specialist	1	18	0	18

Designation	No.	Phase Wise Input in Person-Months		Total Input in Person-Months
		Construction Supervision Phase	Defects Liability Period (DLP)	
Health and Safety Specialist	1	18	0	18

Table 6.3B: Allocation of Person-Month by Phases (Non-Key Staff)

Designation	No.	Phase Wise Input in Months		Total Input in Months
		Construction Supervision Phase	Defects Liability Period (DLP)	
Survey Assistants	6	108	0	108
Senior Inspector/Laboratory Technician	12	216	0	216
Office Administer/Document Controller	7	126	0	126

7 MANAGEMENT AND ADMINISTRATION

7.1 Consultant's Responsibilities

The Consultant shall:

- perform the services under this contract with due care, efficiency and diligence, in accordance with best professional practices;
- be required to mobilise a multidisciplinary team to implement the specified subcomponents of the services;
- employ well-qualified and competent staff as specified in this TOR in the execution of the assignment tasks;
- submit to the MAAIF all the reports and other deliverables in the Contract;
- respect and abide by all laws and regulations in force and shall ensure that the Consultant's personnel, their dependants and local employees also respect and abide by all such laws and regulations;

- treat all documents and information received in connection with the Contract and the overall project as confidential;
- participate in MAAIF’s organised meetings related to the project services;
- obtain MAAIF’s approval in writing before taking any of the following actions:
 - appointing any member of the personnel that are not named in the Contract;
 - enter into a subcontract that is not specified in the Contract, for the performance of any part of the Services, it being understood that the Consultant shall remain fully liable for the performance of the Services by the Sub-Contractor and its personnel pursuant to the Contract;
- organise, arrange and carry out regular visits to MAAIF to discuss project issues from time to time;
- make all necessary arrangements for carrying out the services and supporting staff assigned to the project including office space, living accommodation, equipment, transport, telecommunications, and other supplies to enable his staff carry out the tasks required in this project;
- arrange and provide the supervision to ensure the efficient and effective performance of all his project staff. All the Consultant’s staff are expected to sign and abide by the Project’s Code of Conduct;
- fully co-operate with the relevant Government Ministries, Districts and Departments in the conduct of the work;

The Consultant shall be solely responsible for the analysis and interpretation of all data received from the Employer and for the conclusions and recommendations based upon them.

7.2 Facilities to be provided by MAAIF

MAAIF (as the Employer) will provide to the Consultant the following:

- (i) A copy of the approved and signed works contract;
- (ii) A set of bidding documents and design drawings.
- (iii) Liaison and assistance with any information or documents required from other Government Agencies and which the Client considers essential for the proper and effective execution of the project;
- (iv) Office facilities, supplies, furniture and equipment as required for efficient execution of the project. Materials laboratory facilities, survey equipment, vehicles and hard furnished living accommodation including refrigerator, cooker, electricity, and water supply will be provided by the Contractor under the works contract.

7.4 Quality Management

The Consultant shall implement a Quality Management System for the assignment in accordance with ISO 9001 requirements, either within the framework of their own organization’s quality management systems or specifically for this assignment.

The Consultant shall include Quality Management issues in their Quarterly Reports.

7.5 Duration of services

The total duration of consulting services is expected to be 30 months.

- 18 months for the construction supervision phase followed by
- 12 months of defects liability period.

The expected implementation schedule is as shown in Table 7.1.

Table 7.1: Anticipated Project Implementation Schedule

Key Activities	Months										Duration in Months
	3	6	9	12	15	18	21	24	27	30	
Construction Supervision											18
Defects Liability Period											12
Total Contract duration											30

ANNEX 1: PACKAGES AND LOTS FOR FARM ACCESS ROADS (ROAD CHOKES)

PACKAGES

PACKAGE NUMBER	SUB-REGIONS	NUMBER OF LOTS	NUMBER OF ROAD LINKS	TOTAL LENGTH OF THE FARM ACCESS ROAD LINKS (KM)
1	Acholi, Lango and West Nile	8	16	111.8
2	Ankole and Kigezi	5	10	65.5
3	Bunyoro and Rwenzori	6	13	47.8
4	Buganda and Busoga	7	21	126.9
5	Bukedi and Elgon	6	15	81.1
6	Teso and Karamoja	9	26	136.1
	TOTAL	41	101	569.2

LOTS FOR FARM ACCESS ROADS (ROAD CHOKES)

Lot	Sub Region	District	Road Name	Sub County	Length (Km)
1	Acholi	Omoro	Labworomo - Okwir	Bobi	7.7
		Nwoya	Pafuna TC - Mulira TC	Paminyai	8
		Lot Total			15.7

2	Acholi	Kitgum	Pawidi - Oguda - Labilo - Mulago P/s	Lagoro	12.2
		Lamwo	Katum – Lowoli – Lugwak	Lukong East/ Katum Subcounty	15.9
		Lot Total	2		28.1
3	Acholi	Agago	Corner Abicel - Adilang	Adilang	6.4
		Pader	Rackoko - Lakoga - Ogonyo	Tenam	13.9
		Lot Total	2		20.3
4	Ankole	Isingiro	Kabaare - Karubanda bridge	Masha	3.7
			Kigyendwa-Nsiika-Kamutuumo-Kyanza-Burambira (Section 1)	Nyamuyanja	5.1
		Lot Total	2		8.8
5	Ankole	Mitooma	Kashenshero - Kitojo Bridge	Bitereko	5.1
		Sheema	Rweibare swamp	Kasaana SC	2.3
		Lot Total	2		7.4
6	Ankole	Kiruhura	Rwanyangwe - Bweeza	Rwan- yangwe	10
		Kazo	Kasenyi - Kitengyeto	Kazo	6.2
		Lot Total	2		16.2
7	Buganda	Mubende	Kabweyakiza - Kansamba - Lusonda - Kalonga	Kasamba/ Kalongo	5.3
			Kiruma- Bugomba- Kyankumba	Kiruuma/ Bugomba	10.3

		Sembabule	Kagali - Lugusulu	Mawogola North	5.1
		Lot Total	3		20.7
8	Buganda	Butambala	Lugari - Nakijju - Ssesse	Ngando	6.7
		Gomba	Kyabumba - Kasambya	Kyaayi	6.2
			Maddu - Kawuula	Maddu and Kifampa	1
		Lot Total	3		13.9
9	Buganda	Nakaseke	Timuna - Lugogo - Bulamila	Kasangombe	8.2
		Kyankwanzi	Kakinga - Rwenzunju	Gayaza	9.7
		Lot Total	2		17.9
10	Buganda	Nakasongola	Nabiswera - Kikooge - Kansiira - Lwabyata	Lwabyata	2.5
		Lot Total	1		2.5
11	Bukedi	Kibuku	Kagoli - Bulyawita	Kekenbu	4
			Kagumu - Buchanagandi	Kagumu	5
		Budaka	Katira - Kadimukoli - Kamonkoli-Mugiti	Katira, Kadimukoli, Kamonkoli & Mugiti	10.5
		Lot Total	3		19.5
12	Bukedi	Pallisa	Kamusin - Odwarat - Onyara - Obugai - Olok Seed School	Olok	12.2

			Ologai - Onyglai - Akadot - Odello	Oboliso	4.6
		Lot Total	2		16.8
13	Bukedi	Butaleja	Mukoke road	Himutu	2.7
			Hilongo swamp - Magongolo	Busaba	3.9
		Tororo	Panyangasi - Papeli - Chukuluk	Rubongi & Kisoko	2.3
			Buwesa - Matula	Nabuy-ogaTC	3.2
		Lot Total	4		12.1
14	Bunyoro	Kakumiro	Igayaza - Kiyanja - Kibaale	Igayaza TC	2.3
		Kibaale	Igimbi - Kazooba Imara	Mugarama	8.4
		Lot Total	2		10.7
15	Bunyoro	Kikuube	Wairagaza - Kamata - Kijurampare - Kyangwali Seed School	Kyangwali	2.8
		Kiryandongo	Kitaleba - Nyakakindo	Kiryandongo	4.6
		Lot Total	2		7.4
16	Busoga	Iganga	Bokkasubi - Nambale - Kasamnila P/S - Coffee	Kidaago	4.9
			Bukwanga - Kazigo A - Kizogo B	Kazigo A/Kazigo B/Naibiri South	5
			Kabira - Budwege	Nakigo/ Bu-lamagi	3.1

			Kwooma - Kyanjajde	Bulamagi	1.3
			Nawanyingi - Musola's Place - Nawanyingi P/S - Wagodo	Nawanyinji	3.4
			Ogera - Budiba - Nabirye	Nakalama	1.9
			Nawandala TC - Mulaga - Bugole - Bugongo - Nawandala	Nawandala	19.4
		Lot Total	7		39
17	Busoga	Buyende	Nabituula - Inuula	Igumpi	4.6
			Ndolwa - Makanga - Iremerya	Ndolwa	10.5
		Kamuli	Bugondha - Nawansaso - Bulanga Primary School	Nam-wendwa	6.9
		Lot Total	3		22
18	Busoga	Mayuge	Namadhi - Bukagabo - Nango	Malongo	7.9
		Kaliro	Butongole - Nakabaale - Makutu	Buyinda	3
		Lot Total	2		10.9
19	Elgon	Mbale	Imam - Hussein - Kilayi	Bubyangu	7.8
		Sironko	Penenkoko Park - Sanbuko	Bumalimba & Bumulisha	2.3
			Mpogo Mosque - Lwaniko - Namirinda	Bukhulo, Dahami & Bukiyi	5
		Lot Total	3		15.1

20	Elgon	Bulambuli	Bukhalu - Muyembe - Bufumbula	Nabbongo, Muyembe & Bukhalu	4.6
		Kween	Sumaton - Kewakwen	Kewakwen	6.9
		Lot Total	2		11.5
21	Elgon	Bududa	Bushika - Buteza - Bukhauka - Lwakha - Bunamasongo	Bunubutiti & Bushika	6.1
		Lot Total	1		6.1
22	Kara- moja	Abim	Lotuke - Gangming	Lotuke	11
			Wilela - Aywelo	Maga Maga	4.1
		Kotido	Kacheri Town Council - Lotanyat	Kacheri TC	2.2
			Kokoria - Lobanya	Kokoria	5.4
		Lot Total	4		22.7
23	Kara- moja	Nakapiripirit	Moruita - Chosan - Nakapiripirit P/S	Moruita	4.3
		Lot Total	1		4.3
24	Kara- moja	Napak	Kalojut - Nabata - Kobulin	Apeitolim	6.9
		Moroto	Namijimiji - Kaloi - Kidepo	Nadunget	4.2
		Lot Total	2		11.1
25	Kara- moja	Kaabong	Kaabong - Loleila - Nariamaoi Centre	Kaabong West & Loleila	10

		Lot Total	1		10
26	Kigezi	Kisoro	Rwabara - Kabingo - Kavumbu	Murora	6.9
		Rubanda	Mulore A - Busenzi - Kigyeyo - Ndeego	Ikumba	6.7
		Lot Total	2		13.6
27	Kigezi	Rukungiri	Kasokooza - Nyabikuku - Masya - Burembo	Nyak- agyeme, Bu- gangali & Ruhinda	14.5
		Kabale	Omunkiro - Kavu - Rushekyera - Rwakihazi	Maziba	5
		Lot Total	2		19.5
28	Lango	Amolatar	Acci - Muchora	Acii	7
		Dokolo	Bata TC - Agwa Bridge	Bata TC	0.6
		Lot Total	2		7.6
29	Lango	Oyam	Ojwi - Waigaba	Aleka	4.5
		Apac	Abuli - Omel	Apac	2.2
		Lot Total	2		6.7
30	Lango	Alebtong	Olwinyipi - Dokolo	Aweyi	3.2
		Otuke	Okwongo TC - Akailor	Okwongo TC	3.9
		Lot Total	2		7.1

31	Rwenzori	Bundibugyo	Bundingoma - Nyakasoha - Busu	Bundingoma	2.5
		Ntoroko	Kyabandara- Munyege	Numbe	2
		Lot Total	2		4.5
32	Rwenzori	Kabarole	Nyakitokoli P/S Access	Karangura	1.5
		Lot Total	1		1.5
33	Rwenzori	Kamwenge	Kizikibi Swamp	Bwizi	2.7
			Malere - Butanda - Butundro	Biguli	2.4
			Kagoyi - Goyi	Bwizi	1
			Nyamishekye - Mpanga - Kahara	Kahunge	4.5
			Bulegyera - Kyakatiwire Boarder	Nkoma	3.5
		Lot Total	5		14.1
34	Rwenzori	Kyegegwa	Bulijo -Lwembogo - Kabangara - Nyarukoni - Nyamugura	Kakabara & Kyatega	9.6
		Lot Total	1		9.6
35	Teso	Bukedea	Gagama - Omonei	Kocheka	2.5
			Kasoka - Takaramium - Kalou	Kabarwa	4.5
			Kodike - Akakaat - Kamutur	Kabarwa	6.2
			Kanyang - Komolo	Komuge	1.7

			Tukum - Kapaang - Akunyuko	Kolir	3.7
		Lot Total	5		18.6
36	Teso	Kalaki	Kakungulu Road	Payara	3
		Kaberamaido	Obajai - Murem	Kobulubulu	8.2
		Lot Total	2		11.2
37	Teso	Kumi	Acera - Oremot - Magoro	Tisai	7.2
		Lot Total	1		7.2
38	Teso	Ngora	Kamodokima - Morukakise	Mukura	4
			Acelasi - Ajasi - Agule - Kafir	Kafir	4.1
		Katakwi	Obulengorok - Okotcho - Okulonyo	Ongongoja	6.1
			Okoritok - Okadanya - Ameritele	Usuk	11.1
			Olupe - Otur - Omodoi	Ngariam	7.1
			Olilim - Quarantine station	Palam	2
		Lot Total	6		34.4
39	Teso	Serere	Aminit - Pachoto	Kateta	0.4
			Adaudi - Mamaimony	Kateta	4
			Osamito - Otaba - Labori	Labor	9.1

			Obangin - Enomainos - Okupa	Labor	3.1
		Lot Total	4		16.6
40	Westnile	Adjumani	Ajeri Center - Ajeri Hill	Itirikwa SC	6.9
		Yumbe	Kochi - Kela - Nabara Market	Kochi SC	11.4
		Lot Total	2		18.3
41	Westnile	Zombo	Abakamel - Nyanduma	Atyak	1.9
		Nebbi	Acwera forest - Cwalau - Komkech	Padwot SC	6.1
		Lot Total	2		8
GRAND TOTAL KMs			101		569.20