

# **Supervision Consultant or In-House team?**

*Presentation Group 1*

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# Supervision Consultant or In-house team

Description	SC	In-House	Remarks
Vfm – on service input Cost	Costly	20-25% saving	
Vfm – Quality of Work	Competent RE team	Competent DTL team	It relates with individual staffs ( RE, DTL)
Time taking	SC hiring is time (2-3 months)	Staff hiring ( 1.5 months)	
Staff Turn-over	High	Low	
Staff Qualification	Experience of similar project (at least one full project cycle, not 8-10 yrs.)	Experience of similar project (at least one full project cycle, not 8-10 yrs.)	Suggestion
Staff- Motivation	Less motivation	Motivated, feel proud but raised unnecessarily demand in some cases	Staffs performance notably not difference

## Contd. Supervision Consultant or In-house team

Description	SC	In-House	Remarks
Promotion of Pvt sector	Support to groom up	Discourage	
DTA Management (field implementation)	Nitti-gritty managed by SC on field level	Increase burden on field level management to DTA	
RAP3 management responsibility DTA/ RAP-TMO	Less, SC-management takes major responsibilities	High, issues directly comes to RAP management	
Professional liabilities and Risks	SC takes major responsibilities	RAP directly expose to risk	
Conclusion / Recommendation	If SC hired- fixed OH on competitive salary, and shall be paid 100% to Staffs		