

Private and Confidential

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Our Ref: IA/I/20/2/505212

28 June 2021

Dear Dr Mohapatra

DBT/Wellcome Trust India Alliance (hereinafter referred to as 'the India Alliance') has agreed to award **Dr Mohammed Saleem** (hereinafter referred to as 'Grantholder') an Intermediate (Basic) Fellowship for 60 months for his study entitled, "**Role of host membrane modulation by mycobacterial membrane vesicles in evading phagosome maturation**", under your sponsorship.

The India Alliance reserves the right to amend any terms and conditions in this Award Letter. In the event of any conflict between the provisions of this Award Letter and of the Award Conditions, the provisions of the Award Conditions shall take precedence.

An award of up to ₹ 3,27,47,000.00 has been provided to the National Institute of Science Education and Research, Bhubaneswar (hereinafter referred to as 'Host Institution') for this purpose.

The Fellowship has been given a start date of **01 September 2021** and the funds are detailed in the Schedule annexed to this letter.

The following details along with the enclosed **Award Conditions** outline the framework in which the Fellowship will operate.

- 1 **Terms**
- 2 **Costs**
 - 2.1 **Ring-Fenced Funds**
 - 2.2 **Transferable Funds**
- 3 **Payment**
- 4 **Anti-Corruption and Anti-Bribery**
- 5 **Application Reviews**
- 6 **Contact**

1. Terms of the Award

Note: The required documents, as listed under 1.1 and 1.2, have to be submitted before the start date of the Fellowship. In the absence of these, the Fellowship will not be activated on the indicated date.

Before Activation

This award must be activated no later than **01 September 2021**. The activation of the award is conditional to the submission of the following by the Grantholder:

- 1.1.1. **Acceptance** – A duly signed completed Grant Start Certificate (format attached). This certificate should be signed by the Grantholder and concerned authority at the Host

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DBT/Wellcome Trust India Alliance
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Regd. Office :
DBT/Wellcome Trust India Alliance
Department of Biotechnology, C.G.O Complex,
Block 2, Lodhi Road, New Delhi - 110003

Institution and received at the India Alliance Hyderabad office before **9 July 2021**. The India Alliance reserves its right to not compensate the Grantholder for any expenses incurred prior to receiving the duly completed Grant Start Certificate.

1.1.2. Mentor Letter(s) - A letter with the mentoring plan from each Mentor identified by the Grantholder (mandatory for the Early Career and Intermediate Fellowships but optional for the Senior Fellowship) (See Award Condition on Mentorship).

1.1.3. Ethical Approval - Submission of any and all necessary approvals and sanctions obtained from the relevant authorities in compliance with the applicable national and international regulations for carrying out research involving stem cells / human biological samples / conduct of human clinical trials / conduct of clinical trials on animals / performance of any procedures on animals and humans, in the prescribed format (attached). In the absence of a valid ethical approval, an undertaking from the Sponsor must be provided in the prescribed format stating that the Host Institution has the mechanism in place to ensure that the Grantholder shall comply with any conditions imposed by the relevant authorities that provide the ethical sanctions for the conduct of research and that the Grantholder will not commence the aforementioned experiments, unless s/he submits the appropriate approvals to the India Alliance.

1.1.3.1. Projects involving clinical trials: It is the responsibility of the Sponsoring Host Institution and the Grantholder that projects having a clinical trial component shall comply with all applicable national and international regulations. A confirmation from Sponsor is required that the Grantholder will not commence the trial, unless s/he submits the appropriate approvals to the India Alliance, and that institutional ethical committees and administrators have mechanisms in place for protection of human participants, assessment and analysis in case a serious adverse event is reported during the course of the project. The costs incurred to procure insurance for clinical trials may be taken from the funds provided by India Alliance. However, it is clarified that India Alliance will not be responsible or liable in any manner whatsoever for any direct or indirect injury caused to the volunteer(s) or any third person during the course of or in relation to the clinical trial.

1.1.4. Dual Fellowship - An undertaking from the Grantholder stating that he/she will not hold any other Fellowship during the tenure of the India Alliance Fellowship. In case of any subsisting fellowship the Grantholder agrees to

1.1.4.1. Resign and provide a copy of the resignation letter submitted to the subsisting Fellowship funder before activating the India Alliance Award;

1.1.4.2. Provide a letter from the subsisting Fellowship funder that it has accepted the resignation and that the subsisting Fellowship shall be terminated before the Grant Start Date of the India Alliance Fellowship;

1.1.4.3. Provide a letter from the Host Institution confirming that the Grantholder subsisting Fellowship shall be terminated before the Grant Start Date of the India Alliance Fellowship.

1.1.5. Financial Statement

1.1.5.1. The Host Institution shall provide the latest salary slip detailing the payment made to the Grantholder by the Hosting Institution. The Host Institution shall, during the period of the Fellowship, not reduce the personal contribution made to the Fellow.

1.1.6. Privacy – A letter from the Grantholder addressed to the India Alliance giving his/her explicit consent for the collection of sensitive personal data of the Grantholder by the India Alliance and the right to retain the said information for a period of 15 years for the effective implementation of the Fellowship (included in Grants Start Certificate format).

1.1.7. Qualifying degree (if pending at the time of application) – A certificate or written confirmation from the thesis supervisor dated earlier than the Grant Start Date about successful completion of qualifying degree for the India Alliance Fellowship

1.2. Before release of Fellowship Funds

The India Alliance requires the following documents before the release of the first instalment towards the Fellowship.

- 1.2.1. A joining report from the Host Institution in the format provided by the India Alliance (when the Grantholder joins the Host Institution with India Alliance Fellowship, or receives full support from India Alliance)
- 1.2.2. A completed Payment Details Form provided by the India Alliance.

1.3. During the Fellowship

The Host Institution shall

- 1.3.1. Inform the India Alliance of any change in the salary paid to the Grantholder or any change in the position of the Grantholder at the Institution;
- 1.3.2. Inform the India Alliance of any grants received by the Grantholder;
- 1.3.3. Submit Spend Reports by May 31 of each year detailing all the expenses incurred up to March 31 of the year in the form provided by the India Alliance along with the pay slip of indicating the gross salary of the Grantholder;
- 1.3.4. Ensure that the approvals required from the relevant authorities in compliance with the applicable national and international regulations for carrying out research involving stem cells/ human biological samples/ conduct of human clinical trials/ conduct of clinical trials on animals/ performance of any procedures on animals and humans are obtained before the conduct of any such procedures or research experiments are performed.
- 1.3.5. Invest the funds received from India Alliance in the form of an interest-bearing account in a nationalized bank.
- 1.3.6. The Grantholder and Host Institution shall, at all times, keep indemnified the India Alliance against any losses, liability damages or compensation (including legal costs) payable as direct or indirect consequences of any accident, death or injury involving their employees or any other third party, and resulting directly or indirectly from or by any act, omission or operation conducted by or on its behalf. Further, Fellows shall, at all times, indemnify and keep indemnified India Alliance against all liability, losses or, damages, compensation, etc. payable as a result of any infringement of any Intellectual Property Rights (IPR) of any third party while carrying out its responsibilities/work in relation to the Project and this Agreement.
- 1.3.7. Funds utilized to procure insurance for clinical trials may be charged to the India Alliance funds. However, it is clarified that India Alliance will not be responsible or liable in any manner whatsoever for any direct or indirect injury caused to any volunteer(s) or any third person during the course of or in relation to a clinical trial

The Grantholder has to inform the India Alliance of - Grants and Fellowships

- 1.3.8. Of any Grants which he/she intends to take from other funding organizations by providing -
 - 1.3.8.1. The name of funding organization along with the scheme and award amount;
 - 1.3.8.2. The title, abstract, duration and any overlap with India Alliance project;
- 1.3.9. Fellowships (refer to award conditions for allowed awards) he/she intends to apply to including the details such as
 - 1.3.9.1. The name of funding organization along with the scheme and award amount;
 - 1.3.9.2. The title, abstract, duration and any overlap with India Alliance project;

Overseas Travel

- 1.3.10. The Grantholder has obtain the India Alliance's prior permission to travel overseas to conduct research activities under "Work Outside Host Institution" option by providing
 - 1.3.10.1. Time to be spent at the External Sponsor's lab;
 - 1.3.10.2. Email confirmation of the Grantholder's duration of stay from the External Sponsor's official email id to be sent to grants@indiaalliance.org;

- 1.3.10.3. Details of funds to be received from including but not limited to the External Sponsor's lab to facilitate the work to be conducted outside Host Institution.
- 1.3.11. The Grantholder shall, after the completion of their Work Outside Host Institution, provide the India Alliance with
 - 1.3.11.1. Information about completion of the visit;
 - 1.3.11.2. Utilization certificate from the finance department of the overseas institution within two weeks of completion of the trip;
 - 1.3.11.3. A self-declaration of any support received by the Grantholder during their time at the overseas institution.

Annual Reports

- 1.3.12. The Grantholder shall on a yearly basis send to the India Alliance the following
 - 1.3.12.1. Research Report to be received by India Alliance by November 30 of each year unless otherwise specified by India Alliance;
 - 1.3.12.2. Spend Reports to be submitted by May 31 of each year detailing all the expenses incurred up to March 31 of the year in the form provided by the India Alliance along with the pay slip indicating the gross salary of the Grantholder.

Fellows' Meetings

- 1.3.13. The India Alliance will periodically organize meetings for all its Grantholders. Information on the meetings will be made available well in advance and attendance by the Grantholder facing mandatory review is obligatory.

Cancellation

- 1.3.14. The India Alliance continuously evaluates the Grantholder's progress and funding after the third year will be contingent upon a satisfactory review of progress made during the first half of Fellowship (Award Condition on Monitoring and Evaluation);
- 1.3.15. The India Alliance reserves its right to not release the next installments of the funds unless the required Annual Reports are filed by the date detailed in the Award Letter and the India Alliance shall not be responsible for any delay in the release of funds.
- 1.3.16. India Alliance reserves its right to cancel the funding if the Grantholder violates any of the Award Letter and Award Conditions.

1.4. Upon Completion of the Fellowship

The closure process and documents required towards successful completion of the award would be shared with Grantholder by the India Alliance towards the end of the Fellowship.

- 1.4.1. The Host Institution is required to submit an Audited Spend Report indicating all the expenditures incurred on the Fellowship during the tenure;
- 1.4.2. The Grantholder shall be required to submit the Research Report detailing the highlights of this project and other accomplishments in the format provided by India Alliance.
- 1.4.3. The India Alliance reserves its right to not release the eligible retained funds (based on actual expenditure incurred) unless documents required to be submitted under clause of this letter 1.4 above reach the office within three months of the end of Fellowship.

1.5. Post-Fellowship

- 1.5.1. The Grantholder is required to inform India Alliance about the outputs from its funded research even after the completion of funding.
- 1.5.2. The Grantholder is required to abide by the policies on Open and unrestricted access to published research and intellectual property and patenting on outputs from India Alliance funded research.

2. Costs

The Award provides funding for directly incurred costs on the Fellowship, including its associated research project. Directly incurred costs are auditable actual costs; that are explicitly identifiable as arising from the conduct of a project (e.g. staff salaries, equipment, materials, travel). The award is cash-limited; supplementary funding will only be provided in exceptional and specific circumstances.

The award is divided into two primary types of funds: (1) ring-fenced and (2) transferable.

2.1. Ring-fenced Funds

These funds can usually be used only for the purposes detailed below:

2.1.1. Personal Support Contribution –

2.1.1.1. The India Alliance's level to personal support for the Grantholder is detailed and can be found on our website [<https://www.indiaalliance.org/costing-policies>].

2.1.1.2. India Alliance contributes either in its entirety or bridges the gap in the salary received by the Grantholder from the Host Institution to ensure that the Grantholder receives the salary as per the levels set by the India Alliance.

2.1.1.3. In case during the term of the Fellowship, the Host Institution begins to pay or increases (as the case maybe) the salary to the Grantholder, the India Alliance reduces its contribution appropriately to reach the level set by India Alliance and if the salary were to exceed the level set by India Alliance then the India Alliance contribution would turn to zero. In either of two scenarios the Grantholder may be permitted to claim in the penultimate year of the Fellowship, upon providing suitable scientific justification, the ring-fenced funds so accrued on account of the reduced contribution by India Alliance.

2.1.1.4. It is the responsibility of the Grantholder and the Host Institution, to determine how the emoluments should be presented for tax purposes.

2.1.2. Expenses incurred by the partner Host Institution- support by India Alliance;

To enable the partner Host Institution to meet some of the expenses in connection with the project, a sum of 10% of the total funds is being made available. These funds should be applied in such a way that they support the Grantholder's research, e.g. by contributing to costs for laboratory infrastructure, utilities, or administrative support relating to the research. It is expected that charges made against this heading must be based on the actual expenditure incurred on the research funds on the Fellowship and not on the allocations described on the payment profile and at no point will India Alliance release any additional funds. The interest earned, if any, by the Host Institution on the India Alliance funds will be adjusted annually before making future disbursements.

2.1.3. Overseas Allowances when working outside Host Institution

2.1.3.1. Grantholders who request to undertake Work Outside Host Institution are provided a subsistence allowance (currently determined to be \$3,000.00 by the India Alliance; as per the prevailing conversion rate at the time of release of funds) and travel allowance of ₹.1,50,000.00. The costs under this head may be used flexibly to cover any reasonable associated costs with relocation and working overseas.

2.2. Transferable Funds

2.2.1. Budgets detailed under 'Transferable funds' are indicative only and movement of funds between budget headings is allowed. Grantholders are provided the flexibility to use 'Transferable Funds' as required for the pursuit of their Fellowship research goals with two exceptions:

2.2.1.1. Funds may not be used to purchase, maintain or perform procedures on animals not included in the award letter. Permission from the India Alliance office must be obtained prior to implementation of any changes.

2.2.1.2. Grantholders may not support any additional staff without prior permission from the India Alliance.

Research Staff

2.2.2. All research staff associated with the Award shall be paid as per the salaries indicated on the India Alliance website or Government of India guidelines as revised from time to time (whichever is higher). The contract of employment of research staff shall be coterminous with that of the Fellowship.

Flexible Funding Allowance

2.2.3. The Flexible Funding Allowance (FFA) is intended to increase financial flexibility available to Grantholders, and to simplify Fellowship administration. The FFA can be

used to meet unanticipated directly incurred costs that would assist in meeting the goals of the Fellowship research. This includes, but is not limited to, publication costs, travel and training fees for research staff, and other miscellaneous costs.

Travel to Meetings

2.2.4. These funds are for attendance of scientific meetings, or for short working visits to other laboratories, for the Grantholder and any staff employed on the Fellowship. It is a matter for the Grantholder to decide as and when the funds should be used. Visits to the India Alliance office and for India Alliance events are expected to be funded from this budget.

Materials & Consumables, Equipment and Animals

2.2.5. Funds provided for materials, consumables, equipment and animals are also transferable. Animals purchased, maintained and/or used for the research purposes cannot exceed the number requested in the Fellowship.

3. Payment

All payments on the award will be made electronically via bank transfer to the account provided by the Host Institution in the Payment Details Form.

The India Alliance will provide funds pro-rata on a yearly basis following the financial year (1 April – 31 March) cycle. Equipment cost will generally be released in equal payments in the first two installments, unless specified otherwise by the Grantholder. All other ring-fenced and transferable funds will be released in yearly installments. A provisional payment profile of the disbursements will be released by India Alliance, at the time of release of payments.

2% of total transferable funds and overheads are withheld from the penultimate installment. Release is subject to receipt of the various reports as required under Clause 1.4 of this letter. The first two installments will be released in whole, regardless of the amount spent by the Grantholder. From the third installment onwards, if any amount from the previous year is unspent, this will be carried forward and the balance will be adjusted against the next installment.

4. Anti-Corruption and Anti-Bribery

The Grantholder and Host Institution will not offer or provide money, gifts, or any other things of value directly or indirectly to anyone in order to improperly influence any act or decision relating to India Alliance or its funded project or Host Institution, including by assisting any party to secure an improper advantage.

5. Application Reviews

The India Alliance application process relies on the co-operation of the scientific community in providing referees' comments on proposals, and the Grantholder's success with this application is partly due to the goodwill of scientists in providing comments. As a holder of an India Alliance Fellowship, the Grantholder is therefore expected to undertake review of research proposals submitted to the India Alliance upon request.

6. Contact

The India Alliance staff would be glad to meet with the Grantholders at any time, either at their laboratory or at the India Alliance offices in Hyderabad or Delhi. These visits would be to ensure that a good working relationship is built between the India Alliance, Grantholder and the Host Institution.

For further clarifications regarding the Fellowship, please write to: grants@indiaalliance.org.

Yours sincerely



Bela Desai, PhD
Grants Manager

CC Dr Mohammed Saleem

DBT/ Wellcome Trust India Alliance
Mr Nataraj Bollam (Finance Manager)

Encl Award Conditions
Payment Details Form
Grant Start Certificate
Schedule A- Sanctioned budget details

SCHEDULE A

RING-FENCED FUNDS:

	Total (₹)
Post 1 – INTERMEDIATE FELLOW	
Contribution towards Personal support for Dr Mohammed Saleem(as per latest payslip)	0.00
*Reserve Funds (Refer to the clause 2.1.1.3)	0.00
Overseas allowance	0.00
CONTRIBUTION TOWARDS INSTITUTIONAL OVERHEADS	INR 29,77,000.00
Sub Total (A)	INR 29,77,000.00

TRANSFERABLE FUNDS:

	Total (₹)
STAFF SALARY SUPPORT	
Post 2 - Technician for 60 months	21,00,000.00
Post 3 - Postdoctoral fellow for 60 months	28,20,000.00
FLEXIBLE FUNDING ALLOWANCE	7,50,000.00
TRAVEL TO MEETINGS	
Dr Mohammed Saleem	7,50,000.00
Post 3 - Postdoctoral fellow	5,00,000.00
MATERIALS & CONSUMABLES	97,00,000.00
EQUIPMENT	
Confocal Microscope	1,11,00,000.00
Mini Langmuir film balance with BAM	20,50,000.00

ACCESS CHARGES	0.00
ANIMALS	0.00
MISCELLANEOUS	0.00
Sub Total (B)	2,97,70,000.00
GRAND TOTAL (A+B)	₹ 3,27,47,000.00