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| **NGO PROFILE****PROFORMA****1. Name of the NGO (Acronym):** Hills Development Society (HDS)**2.**  **Address:** 1st Floor Super Market, Main Road, Haflong, Dima Hasao, Haflong – 788819.**3.** **Contact Number:** +19 9435371612, +199401505984**E-mail: hillsociety@yahoo.com** **hdsh@yahoo.in****ronkemprai@yahoo.com****4. Contact Person: Ron Kemprai (Secretary)**  **Ph. No. 09435730153****5. Area of Activity:** Livelihood Promotion, HIV/AIDS Prevention &  Health Care, Women & Child Development, Dairy&  Poultry, Nutrition, Poverty, Women Empowerment etc.**6. Jurisdiction:** Dima Hasao District, Assam.**7. Established in:** 2009.**8. Registered Under** : Societies Registration Act XXI, 1860 |
| **9. A Brief History of** **Hill Development Society (HDS):**  Hill Development Society (HDS), NGO is popularly now known in the district it was formed in 2000 by all the Community and the pioneer are Intellectual people of the district. Inspite of some Tribal community has fighting each other the HDS has showed the examples of brotherhood to each and every community are working together in the organization for betterment of the hilly district of Assam. The society has form mainly for the upliftment of socio-economic of the hilly peoples specially tribals. Tribal’s have been poor and back ward with low levels of subsistence and poor nutrition, due no doubt to their lack of resources, low level of education and lack of adequate employment or income opportunities. Yet those tribals in the district were self-determination lover, full of vigor and zeal. The life style, community habits and habitats of tribals have made it difficult for them to keep pace with modern society; they are not well placed economically, politically, educationally or industrially but they are trying hard to catch up with the rest of India. The Green Revolution in India brought economic disparity; some sections of the farming population enjoyed a rise in their standard of living but others lagged behind. Nevertheless, there was significant economic prosperity in the agricultural sector with programmes for high yielding varieties, poultry farming, livestock rearing, water management, improved fruit and vegetable production, farm mechanization, plant protection and information technology all playing a key part.**10. Eligibility for membership:** Membership of the “Hills Development Society” (HDS) shall be a 3 (three) categories as follows:**Primary member**- Any member of the “Hills Development Society” (HDS) above the age of 18 (Eighteen) years is free to become a primary member of this organisation, if he pays an annual membership fee of Rs. 100/- (Rupees one hundred) only per year. **Active Member**- any primary member of “Hills Development Society” (HDS) may become an active member of the organisation by signing an active membership application form which provided for an agreement to pay monthly subscription of Rs. 20/- (Rupees twenty) every month in addition to annual fee Rs. 100/-(Rupees ten) per year. **Life member**- Any members of the unemployed tribal youth maybe become life member of the organisation on payment of Rs1000/- (Rupees One thousand) only in addition to his annual fee Rs. 100/-(Rupees ten) per year. After becoming a life member, such life member does need to pay active membership fee or primary membership fee any more.**11. Legal Status:** HDS is registered under the Societies Registration Act (Act XXI of 1860) Registration No. RS/NCH/259/A/14 of 2000.**12. Vision:**Each and every person is equal and has every right to live in this world with dignity. There should be no room for any discrimination whether it is in the form of gender, caste, religion or region.**13. Mission:**To work for hilly people for their socio-economic upliftment and betterment with special emphasis on children and women and to provide them with livelihood opportunities and bring them into the mainstream of society.**14. Motto:** H.D.S has three mottos: 1. Properly contemporary on Social, Economic, and Education to comprehensive humankind.2.  Creation of awareness in the modern communication and dignity of labour. 3.  Motivate towards a holistic development of the Hilly People. **15. Chain of Authority in H.D.S**The highest authority is the General Guidance /Advisory Board. Next to this is the Central Co-ordination Committee (CCC). Below this the governing body of the Central Executive Committee (CEC)/ Sub Headquater/Group. Under the CEC, there are sub-headquarters, groups is called branches which are further divided into sections i.e Men and Women. At present, HDS has 3 sub-headquarters, and 70 branches, spread all over Dima Hasao district of Assam.**16. Connecting Link:**All the branches of HDS, within Dima Hasao are subjected to the Central HDS which has its headquarters at Haflong, Dima Hasao. Most of the villages and towns have a HDS branch in the form of Self Help Group (SHG) and it is a requirement for every branch of HDS to submit an amount of Rs.100/- annually to Central HDS as Central HDS annual fee. Since 2007, the Central Co-ordination Committee felt the need of forming Joint HDS in villages or towns (Sub-Headquater) in which there are more than one Branch with a view of better administration.**17. Brief Activity of HDS in Last Five Years.**When this society was established, it contributed much towards the socio-economic development of the hills people and some of the short term activities included debate on community health, education, social economy etc. Since 2000, the HDS started having annual themes, but this is not mandatory. Themes can be repeated at the will of the governing body. Some of the annual themes of the past years have been enumerated as follows.2007 : (14th September)   Awareness camping on Cleanliness and hygienic food. 2007  : (03rd – 27th November)  Survey on utilize of natural resources by difference tribal community  for uplifment their socio-economic in the district. 2007 : 3rd December, One Day Programme on Bamboo flowering in the district. 2008 : (12th – 25th January) Counseling programme at 5 location in the district on how to adopt agro- forestry for uplifment of Social and economic. 2008: 20th February, Workshop on role of self help group for implementing the any govt. schemes  and others in their villages. 2008  :    1st March -27th April, the Self Help Group formation camping in the district. 2008 : 5th – 30th May, Survey on adoption of agro-forestry based farming system for uplifment of  their Socio-economic.2008 : 2nd July-20th August , Awareness camping on role of banking system in the villages level  towards the uplifment of socio-economic in the district.2008  :    5th September-30th October, the Self Help Group formation camping in the district.  2009 : 10th January-05th April, Awareness camping on adaptation of the simple technique of agro- forestry based farming system. 2009 : 6th June, Medical Camp at Dehangi.20th June, medical Camp at Laison. 2009 : 7th , 15th and 28th July, Workshop on Emphasis of Science Education at Haflong, Maibang and  Mahur.2009  : 10th September, one day programme on Science Model Exhibition Competition collaboration  with ASTEC, Ghy (Specially for School Children)2009 : 1st -29th October, Awareness camping on role of banking system in the villages level towards  the uplifment of socio-economic in the district.2009 : 2nd December, Workshop on Reformation of Social Life. 2010  :    (3) three days on 15th -18th January, Workshop on role of self help group for uplifment the  socio-economic by adopting agro-forestry based farming system. 2010  :    20th Feb to 30th April, Awareness Camping through Self Help Group for implementing agro- forestry based farming system.2010 : 23rd May- 10th June, Counseling on self-sufficiency in today’s world. 2010 : 1st July, Medical Camp at Sangbar. 8th July, Medical Camp at Ashalu. 17th July, Medical Camp at Hajadisa. 2010 : 3rd, 7th, 20th August, Workshop on Emphasis of Science Education at Gunjung, Harangajao and  Mahur.2010 : 15th September, one day programme on Science Model Exhibition Competition collaboration  with ASTEC, Ghy (Specially for School Children).2010 : 25th September-20th October, Survey on Role of Women’s among the tribal population in the  Agriculture cum forest based economies. 2010 : 6th November, Workshop on improvement of Social Life.2010 : 15th November to 10th December, Camping in villages level on Food hygienic.2011 : 1st February to 25th April, Awareness camping on adaptation of the simple technique of agro- forestry based farming system. 2011 : 6th -20th May, Camping against Malaria in the district.2011 : 9th June Medical Camp at Dautohaja.20th June, medical Camp at Hajaishak. 28th June, Medical Camp at Digar.2011 : 15th July, Teacher Training on Emphasis of Science Education at Haflong, Maibang  and Mahur.2011  : 12th September, one day Programme on Science Project Competition collaboration with  ASTEC, Ghy (Specially for School Children).2011 : 28th September, Three Days Farmer Training on Mushroom Cultivation. 2011 : 5st October -6th November, Awareness camping on role of banking system in the villages level towards the uplifment of socio-economic in the district.2011 : 5nd December, Workshop on empowerment of women for uplifment of socio-economic.  2012  :  (5) three days on 11th -16th January, Workshop Participation of women in the self help group  for implementing agro-forestry based farming system. 2012: 25th January to 10th February, Awareness camping on wildfire in the district. 2012  :    24th Feb to 20th April, Awareness Camping through Self Help Group for implementing agro- Forestry based farming system.2012 : 19th June Medical Camp at Gereso-I. 25th June, Eye Camp at Kepre. 28th June, Medical Camp at Phalaipa Hadi.2012  : 14th September, one day Programme on Science Project Competition collaboration with  ASTEC, Ghy (Specially for School Children).2012 : 25th September, Four Days Farmer Training on Dairy Firming and Handicraft Product Training  at Maibang Sub-Division, Dima Hasao, Assam Sponsor by Community Leader . 2012 : 6st October -8th November, Awareness camping on role of Self Help Group in the villages level towards the uplifment of socio-economic in the district Sponsor by Local Body (DHAC) .2013 : 5nd Jnauary, Debate Competition on empowerment of women among the Girls Student of  Maibang Degree College for uplifment of socio-economic. 2013: 2 Months, 29th Jan’ to 30th March 2013, Free Coaching Cum Training for Job i.e Railway ,  Military, Civil Services etc. sponsor by Department of Employment & Handicraft, Govt. of  Assam.2013: 20th April to 5 May Survey on school dropout from Class IV to X, Sponsor by SSA, DMC.2013: 21st June’ Farmers Training on SRI Methods of Rice Cultivation at Pura, Mahur Block, Assam.2013: 15th July’ Demonstration of SRI Methods of Rice Cultivation at Longma & Pura Village, Mahur  Block, Assam.2013: 20 Days (05th -25th Sept), Farmer Training on Livelihood Development i.e Dairy& Poultry  Firming, Horti&Agri Cultivation and Fishery Development, Sericulture Production and  Marketing Prospective of the product. 2013: 14th September, one day Programme on Science Project Competition collaboration with  ASTEC, Ghy (Specially for School Children).2013: 4 Days ( 16th-19th) Oct’ 2013, Workshop on Map Learning sponsor by ASTEC, Govt. of Assam.2013: 28th Nov’2013 organizing Crop Cutting Day, at Pura Mahur Block Assam.  For the success of the above mention programmes HDS has organize interaction programme among the members and Under taking SHG based on the different themes which had yielded positive results.**18. Journal of HDS.**Since its inception, HDS has published a number of leaflets and brochures on various issues and topics for the purpose of education, awareness campaigns. A separate sub committee has been created to oversee the publication and documentation of the various activities and achievement of HDS. A Quarterly journal called “**THE LIVELIHOOD”** with over 1000 copies has been Published in English Language since October 2008.**19. Division of Committee.**Under the Central HDS there are certain divisions:1.    Annual Theme Committee under Community Coordinator2.    Sports Committee3.    Literature Committee4.    Project Committee5.    Press Committee6.    Training & Youth Affairs Committee7.    Building & Property Committee8.    Documentation & IT Committee9.    Cultural Committee10.    Disaster Management Committee11.    Education Committee12.    Finance Committee13.    Health and Sanitation Committee14.    Legal Committee15.    Recreation Committee16.    Resource Committee17.    Science & Environment CommitteeThough HDS is a big Society, yet due to its good administrative body, there is a smooth function.**20. HDS for others:** The purpose of forming the HDS is exclusively for others and HDS has been responding to the needs of the Hills People and very often they perform tasks which are well beyond their specific objectives. Besides the Annual Activities there are some of the infra-structural and permanent works of the HDS are enumerated as follows:a)    **Building Houses for widows:** There is no written law which says that HDS is responsible for running rented houses for the homeless, but if anybody is in need of a place to live, HDS has always enthusiastically shouldered the responsibility.b)    **Building Houses for Night Shelter for Shelter less People:** There is no written law which says that HDS is responsible for running rented houses for the homeless. c)    **Prevention of Wildfire:** Majority of the population is engaged in agricultural activities (jhumming cultivation). Thus in connection with this, forests is burned on regular basis which often leads to breakout of wildfire. HDS is one of the biggest instruments for putting out unwanted fire and it can be accredited for teaching the people to be more responsible in the mentioned matter.d)    **Taking care of the physically or mentally challenged people:** HDS has taken on the responsibility of parenting those who are physically or mentally challenged. e)    **Natural Calamities:** HDS carry out rescue activities when natural calamities (like, flood, landslide, etc.) strike.f)    **Contribution of Education:** As HDS has announced emphasis on education as annual theme for several years; positive steps have been taken for this purpose. In collaboration with Assam Science Technology and Environment Council (ASTEC) Sarva Shiksha Abyan (SSA). HDS has been organizing awareness campaign on education in its annual General conference and in group HDS annual Conferences. The most significant contribution of HDS in the field of education is its role in bringing about the literary rate of Dima Hasao.g)    **Reformer of Social Life:** It is quite obvious that every society needs reformation at one time or another, and prominent figures usually come to the scene for reformation. Yet, among the Tribal, HDS is the beginning and the end to bring about reformation in the society. Altruism, respecting elders, etiquette etc. are taken up by HDS.h)    **Voluntary Blood Donation:** HDS is the giver of life, as its members have been voluntarily donating their precious blood on many occasions especially on HDS day i.e. 15th June.i)    **Measures to control HIV/AIDS:** HDS is currently taking up programmes relating to HIV/AIDS. Awareness campaigns, seminar and distribution of brochures and leaflets about HIV/AIDS are taken up throughout the length and breadth of the district among all youths. j)    **Relief works on Famine:** Dima Hasao has long been a victim of Bamboo Flowering (Mautam) famine. After every five (5) decades, the land falls to the cruel attack of Bamboo Flowering Famine. In the year 2008, the district of Dima Hasao had faced the problem of shortage of food due to Bamboo Flowering. Yet, this natural calamity is predictable to a great extent. HDS has organized Awareness Campaigns and Seminars to make people aware of this coming famine. HDS has also taken steps to provide relief to the famine victims of Bamboo Flowering.k)    **Measures to safeguard the Tribal Tradition:** The HDS has been doing outstanding job in conserving the old Tribal tradition that has been inherited from our forefathers.l)    **Measures to control Drug trafficking:** Like other countries in the world, drug addiction has become a problem amongst the youths of Dima Hasao. Though the state government and district Administration has a particular body to solve this problem, yet not much positive result can be seen. Thus, HDS carried out certain activities to counter this problem and further announced “Fight against intoxicants” as its annual theme. Under this, S.R.S (Supply Reduction Service) and D.R.S (Demand Reduction Service) were set up, which brought about very favourable results. m)    **Conservation of Forest and Wildlife:** The HDS plays a very important role in the conservation of Forests and Wildlife. The HDS has prepared micro planning under **“Jhum Rehabilitation Programme”** to the Divisional Forest Office for implementing various Projects for conservation of Forest flora and founa of the district. Besides the conservation of already existing forests, it plants and looks after new trees and thus makes tremendous contributions towards afforestations in the district.The HDS also plays a very important role in the protection of the wildlife of the district, both aquatic and terrestrial against poaching, poisoning etc.n)    **Promotion of Sports:** The HDS has made great efforts for the promotion of sports among the youth of the district.  |
| The Name, Address and Designation of the Central Executive Committee and Governing Body are:

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| **Sl No.** | **Full Name** | **Address** | **Occupation** | **Tribes** | **Designation in Organization.** |
| 1 | Sri. Hiranmoy Bathari | Haflong. | Social Worker | Dimasa |  Adviser |
| 2 | Sri. V.L.T Bapui | Synod  | Social Worker | Baite | Adviser |
| 3 | Shri Anjaan Dass | Haflong | Social Worker | Bengali | President |
| 4 | Shri Thienhawlien Dongal | Sonpijang | Business  | Kuki | Vice President |
| 5 | Miss. Kiriale Nriame | Boro Haflong | Social Worker | Z. Naga | Vice President  |
| 6 | Shri.Ron Kemprai | Haflong  | Social Worker | Dimasa | Secretary  |
| 7 | Shri. Lallupuia Nampui | Fingfui | Business | Baite | Joint Secretary |
| 8 | Sri. Lalresang Faihriem | Rekjol,  | Business | Hmar | Joint Secretary |
| 9 | Miss Gopa Chaudury | Haflong | Social Worker | Bengali | Treasurer |
| 10 | Shri. Prodesh Nunisa | Demalik Raji | Business | Dimasa | Office Secretary |
| 11 | Shri Vanlalbul Hrangkhol | Muolphong | Social Worker | Hrangkhol | Assist. Office Secy |
| 12 | Shri Flaming Rupsi | Jatinga | Business | Jaintia | Assist. Office Secy |
| 13 | Shri Punkaj Deb  | Haflong | Business | Bengali | Publicity Secretary |
| 14 | Shri Biplop Deb | Haflong | Social Worker | Bengali | Assist. Publicity Secy |
| 15 | Shri Ngamlai Kelma | Sangbar | Social Worker | Kelma | Assist. Publicity Secy |
| 16 | Shri Pawan Suichang | Jatinga | Artist | Jaintia | Executive Members |
| 17 | Shri Golon Langthasa | Maibang | Social Worker | Dimasa | Executive Members |
| 18 | Shri Katahulung Nriame | Lodi | Social Worker | Z. Naga | Executive Members |
| 19 | Shri. L.R Sanga Ngamlai | Sangbar | Artist | Baite | Executive Members |
| 20 | Shri. Mansing Engti | Umranso | Business | Karbi | Executive Members |
| 21 | Shri Amit Phonglo | Haflong | Social Worker | Dimasa | Executive Members |
| 22 | Shri. Dumetre Shadap  | Jatinga | Social Worker | Jaintia | Executive Members |
| 23 | Shri. Liton Ghosh | L. Haflong | Artist | Bengali | Executive Members |
| 24 | Miss. NunKim Nampui | Sangbar | Business | Baite | Executive Members |
| 25 | Shri. Bodesh Bodo | Diyungmukh | Business | Dimasa | Executive Members |
| 26 | Shri. Debraj Jidung | Diyungmukh | Social Worker | Dimasa | Executive Members |
| 27 | Sri.T. Changloi | Laikhol | Social Worker | Kuki | Executive Members |
| 28 | Sri. Madhanlal Uphadhay | Nutun Bosti | Artist | Napali | Executive Members |
| 29 | Smti. Agnes Gorlosa | Haflong | Social Worker | Dimasa | Executive Members |
| 30 | Miss. Mewa Rymba | Haflong | Social Worker | Jaintia | Executive Members |
| 31 | Sri. R Hrangkhol | Zion | Social Worker | Hrangkhol | Executive Members |
| 32 | Sri. Ngulkogin Singson | Songpijang | Social Worker | Kuki | Executive Members |
| 33 | Sri. Zeite | Reapzol |  | Hmar | Executive Members |
| NOTE: - Excluding the above Executive Committee member there are another 9 (Nine) Members from each tribal community in the district under the Community Coordinator Committee.  |

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| **Sl No.** | **Full Name** | **Occupation** | **Tribes** | **Designation in Organization.** | **Qualification** |
| 1 | Sri. Hiranmoy Bathari | Social Worker | Dimasa |  Adviser | BA (Hon) |
| 2 | Sri. V.L.T Bapui | Social Worker | Baite | Adviser | MA |
| 3 | Shri Anjaan Dass | Social Worker | Bengali | President | BA |
| 4 | Shri Thienhawlien Dongal | Business  | Kuki | Vice President | MSW |
| 5 | Miss. Kiriale Nriame | Social Worker | Z. Naga | Vice President  | BSc. Agri |
| 6 | Dr.Ron Kemprai | Social Worker | Dimasa | Secretary  | MSc(Bot), MSc. (Stat). B.Tech, MPhil, Ph.D. |
| 7 | Shri. Lallupuia Nampui | Business | Baite | Joint Secretary | B.Com |
| 8 | Sri. Lalresang Faihriem | Business | Hmar | Joint Secretary | MSW |
| 9 | Miss Gopa Chaudury | Social Worker | Bengali | Treasurer | B.Com |
| 10 | Shri. Prodesh Nunisa | Business | Dimasa | Office Secretary | MSc. Compt. |
| 11 | Shri Vanlalbul Hrangkhol | Social Worker | Hrangkhol | Assist. Office Secretary | BA |
| 12 | Shri Flaming Rupsi | Business | Jaintia | Assist. Office Secretary | B.Com |
| 13 | Shri Punkaj Deb  | Business | Bengali | Publicity Secretary | BA |
| 14 | Shri Biplop Deb | Social Worker | Bengali | Assist. Publicity Secretary | HS |
| 15 | Shri Ngamlai Kelma | Social Worker | Kelma | Assist. Publicity Secretary | BA |
| 16 | Shri Pawan Suichang | Artist | Jaintia | Executive Members | BA |
| 17 | Shri Golon Langthasa | Social Worker | Dimasa | Executive Members | BA |
| 18 | Shri Katahulung Nriame | Social Worker | Z. Naga | Executive Members | HSLC |
| 19 | Shri. L.R Sanga Ngamlai | Artist | Baite | Executive Members | HS |
| 20 | Shri. Mansing Engti | Business | Karbi | Executive Members | MA |
| 21 | Shri Amit Phonglo | Social Worker | Dimasa | Executive Members | BSc. Vety. |
| 22 | Shri. Dumetre Shadap  | Social Worker | Jaintia | Executive Members | J.E |
| 23 | Shri. Liton Ghosh | Artist | Bengali | Executive Members | HSLC |
| 24 | Miss. NunKim Nampui | Business | Baite | Executive Members | BSc. |
| 25 | Shri. Bodesh Bodo | Business | Dimasa | Executive Members | BA.LLB |
| 26 | Shri. Debraj Jidung | Social Worker | Dimasa | Executive Members | MBA |
| 27 | Sri.T. Changloi | Social Worker | Kuki | Executive Members | BSc. Agri |
| 28 | Sri. M. Uphadhay | Artist | Napali | Executive Members | BA |
| 29 | Smti. Agnes Gorlosa | Social Worker | Dimasa | Executive Members | HS |
| 30 | Miss. Mewa Rymba | Social Worker | Jaintia | Executive Members | HSLC |
| 31 | Sri. R Hrangkhol | Social Worker | Hrangkhol | Executive Members | B.E |
| 32 | Sri. Ngulkogin Singson | Social Worker | Kuki | Executive Members | HS |
| 33 | Miss. Zeite |  | Hmar | Executive Members | HS |
| **STRUCTURE OF THE HILLS DEVELOPMENT SOCIETY (HDS).** |

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| **General Guidance’s**Adviser’s +President |

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| **Central Coordination Committee**Secretary+ Community Coordinator |

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| **Governing Body**Central/Sub Headquarter/SHG |

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| **Executive Committee** |

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| **Treasurer** |  | **Secretary** |  | **President** |
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| **Financial Accounting** |  | **Full Time Staff** | **Part Time Staff** | **Voluntary** |  | **Meeting** |
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| **Planning and Project Formulation.** |
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| **Project Implementation** |
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| **Internal****Monitoring &****Evolution** |  | **Audit** |  | **Documentation** |

**CHARACTERISTICS OF THE ORGANIZATION.**

1. We have all the Basic infrastructure to achieve the Aims and objectives of the Organisation such as Hi-tech office, (computer with all the Peripherals, 3G internet connection, telephone, Science Kit, Audio- visual component etc.) Journal of Orgaisation, two rented House for Shelter less People one for Women and other for Orphan, one Farmer Training Centre at Agri. Engineering Campus, Haflong etc.
2. We have highly qualified, experienced and professional Personnel, like BSc. Agri, BSc. Vety, P.G in Labour and Social Welfare, Law graduates etc. who dedicate themselves towards the objectives of the organization and project.
3. We insured the staff against any Calamity or disaster, to support their family in the hard time.
4. Governing body of our organization has representation of all the community in the district. President of our organization comes from Bengali community and out of 33 members7 are women.
5. The meeting of our governing body held once in a month and reviews all the progress related to the entire Annual Theme. Our organization believes in transparency at every level of work , we have financial display board ,on which we write down in bold letters that organization have received such and such amount in the following head .
6. We maintained the entire accounts book on the computer and it’s absolutely up-to-date.
7. We have the strong network with the local administration and other N.G.O and government or semi-government organization. We are the member of the some national repute network like, RGVS, ASC, NCSC etc.
8. We have establish information cell for the mass to get any type of information at any time
9. We have also a advisory Board, headed by Adviser’s and President, which consists retired bureaucrats, judiciary members, academician, research scholars and social workers for entitled to give support in the planning level..
10. Our organization started it works from grass-root level and then gradually going up to address other groups who will be the beneficiary in the project or stakeholders.
11. We manage separate Bank accounts for each and every project.
12. Our 95% transactions from the bank or individuals through the A/c Payee cheque.
13. Negative side of our organization- Lack of corpus Fund.
14. Financial status of last three years (Income and Expenditure) will be mention separately in the Annual Audit report of the Organisation. If necessary.