

National Rural Roads Development Agency
Ministry of Rural Development, Government of India

Agenda for the 15th Meeting of the General Body on 28th January 2012

Item No. 1	Confirmation of the proceedings of the 14th Meeting of the General Body held on 24th August 2011.																								
	<p>The proceedings of the previous meeting held on 24th August 2011 are placed at <i>Appendix I</i>.</p> <p><i>The Action Taken on the Minutes is as follows:</i></p> <table border="1"> <tr> <td>Item No. 1</td><td>Confirmation of the proceedings of the 13th meeting of the General Body held on 8th December 2010.</td></tr> <tr> <td></td><td>No action is called for.</td></tr> <tr> <td>Item No. 2</td><td>Adoption of the Audited Accounts of NRRDA for the year 2010-11.</td></tr> <tr> <td></td><td>No further action is called for.</td></tr> <tr> <td>Item No.3</td><td>Approval of Annual Report of NRRDA for the year 2010-11.</td></tr> <tr> <td></td><td>Annual Report including audited Annual Accounts, after the approval of GB have been laid in both the House of Parliament.</td></tr> <tr> <td>Item No.4</td><td>Rationalizing the terms and conditions of deputation and contractual employment.</td></tr> <tr> <td></td><td>Amendments to relevant provisions of NRRDA Bye laws as approved by GB have since been issued and are implemented.</td></tr> <tr> <td>Item No.5</td><td>Ratification of the decision of engagement of support staff in NRRDA through a manpower service providing agency.</td></tr> <tr> <td></td><td>No further action is called for.</td></tr> <tr> <td>Item No.6</td><td>Information about appointment of Directors & Joint Director on deputation basis.</td></tr> <tr> <td></td><td>No action is called for.</td></tr> </table> <p>Minutes of the 14th Meeting of the General Body were circulated amongst the members of the General Body. No comment has been received. General Body may confirm the proceedings of the previous meeting.</p>	Item No. 1	Confirmation of the proceedings of the 13th meeting of the General Body held on 8th December 2010.		No action is called for.	Item No. 2	Adoption of the Audited Accounts of NRRDA for the year 2010-11.		No further action is called for.	Item No.3	Approval of Annual Report of NRRDA for the year 2010-11.		Annual Report including audited Annual Accounts, after the approval of GB have been laid in both the House of Parliament.	Item No.4	Rationalizing the terms and conditions of deputation and contractual employment.		Amendments to relevant provisions of NRRDA Bye laws as approved by GB have since been issued and are implemented.	Item No.5	Ratification of the decision of engagement of support staff in NRRDA through a manpower service providing agency.		No further action is called for.	Item No.6	Information about appointment of Directors & Joint Director on deputation basis.		No action is called for.
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Item No. 2	Revised Estimates 2011-12 and Budget Estimates 2012-13
	<p>I. Revised Estimates for the year 2011-12</p> <p>Clause 21 (c) (ii) of NRRDA Bye laws provide that the Executive Committee shall consider the annual and supplementary budgets placed before it and pass them with such modifications as may be deemed necessary, for submission to General Body.</p> <p>2.2 In the BE 2011-12, expenditure was estimated at Rs.3,533.41 crore which include Rs.2,400 crore for re-payment of Principal amount of loan and Rs.1,116.66 crore towards payment of interest to NABARD, Rs.12 crore for NRRDA and Rs. 3 crore (in addition to Rs. 6 crore already provided) for purchase of land for office complex and staff quarters for NRRDA. Expenditure upto the end of December, 2011 was Rs.1,867.62 crore (52.85%) including Rs1,004.80 crore (41.87%) and Rs.854.49 crore (76.52%) paid towards Principal amount of loan and interest respectively to NABARD and Rs.8.33 crore (69.42%) on various activities of NRRDA. There are certain committed payments to be made as per the payment schedules prescribed in the MOUs, namely:-</p> <ul style="list-style-type: none"> ➤ Payment of interest to NABARD ➤ Re-payment of Principal amount of loan to NABARD ➤ Payment to C-DAC for maintenance of OMMAS <p>2.3 After making these committed payments, the expenditure is likely to be over 99.5% of the total grant provided in the BE 2011-12.</p> <p>2.4 Revised Estimates for 2011-12, totalling to Rs. 3,540.68 crore, against the budgeted estimates of Rs.3,533.41 crore, have been prepared taking into account the actual expenditure upto December, 2011, commitments and estimated expenditure upto March, 2012, as also the interest payment liability during the year on the loan already drawn from NABARD. Thus, a marginal increase of Rs. 7.27 crore is being proposed in the RE over BE 2011-12, The major variations proposed in the RE with respect to BE are as under:-</p>

	(Amount in lakh)		
	1.2.1.01 & 1.2.2.07	Salary and Allowances & Professional Services to the Office : 30	Due to revision of pay & allowances, remunerations of retired officers and support staff.
	1.2.3.03	Workshops & Conferences : (-) 25	It is expected that less Regional Review Meetings will take place during the remaining period of the year
	1.2.3.05	Professional Services : (-) 10	Fresh Consultants are yet to be appointed by P-I Division
	1.2.4.01	Publications : (-) 67	No requirement has been furnished by the concerned Divisions except Administration.
	1.2.4.02	Advertisement and Publicity : (-) 37	No requirement has been furnished by the concerned Divisions except Administration.
	1.2.4.03	Books Periodicals etc. : (-) 12	No requirement has been furnished by the concerned Divisions except Administration.
	1.2.5.02	Honorarium to NQMs : (-) 30	As per present trend of expenditure
	1.2.5.03	Travelling Expenses of NQMs : (-) 30	
	1.2.6.01	Dev. and Maint. of online manag. sys. : (-) 59	As per MoU signed between NRRDA and C-DAC
	1.2.8.01	Consultancy under Technical Assistance (ADB) : (-) 70	TSC has been appointed late
	2.2.04	Purchase of Equipment & Machinery : 6	It is proposed to purchase one heavy duty photocopy machine and equipment for power point

2.5 The RE 2011-12 were placed before Executive Committee in its 25th Meeting held on 10th January, 2012 for their consideration. After due deliberations, the Committee resolved to recommend these to place before the General Body in its next meeting for approval.

2.6 The proposed RE 2011-12 as approved by the Executive Committee in its 25th Meeting held on 10th January, 2012 are placed at ***Appendix-IIA***.

II. Budget Estimates for the year 2012-13

2.7 During the year 2012-13, an expenditure of Rs.4,659.97 crore is proposed which includes payment of Rs.4,641.22 crore to NABARD (Rs.3,700 crore for re-payment of Principal amount of loan and Rs.941.22 crore towards payment of interest) and Rs.12 crore for operation of NRRDA. While deliberating on the proposals for BE 2012-13, the Executive Committee noted that additional funds will be required during 2012-13 as vacant posts, including the proposed creation of 11 new posts, are likely to be filled up shortly; pay, terms and conditions of deputationists, retired employees and support staff are under rationalization; the third tier of Quality Monitoring is under strengthening by engaging PSUs, etc. and, therefore, revised the allocation for NRRDA from proposed Rs. 12 crore to Rs. 15 crore. Accordingly, receipts of Rs. 4,659.97 crore are estimated in the year 2012-13. Grant of Rs.15 crore mainly includes expenditure towards payment to State Technical Agencies and NQMs (Rs.4.50 crore), Development & Maintenance of Online Management System (Rs.1.70 crore), R & D and HRD including Training (Rs.1.65 crore) and Establishment and other Administrative Expenses including purchase of assets, etc. (Rs.7.15 crore).

2.8 In comparison to BE 2011-12, there is an increase of Rs.1,128.81 in 2012-13, of which 99.62% is on account of re-payment of loan and interest to NABARD.

2.9 The BE proposed for the year 2012-13 are placed at ***Appendix IIB***. A comparative statement of Actual Expenditure incurred by NRRDA during the last five years viz. 2006-07 to 2010-11 is also submitted for the kind information of General Body (***Appendix-III***).

	The General Body is requested to approve the Revised Estimates for the year 2011-12 and Budget Estimates for the year 2012-13.
Agenda Item No. 3	<p>Creation of additional posts for the Technical, Projects, Quality Monitoring (P-III) and Finance & Administration including IT Divisions of NRRDA.</p> <p>Based on the report of consultants, the existing staffing structure and the strength of NRRDA were approved by the General Body in February, 2004. With the passage of time, the volume of work in the Agency has increased manifold and many new activities like, strengthening of quality monitoring of PMGSY work that led to creation of a new Division headed by a Director & Chief Quality Co-coordinator, implementation of Official Language Policy, handling of World Bank & ADB loans, NABARD loan, review of finance and accounts of SRRDAs, RTI, CPGRAMS, SEVOTTAM, RFD, , introduction of GIS for road mapping, etc. have got added to its functioning that were not foreseen earlier. Accordingly, taking into account the demands of various Divisions for additional posts and feasibility, a proposal for creation of 14 additional posts at various levels was sent to Ministry of Rural Development in June, 2011 out of which 07 additional posts were found justified.</p> <p>3.2 Meanwhile, to make NRRDA a more professionally efficient, vibrant and responsive organization by strengthening it technically and managerially to meet the future challenges, a review of implementation of PMGSY and functioning of NRRDA was conducted by M/S McKinsey & Co. The findings and recommendations of the said consultant were subsequently discussed on 9th January, 2012 by a Committee chaired by Hon'ble Minister of Rural Development where Secretary (RD) was also present. The representatives of various States were also invited in the said meeting. After an in-depth analysis of the technical and professional needs of NRRDA, the Committee resolved to make a proposal before the Executive Committee and General Body, after concurrence by IFD, MoRD, for creation of 11 additional posts.</p> <p>3.3 Accordingly, an Agenda item (Appendix- IV) containing the proposal for creation of 11 posts was placed before the Executive Committee. The EC resolved to recommend the proposal for creation of 09 posts for Technical/ Projects/ Quality Monitoring Divisions and 02 posts for F&A/ IT Divisions (Jt. Director: 01/ Dy. Director: 01/ Asstt. Director: 09) before the next meeting of General Body after obtaining concurrence of</p>

	<p>IFD. Concurrence of IFD, MoRD is awaited.</p> <p>Recommendations of the Executive Committee are placed before the General Body for consideration and approval subject to as concurred by IFD, MoRD.</p>
Agenda Item No. 4	<p>a) Proposal for rationalisation of service terms & conditions of deputation in NRRDA.</p> <p>b) Proposal for fixed consolidated service fee to be paid to support staff to be engaged through a fresh manpower service provider w.e.f. 1.4.2012.</p> <p>c) Proposal for rationalization of terms and conditions of retired Government servants engaged in NRRDA on contract basis.</p> <p>The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other Government offices, NRRDA does not have any regular officers and staff against its sanctioned posts nor any pay scales are provided in its rules. Despite repeated efforts made by NRRDA to fill up its posts in deputation mode, only 09 persons are in position on deputation as on date against sanctioned strength of 66. The remaining posts are manned by either retired employees (17) engaged by NRRDA on contract basis or by support staff (36) engaged on contract through a manpower service providing agency.</p> <p>4.2 The General Body of NRRDA in its 13th meeting held on 8th December, 2010 taking note of the fact that NRRDA was facing difficulties in getting persons on deputation felt need for making the service conditions of NRRDA a bit more attractive. It was also suggested that the possibility of providing accommodation as a part of the service conditions be explored so that more professionally qualified and experienced people could come forward for deputation to NRRDA. A Committee comprising officers from NRRDA, Ministry of Rural Development and Consultant (Finance), chaired by the Director General, NRRDA examined the matter. The Committee observed that some of the main reasons for officers being reluctant to join NRRDA on deputation basis were as under:</p> <ul style="list-style-type: none"> ➤ NRRDA was not in a position to provide accommodation to officers coming on deputation to NRRDA as no accommodation was available with it whereas they are generally provided accommodation by their respective Governments.

	<p>➤ The quantum of HRA admissible [30% of (pay + GP)] to them was inadequate to neutralize the high and rising rental cost of housing in Delhi.</p> <p>➤ 10% [of (pay + GP)] Deputation (Duty) Allowance admissible to officers coming on deputation was quite inadequate whereas some of the Government organizations provide attractive salary packages and better conditions of service.</p> <p>4.3 Taking into account all the aspects and the imperative need to professionally strengthen the NRRDA, the Committee recommended for providing leased accommodation to deputationists on the pattern of NHAI, better pay packages and other facilities. The recommendations of the Committee were placed before the Executive Committee in its 24th Meeting held on 11th August 2011. The Executive Committee broadly recommended (Minutes at Appendix-V) as under:</p> <p>(1) Provision of leased accommodation to deputationists or HRA at the existing rate of 30% of basic pay including Grade Pay.</p> <p>(2) <u>Provision of better pay package</u></p> <p>(i) Officers coming on deputation to NRRDA from Central/ State Government Departments and Bodies may be given an option of :</p> <p>(ii) the next higher pay scale (i.e. corresponding to the higher grade pay) than that of their pay of the existing post in his parent cadre (restricted to grade pay of Rs.10000) provided they have completed at least 3 years service in that post in the parent cadre. or</p> <p>(b) the pay scale/ grade pay of their parent cadre post plus deputation (duty) allowance @ 10% without any ceiling on the allowance and tenure as at present.</p> <p>(ii) To protect the total emoluments of officers coming on deputation to NRRDA from Central/ State Public Sector Undertakings/ Bodies plus Deputation (Duty) Allowance @ 10% without any ceiling on the allowance and tenure as at present and.</p> <p>(iii) In addition to pay and Deputation Allowance as at (i) or (ii) above, a personal pay in the range of Rs.1100 to 10% of his Basic Pay including</p>
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Grade Pay (if any) to be decided by DG, NRRDA may also be paid. Executive Committee will be kept informed of the cases of personal pay allowed to the deputationists.

4.4 The General Body in its meeting held on 24th August, 2011 accepted the above recommendations.

4.5 Secretary (RD) while considering a proposal in connection with selection to the post of Director on deputation in NRRDA read with observations of DG, desired a comparison of the terms and conditions of deputation on foreign service of NHAI and NRRDA and further liberalisation of these accordingly to enable a better response to the deputation needs of NRRDA from more professionally qualified and experienced officers. Accordingly, the matter was discussed with other Directors of NRRDA and a proposal for rationalizing the deputation terms and conditions was formulated (*Appendix-VI*).

4.6 Meanwhile, on 9th January, 2012 a power point presentation was made by M/S McKinsey & Company in the meeting chaired by Hon'ble Minister (RD) and attended by Secretary (RD), Secretary, DoLR, DG, NRRDA, Director, CRRI and other officers. An in depth analysis of the needs of NRRDA in respect of the technically qualified experienced professionals was carried out and need for making the service terms and conditions more lucrative was expressed. It was desired that a suitable agenda item in this regard be brought before the Executive Committee in its next meeting and recommendations thereof be placed before the General Body, as concurred by IFD, MoRD, in its next meeting scheduled for 27th January 2012.

4.7 Accordingly, an Agenda item containing proposals for rationalising the pay/remunerations, service terms and conditions of deputationists, retired Government servants and support staff engaged through service providers to enable NRRDA to get more professionally qualified and experienced persons was submitted before the Executive Committee in its meeting held on 10th January, 2012. The Executive Committee broadly recommended (**Minutes at Appendix-VII**) as under:

(a) **Deputation**

4.8 The Executive Committee broadly recommended as under:

(1) **Pay Band/ Grade Pay**

Director : Rs. 37400-67000 (PB-4) *plus* Grade Pay `10000

Joint Director : Rs. 37400-67000 (PB-4) *plus* Grade Pay `8900

Deputy Director : Rs.15600-67000 (PB-3) *plus* Grade Pay `7600

Asstt. Director : Rs.15600-67000 (PB-3) *plus* Grade Pay `6600

The deputationists may exercise an option either to have pay of deputation post or own pay plus deputation allowance @10 % of basic pay plus GP without any ceiling.

(2) **Additional Increments**

In addition to pay fixed as above, additional increments may also be given to deserving candidates possessing high technical experience and professional qualifications or having published research papers.

(3) **Additional Charge Allowance**

In case, an officer holds additional charge of a post in addition to his/ her own duties, he/ she may be allowed additional charge allowance @10 % of pay in the pay band plus grade pay.

(4) **Transport Allowance/ Facility**

As per Central Govt. rules issued from time to time based on the pay band and corresponding grade pay.

(5) **Telephone Facility**

As per Central Govt. rules issued from time to time based on the pay band and corresponding grade pay.

(6) **Reimbursement of Refreshment Expenses**

The existing rates of reimbursement of expenses on refreshments may be revised as below:

	Level-I officers	Rs.1,000 per month
	Level-II officers	Rs. 800 per month
	Level-III officers	Rs. 600 per month

In addition to above, in case, officers are required to host official lunch/ dinners, the actual expenditure incurred may be reimbursed within the existing ceiling.

(b) Support staff :

4.9 The Executive Committee broadly recommended as under:

(1) The existing graded service fee structure of various categories of support staff engaged on contract basis through service provider may be revised as below:

(i)	Programmer	Rs. 20,000-22,000-25,000
(ii)	Executive Asstt./Accountant	Rs. 15,000-16,000-18,000
(iii)	Sr. PA/ PA	Rs. 13,000-14,000-16,000
(iv)	Sr. OA/ Receptionist	Rs. 12,000-13,000-15,000
(v)	Office Asstt.	Rs. 9,400-10,200-11,000

(2) The selection of personnel out of the panel of candidates supplied by the service provider for each post be continued to be made by the Committee of Directors who would recommend the consolidated remuneration in each case taking into account the qualification, experience and skills possessed by the selected candidates.

(3) In addition to above service fee, the hitherto approved special fee at varying rates ranging between Rs. 1,000/- and Rs. 3,000/- for different blends of additional qualifications and standards fixed in July, 2011 may continue to be allowed in exceptionally deserving cases on the basis of assessment made by a duly constituted Selection Committee.

(4) The revised fixed consolidated service fee at (1) above may be made effective from the date from which outsourcing of manpower is done through fresh selected service provider.

(5) The powers to revise the fixed consolidated service fee to support staff in future may

be delegated to the Director General, NRRDA.

(c) Retired Government servants:

4.10 The Executive Committee broadly recommended as under:

(1) The consolidated monthly remuneration of retired officers engaged on contract basis in NRRDA may be fixed in the range of Rs. 25,000 to 45,000 irrespective of the level and designation based on the recommendations, purely on merit, of the Selection Committee to be constituted by DG, NRRDA.

(2) For retired Asstt/ Sr. Auditors/ Sr. Accountants and persons holding equivalent posts, on engagement on contract basis in NRRDA, the range of consolidated monthly remuneration may be Rs. 16,000 to 20,000.

(3) The consolidated monthly remuneration shall be reviewed six monthly by a Committee of Directors and on review, the same can either be reduced or enhanced subject to limit prescribed at (1) above.

(4) In the event of renewal of contract, annual increase @ 5% may be allowed in the existing consolidated monthly remuneration.

(5) The existing benefits of reimbursement of post paid mobile phone charges and reimbursement of conveyance charges for attending office on Saturdays/Sundays/ Gazetted Holidays may continue.

(6) Those retired employees, who are not provided medical facility by their respective Govts., may be allowed medical facilities as per NRRDA Rules.

(7) The existing admissibility of leave to retired employees engaged on contract basis in NRRDA may continue. However, there may not be any carry forward of leave to subsequent calendar year(s).

(8) As decided by the Executive Committee in its meeting held on 11th August, 2011, the revised range of consolidated monthly remuneration as suggested above may be made effective from the date of entering into new contract.

(9) In deserving cases, where necessary, an Asstt. Director may be designated as Sr.

	<p>Asstt. Director with higher remuneration.</p> <p>(10) The powers to revise the remuneration to retired personnel in future may be delegated to the Director General, NRRDA.</p> <p>4.11 The above recommendations of the Executive Committee in respect of the 3 proposals at (a), (b) and (c) were sent to MoRD for seeking concurrence from IFD . Concurrence of IFD, MoRD is awaited.</p> <p>Agenda notes containing the recommendations of the Executive Committee are placed before the General Body for consideration and approval subject to as concurred by IFD.</p>
Item No.5	Any other item with the permission of Chair

**NATIONAL RURAL ROADS DEVELOPMENT AGENCY
MINISTRY OF RURAL DEVELOPMENT, GOVT OF INDIA, NEW DELHI**

**MINUTES OF THE 14th MEETING OF THE GENERAL BODY OF NATIONAL RURAL
ROADS DEVELOPMENT AGENCY HELD ON 24th August 2011 AT NRRDA, NEW DELHI**

(List of members present is annexed)

At the outset DG, NRRDA welcomed the Hon'ble Minister (RD) & President, Secretary(RD) & Vice President; Additional Secretary & FA and other members.

2. The Hon'ble Minister desired to hold meetings of the General Body on two fixed dates every year. The General Body decided to hold its meetings in future on 28th January and 27th July every year. In case any of these dates falls on a holiday, the meeting will be held on the previous working day. Hon'ble Minister further desired that General Body Meeting should be attended by the members as sending representatives to attend the meetings defeats the very purpose of the meetings of this apex body of NRRDA.

3. The members next deliberated upon the composition of the General Body and it was resolved to induct Dr. P.J. Dilip Kumar, DG, Forest & Special Secretary, Ministry of Forest and Environment. It was further resolved to associate, Prof. Veeraraghvan, Department of Civil Engineering IIT, Madras; Prof. Satish Chandra, Department of Civil Engineering, IIT Roorkee, and Prof. Sudhakar Reddy, Department of Civil Engineering IIT, Kharagpur in the meetings of General Body.

The Agenda items were then taken up for discussion as under :

Item No. 1	Confirmation of the proceedings of the 13th Meeting of General Body held on 8th December 2010.
	The Director General informed that Minutes of the 13 th Meeting were circulated amongst the members and the Action Taken Report thereon has been placed for the information of members. He stated that no comment on the Minutes has been received from any member as such proposed for confirmation of the Minutes. The members confirmed the Minutes of the 13 th Meeting of the General Body.
Item No. 2	Adoption of the Audited Accounts of NRRDA for the year 2010-11.
	The Director General explained the basic features of the audited Annual Accounts of the Agency for the year 2010-11 and gave a brief account of the action taken on the audit observations. The General Body, after due deliberations, adopted the Audited Balance Sheet and Income & Expenditure Statement for the year 2010-11.
Item No. 3	Approval of Annual Report of NRRDA for the year 2010-11.
	The Director General gave a brief account of the activities carried out during 2010-11. He informed that the Executive Committee in its 24 th meeting held on 11 th August 2011 had recommended the Annual Report for placing it before the General Body. The General Body while approving the Annual Report suggested that some significant achievements made and the best practices came across in implementation of the Scheme during the year under report may also be reflected in the Annual Report.

Item No. 4	Rationalization to the terms and conditions of deputation and contractual employment.
	<p>Director General explained the main features of the Agenda Item and the proposals made therein. The General Body was informed constraints being faced by NRRDA in filling up its posts on deputation basis. The General Body emphasized upon the need for inducting more qualified and technical professionals in NRRDA. It added that in case of any difficulty in getting such persons on deputation basis, contractual appointments should be made from the open market with terms & conditions attractive enough to have qualified and technical professionals. The General Body, after due deliberations, decided as under :</p> <p>(1) Provision of leased accommodation to deputationists:</p> <p>(a) To arrange residential accommodation on lease basis (except self lease) at convenient locations for all willing deputationists subject to rental ceilings and payment of License Fees by them on the pattern of the arrangements made in this regard by the NHAI for its employees.</p> <p>(b) Officers who do not opt for leased accommodation will be paid HRA at the existing rate of 30% of Basic Pay including Grade Pay.</p> <p>(2) Provision of better pay package:</p> <p>(i) Officers coming on deputation to NRRDA from Central/ State Government Departments and Bodies will be given an option of :</p> <p>(a) either to opt for the next higher pay scale (i.e. corresponding to the higher grade pay) than that of their pay scale of the existing post in his parent cadre (restricted to grade pay of Rs.10000) provided they have completed at least 3 years service in their parent</p>

	<p>cadre post and in addition a personal pay in the range of Rs.1100 to 10% of the Basic Pay (including the Grade Pay) to be decided by DG, NRRDA.</p> <p style="text-align: center;">or</p> <p>(b) the pay scale/ grade pay of their parent cadre post plus deputation (duty) allowance @ 10% without any ceiling on the allowance and tenure as at present and in addition a personal pay in the range of Rs.1100 to 10% of Basic Pay (including the Grade Pay) to be decided by DG, NRRDA.</p> <p>(ii) Officers coming on deputation to NRRDA from Central/ State Public Sector Undertakings/ Bodies:</p> <p>In case of an Officer joining NRRDA on deputation basis from a Public Sector Undertaking/ Body where the Scales of Pay, Dearness Allowance and other perks are different than that of the Central Government, his total emoluments will be protected plus Deputation (Duty) Allowance @ 10% without any ceiling on the allowance and tenure as at present and in addition a personal pay in the range of Rs.1100 to 10% of his Basic Pay to be decided by DG, NRRDA.</p> <p>(iii) The above provisions will be made applicable w.e.f. 1st September, 2011 and will also be applicable to the existing deputationists.</p> <p>(iv) Executive Committee will be kept informed by the DG about the cases of the personal pay allowed to the deputationists.</p> <p>(v) The existing provisions in this regard in the NRRDA (Regulation of Pay & Allowances) Bye-Laws 2004 will stand amended accordingly.</p> <p>(3) To extend the facility of mobile phone to retired employees appointed as Assistant Director or equivalent and above as also to the staff dealing with the duties of care taking, office maintenance and management of staff car & hired vehicles.</p>
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	<p>(4) Out of seven sanctioned posts of Joint Directors, two will be up-graded as Additional Director.</p> <p>(5) To increase the number of posts of Director from present five to six subject to clearance on file.</p>
Item No. 5	Ratification of the decision of engagement of support staff in NRRDA through a manpower service providing agency .
	Director General explained the main features of the Agenda Item about the decision to engage support staff in NRRDA through a manpower service provider and the grant of special fee to them. The General Body ratified the decision of engagement of support staff in NRRDA through a manpower service providing agency and to grant special fee in the range of Rs. 1,000 to Rs 3,000 to support staff possessing strictly higher qualification and experience.
Item NO. 6	Information about appointment of Directors & Joint Director on deputation basis.
	The General Body noted the appointments of three Directors and a Joint Director made in NRRDA since the last meeting.
Item No. 7	Ratification of the decision for increase in remuneration of Retired officers.
	With the permission of the Chair, Director General presented the above additional Agenda Item and explained its main features. The General Body, after due deliberations, ratified the decision of 20% increase in the existing emoluments of the retired employees who are to be engaged directly, without going through the service provider, on contract basis.

The Meeting ended with a vote of thanks to the Chair.

Appendix-IIA & B

Revised Estimates 2011-12 & Budget Estimates 2012-13

			(Amount in rupees)	
Object Head & Purpose	BE	Actual	RE (Proposed)	BE (Proposed)
	2011-12	upto Dec, 2011	2011-12	2012-13
1	2	3	4	5
1.Receipts				
Opening Balance				
- MoRD Grant		6,16,62,273	6,16,62,273	
- NABARD				
- Interest				
1.1.01 Grant from MoRD	12,00,00,000	7,50,00,000	15,50,00,000	15,00,00,000
1.1.02 Interest Income		13,63,112		
1.1.03 Miscellaneous Receipts		3,788		
1.1.04 Receipts from GOI -World Bank (RRPI)	1,50,00,000		1,50,00,000	0
1.1.04.01 Receipts from GOI -World Bank (RRPII)			55,00,000	3,15,00,000
1.1.05 Receipts from GOI-ADB	1,00,00,000		30,00,000	60,00,000
1.1.06 Loan receipt from NABARD			0	0
1.1.07 Receipt from GOI- Repayment to NABARD	2400,00,00,000	1004,80,32,100	2400,00,00,000	3700,00,37,000
1.1.08 Receipt from GOI- Interest to NABARD	1116,66,00,000	853,80,71,092	1116,66,00,000	941,21,36,000
From A/c No. 7165 (NABARD)				
Total Receipts	3531,16,00,000	1872,41,32,365	3540,67,62,273	4659,96,73,000
2. Expenditure				
(1.2.1) Establishment				
(1.2.1.01) Salary and Allowance	1,29,00,000	1,19,00,743	1,82,00,000	3,85,00,000
(1.2.1.02) Wages				
(1.2.1.03) Overtime Allowances	15,000	18,100	25,000	40,000
(1.2.1.04) Expenditure on Medical Claims	6,00,000	1,72,128	6,00,000	10,00,000
(1.2.1.05) Leave Encashment				
Total Establishment	1,35,15,000	1,20,90,971	1,88,25,000	3,95,40,000
(1.2.2) Administrative Expenses				
(1.2.2.01) Office Maintenance/Taxes and Duties	16,00,000	4,94,310	16,00,000	16,00,000
(1.2.2.02) Domestic Travel Expenses	17,00,000	15,38,465	22,00,000	25,00,000
(1.2.2.03) Foreign Travel Expenses	3,00,000	0	3,00,000	3,00,000
(1.2.2.04) Hiring of Vehicles	19,00,000	17,21,773	23,00,000	23,00,000
(1.2.2.05) Printing and Stationary	10,00,000	8,09,393	10,00,000	12,00,000

(1.2.2.6) Meetings Expenses	3,00,000	1,85,495	3,00,000	3,00,000
(1.2.2.07) Professional Services to the office	1,43,00,000	97,50,478	1,20,00,000	1,50,00,000
(1.2.2.08) Telephone- Office	7,00,000	5,04,021	7,00,000	9,00,000
(1.2.2.09) Telephone- Residential & Mobile	2,00,000	86,786	3,00,000	5,00,000
(1.2.2.10) Vehicle Maintenance	3,00,000	2,61,536	6,00,000	6,00,000
(1.2.2.11) Electricity Expenses	10,00,000	9,48,030	12,00,000	13,00,000
(1.2.2.12) Postage Expenses	3,00,000	1,01,423	3,00,000	3,00,000
(1.2.2.13) Repairs and Maintenance	7,00,000	4,46,125	7,00,000	7,00,000
(1.2.2.14) Insurance Charges	10,000	0	10,000	10,000
(1.2.1.15) Other office expenses	6,00,000	4,56,921	8,00,000	10,00,000
Total Administrative Expenses	2,49,10,000	1,73,04,756	2,43,10,000	2,85,10,000
(1.2.3) R&D and HRD				
(1.2.3.01) Training	70,00,000	69,43,460	75,00,000	75,00,000
(1.2.3.02) Tech.Dev.and Research work	15,00,000	0	15,00,000	30,00,000
(1.2.3.03) Workshops and Conferences	55,00,000	25,44,496	30,00,000	35,00,000
(1.2.3.04) Contribution to Professional bodies	4,00,000	3,85,124	4,00,000	5,00,000
(1.2.3.05) Professional Services	20,00,000	0	10,00,000	20,00,000
Total R&D and HRD	1,64,00,000	98,73,080	1,34,00,000	1,65,00,000
(1.2.4) Publications, Adv.& Publicity				
(1.2.4.01) Publications	69,00,000	1,67,445	2,00,000	3,00,000
(1.2.4.02) Advertisement and Publicity	40,00,000	4,20,409	6,00,000	10,00,000
(1.2.4.03) Books Perio.and Audio Visual Mat.	13,00,000	24,295	1,00,000	2,00,000
Total Publications, Adv and Publicity	1,22,00,000	6,12,149	9,00,000	15,00,000
(1.2.5) STAs, PTAs and NQMs				
(1.2.5.01) Honorarium to NQMs	1,50,00,000	58,78,040	1,20,00,000	1,50,00,000
(1.2.5.02) Travelling Expenses of NQM's	1,50,00,000	73,65,328	1,20,00,000	1,50,00,000
(1.2.5.03) Payment to Principal Technical Agencies.				
(1.2.5.04) Payment to State Technical Agencies	1,50,00,000	35,29,755	1,50,00,000	1,50,00,000
Total STAs, PTAs and NQMs	4,50,00,000	1,67,73,123	3,90,00,000	4,50,00,000
(1.2.6) OMMS and Computerization				
(1.2.6.01) Dev.and Maint.of online manag.sys.	1,70,00,000	11,53,338	1,11,21,000	1,70,00,000
(1.2.6.02) Hiring of computers and peripherals				
(1.2.6.03) Dev. and Maint. Of e-	1,25,52,000	1,75,52,000	1,75,52,000	

Procurement				
Total OMMS and Computerization	2,95,52,000	1,87,05,338	2,86,73,000	1,70,00,000
(1.2.8) Technical assistance from ADB				
(1.2.8.01) Consultancy	1,00,00,000	1,52,541	30,00,000	60,00,000
(1.2.8.02) Others				
Total Technical assistance from ADB	1,00,00,000	1,52,541	30,00,000	60,00,000
(1.2.9) World Bank Loan (RRP I)				
(1.2.9.01) Capacity Building	1,50,00,000	75,06,908	1,50,00,000	0
Total World Bank Loan (RRP I)	1,50,00,000	75,06,908	1,50,00,000	0
(1.2.10) World Bank Loan (RRP II)				
(1.2.10.01) Research & Development			15,00,000	15,00,000
(1.2.10.02) Independent verification of Performance & Financial Audit				2,00,00,000
(1.2.10.03) Training			40,00,000	1,00,00,000
Total World Bank Loan (RRP II)			55,00,000	3,15,00,000
(1.3.) Loan- NABARD				
(1.3.01) Transfer of Funds to States			0	0
(2.3.1) Interest payment to NABARD	1116,66,00,000	854,48,67,382	1116,66,00,000	941,21,36,000
(2.3.2) Principal Repayment	2400,00,00,000	1004,80,32,100	2400,00,00,000	3700,00,37,000
Total Loan -NABARD	3516,66,00,000	1859,28,99,482	3516,66,00,000	4641,21,73,000
(2.2) Capital Expenditure				
(2.2.01) Purchase/renovation of Office Area	0		9,00,00,000	
(2.2.02) Furniture and Furnishing of the office	1,50,000	96,695	1,50,000	4,00,000
(2.2.03) Purchase of Vehicles				
(2.2.04) Purchase of Equipments & Machinery	1,50,000	42,303	6,50,000	7,50,000
(2.2.05) Purchase of Computers & peripherals	6,00,000	1,13,506	8,00,000	8,00,000
Total Capital Expenditure	9,00,000	2,52,504	9,16,00,000	19,50,000
Total Expenditure	3533,40,77,000	1867,61,70,852	3540,68,08,000	4659,96,73,000

Year wise Actual Expenditure						
Object Head & Purpose						
	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
1. Receipt						upto Dec., 2011
Opening Balance						
MoRD Grant	8,85,04,260	1,58,14,932	33,28,516	3,23,80,452	1,86,86,376	6,16,62,273
World Bank T.A	14,88,81,045	11,41,74,208	0	0	0	0
(1.1.01) Grant from MoRD	8,00,00,000	10,00,00,000	12,34,60,000	15,69,82,000	13,87,61,000	7,50,00,000
(1.1.02) Interest Receipt	59,34,762	31,85,319	11,31,849	11,30,085	17,68,587	13,63,112
(1.1.03) Misc. Receipt	99,262	1,64,782	1,08,78,178	3,52,055	68,720	3,788
(1.1.04) Receipt from GOI -World Bank	0	0	0	0	0	0
(1.1.05) Receipt from GOI -ADB	0	0	2,56,81,000	0	0	0
Transfer from A/c. No. 2971 to 3152			12,96,723	0	0	0
(1.1.06) Loan Receipt from NABARD		4499,99,98,000	7499,99,99,700	6500,00,00,000	0	0
(1.1.07) Receipt from GOI - Repayment to NABARD		0	0	0	899,99,99,620	1004,80,32,100
(1.1.08) Receipt from GOI - Interest to NABARD		64,72,79,933	432,15,20,000	924,00,00,000	1119,68,41,382	853,80,71,092
Transfer from A/c. No. 7165 to 3152					4,70,510	
Total Receipt	32,34,19,329	4588,06,17,174	7948,72,95,966	7443,08,44,592	2035,65,96,195	1872,41,32,365
(1.2.1) Establishment						
(1.2.1.01) Salary and Allowance	47,85,988	53,55,192	58,06,783	1,08,73,686	96,56,779	1,19,00,743
(1.2.1.02) Wages	0	0	0	0	0	0
(1.2.1.03) Overtime Allowances	18,150	19,800	19,241	14,850	17,821	18,100
(1.2.1.04) Expenditure on Medical Claims	1,83,772	2,72,926	5,84,922	2,45,809	5,56,316	1,72,128
(1.2.1.05) Leave Encashment	0	0	0	0	0	0
Total Establishment	49,87,910	56,47,918	64,10,946	1,11,34,345	1,02,30,916	1,20,90,971
(1.2.2) Administrative Expenses						
(1.2.2.01) Office Maintenance/Taxes and Duties	19,99,384	16,92,771	16,91,143	15,28,373	11,68,577	4,94,310
(1.2.2.02) Domestic Travel Expenses	23,30,063	22,00,374	21,95,476	18,24,883	16,78,688	15,38,465
(1.2.2.03) Foreign Travel Expenses	14,479	1,49,572	15,255	70,177	0	0

(1.2.2.04) Hiring of Vehicles	10,99,772	14,44,548	16,69,464	15,46,692	15,73,175	17,21,773
(1.2.2.05) Printing and Stationary	5,10,449	5,70,630	7,41,652	5,82,119	9,71,337	8,09,393
(1.2.2.06) Meetings Expenses	17,78,349	2,87,837	2,68,424	1,20,506	1,03,600	1,85,495
(1.2.2.07) Professional Services to the office	62,87,240	91,82,162	1,07,87,709	1,05,04,024	1,21,42,581	97,50,478
(1.2.2.08) Telephone - Office	3,64,683	6,07,085	6,38,519	5,96,675	6,10,557	5,04,021
(1.2.2.09) Telephone - Residential & Mobile	2,26,619	1,98,651	1,64,637	1,59,026	1,90,006	86,786
(1.2.2.10) Vehicle Maintenance	2,34,298	2,23,556	2,25,303	1,98,298	2,51,555	2,61,536
(1.2.2.11) Electricity Expenses	6,58,036	6,62,821	7,08,014	7,43,086	8,50,604	9,48,030
(1.2.2.12) Postage Expenses	3,25,719	6,75,910	14,59,684	2,09,913	2,09,155	1,01,423
(1.2.2.13) Repairs and Maintenance	5,70,793	8,60,381	8,80,944	5,36,727	6,17,268	4,46,125
(1.2.2.14) Insurance Charges	9,172	0	0	0	0	0
(1.2.2.15) Other Office Expenses	6,09,948	1,89,35,215	8,98,192	4,32,034	5,92,622	4,56,921
Total Administrative Exp	1,70,19,004	3,76,91,513	2,23,44,416	1,90,52,533	2,09,59,725	1,73,04,756
(1.2.3) R&D and HRD						
(1.2.3.01) Training	85,800	4,43,169	12,11,118	49,79,750	49,22,100	69,43,460
(1.2.3.02) Tech.Dev.and Research work	67,45,000	6,00,000	8,38,802	13,08,506	17,23,713	0
(1.2.3.03) Workshops and Conferences	9,36,396	1,34,59,941	40,89,781	21,78,710	18,50,114	25,44,496
(1.2.3.04) Contribution to Professional bodies	1,65,000	2,35,900	2,55,000	2,66,000	2,66,000	3,85,124
(1.2.3.05) Professional Services	35,95,000	19,64,731	42,14,213	32,06,328	11,48,010	0
Total R & D and HRD	1,15,27,196	1,67,03,741	1,06,08,914	1,19,39,294	99,09,937	98,73,080
(1.2.4) Publications, Adv.& Publicity						
(1.2.4.01) Publications	17,88,540	46,59,532	12,73,783	15,06,358	6,10,122	1,67,445
(1.2.4.02) Advertisement and Publicity	15,81,000	15,21,539	6,93,758	9,72,645	14,82,958	4,20,409
(1.2.4.03) Books Perio.and Audio Visual Mat.	1,35,000	6,02,855	2,43,475	3,74,800	1,23,738	24,295
Total Publications, Adv. & Publicity	35,04,540	67,83,926	22,11,016	28,53,803	22,16,818	6,12,149
(1.2.5) STAs, PTAs and NQMs						
(1.2.5.01) Honararium to NQMs	53,32,000	80,43,060	89,30,366	88,81,461	89,69,540	58,78,040
(1.2.5.02) Travelling Expenses of NQMs	80,69,460	93,01,967	1,19,56,158	1,24,69,219	1,25,73,902	73,65,328

(1.2.5.03) Payment to Principal Technical Agencies	0	0	0	0	0	0
((1.2.5.04) Payment to State Technical Agencies	2,89,08,658	2,64,15,676	3,32,28,145	3,61,87,329	67,15,186	35,29,755
Total STAs, PTAs, and NQMs	4,23,10,118	4,37,60,703	5,41,14,669	5,75,38,009	2,82,58,628	1,67,73,123
(1.2.6) OMMS and Computerization						
(1.2.6.01) Dev.and Maint.of online manag.sys.	75,16,802	59,86,254	1,37,30,694	1,94,42,939	1,03,80,043	11,53,338
(1.2.6.02) Hiring of computers and peripherals						
(1.2.6.03) Dev. And maint. of e-procurement	0	0	0	3,69,82,000	62,09,000	1,75,52,000
Total OMMS and Computerization	75,16,802	59,86,254	1,37,30,694	5,64,24,939	1,65,89,043	1,87,05,338
(1.2.7) Technical Assistance World Bank						
(1.2.7.01) Training	1,04,91,674	1,63,95,542	0	0	0	0
(1.2.7.02) Pilot Studies	28,54,423	46,47,636	0	0	0	0
(1.2.7.03) Workshop & Conference	6,11,309	0	0	0	0	0
(1.2.7.04) Professional Service	9,06,200	5,13,495	0	0	0	0
(1.2.7.05) Domestic Travel	2,81,600	0	0	0	0	0
(1.2.7.06) Foreign Travel	1,27,34,132	1,28,45,118	0	0	0	0
(1.2.7.07) Lab Equipment	64,80,918	5,51,09,845	0	0	0	0
(1.2.7.08) Computer and peripheral	51,04,820	23,60,120	0	0	0	0
Total Technical Assistance World Bank	3,94,65,076	9,18,71,756	0	0	0	0
(1.2.8) Technical Assistance from ADB						
(1.2.8.01) Consultancy	5,62,71,167	1,57,56,298	2,09,13,670	1,04,36,586	27,86,430	1,52,541
(1.2.8.02) Other	0	0	0	0	0	0
Total Technical Assistance from ADB	5,62,71,167	1,57,56,298	2,09,13,670	1,04,36,586	27,86,430	1,52,541
(1.2.9) W.B. Loan						
Capcity Building	97,80,852	40,67,836	23,10,966	19,15,140	58,49,882	75,06,908
Total World Bank Loan	97,80,852	40,67,836	23,10,966	19,15,140	58,49,882	75,06,908
(1.3) Loan- NABARD						
(1.3.01) Transfer of Funds to States		4499,99,98,000	7499,99,99,700	6500,00,00,000	0	0

(1.3.02) Interest repayment to NABARD		59,79,14,916	410,62,07,845	879,85,47,551	1192,12,39,261	854,48,67,382
(1.3.03) Principal Payment		0	0	0	899,99,99,620	1004,80,32,100
Total Loan- NABARD		4559,79,12,916	7910,62,07,545	7379,85,47,551	2092,12,38,881	1859,28,99,482
(2.2) Capital Expenditure						
(2.2.01) Purchase/Renovation of Office Area	0	0	0	0	0	0
(2.2.02) Furniture and Furnishing of the office	34,000	1,10,243	2,34,800	76,500	0	96,695
(2.2.03) Purchase of Vehicles	0	0	0	0	0	0
(2.2.04) Purchase of Equipments & Machinery	3,59,940	2,29,388	13,438	72,550	47,881	42,303
(2.2.05) Purchase of Computers & peripherals	6,09,817	5,35,048	4,62,285	2,04,007	5,91,557	1,13,506
Total Capital Expenditure	10,03,757	8,74,679	7,10,523	3,53,057	6,39,438	2,52,504
Transfer from A/c. No.3152 to 7165 (NAB)				4,70,510		
FDR/Bank Guarantee				40,000		
Total Expenditure	19,33,86,422	4582,70,57,540	7923,95,63,359	7397,07,05,767	2101,86,79,698	1867,61,70,852

Appendix-IV

**National Rural Roads Development Agency
Ministry of Rural Development, Government of India**

Agenda for the 25th Meeting of the Executive Committee schedule for 10th January 2012

Item No.5	Creation of additional posts for the Technical, Projects, Quality Monitoring (P-III) and Finance & Administration including IT Divisions of NRRDA.
	<p>To make NRRDA a more professionally efficient, vibrant and a responsive organization by strengthening it technically and managerially, a review of the implementation of PMGSY and functioning of NRRDA has been conducted by M/s McKinsey & Co. A Power Point presentation titled 'NRRDA: Gearing up for the future' was submitted by them. For discussing the findings, a Committee under the chairmanship of Secretary, DoLR was constituted. The other members of the Committee are as under:</p> <ul style="list-style-type: none">➤ AS & FA, MoRD, New Delhi➤ Joint Secretary(RC), MoRD, New Delhi➤ Secretary General, IRC, New Delhi➤ Director, CRRI, New Delhi➤ All Directors NRRDA➤ All Directors, MoRD➤ A Representative of NIC as nominated by Secretary (RD) <p>First meeting of the Committee was held on 1st December 2011 in the Committee Room of Deptt. of Land Resources wherein the power point presentation was made by M/s McKinsey & Co. which was chaired by Secretary, DoLR and attended by, inter alia , AS&FA, MoRD, Director, CRRI, Representatives of IRC and NIC, all Directors of Ministry. The findings were discussed and M/s McKinsey proposed to revise their findings in the light of the discussion held.</p> <p>The revised power point presentation was made before the Committee chaired by Hon'ble Minister of Rural Development wherein Secretary (RD) was also present. Representatives of Assam, Bihar, Chattisgarh, Jharkhand, J&K, Karnataka, Madhya Pradesh, Maharashtra, Odisha, , Rajasthan, and Uttar Pradesh States were also invited for seeking their views on the issues flagged in the presentation.</p>

	<p>A detailed discussion was held on 9th January 2012 on the measures to strengthen NRRDA technically and professionally. It was informed that at present in all 66 posts are sanctioned (by GB) out of which 32 posts are in the officers cadre (at Level-I, Level-II and Level –III) including 21 posts for the Technical, Projects and Quality Monitoring Divisions. After in depth analysis of the staffing needs of NRRDA, it was resolved to make a proposal before the Executive Committee and General Body after concurrence by IFD, for creation of 11 additional posts as under:</p> <p>Technical Division:</p> <ul style="list-style-type: none"> ▪ Dy. Director (1 post) ▪ Assistant Director (2 posts) <p>P-I Division :</p> <ul style="list-style-type: none"> ▪ Joint Director (1 post) ▪ Assistant Director (2 posts) <p>P-III Division :</p> <ul style="list-style-type: none"> ▪ Assistant Director (3 posts) <p>F&A Division :</p> <ul style="list-style-type: none"> ▪ Assistant Director- Accounts (1 post) ▪ Assistant Director- IT (1 post) <p>The proposal for creation of additional 11 posts as above is placed before the Executive Committee. Based on its recommendations, a proposal will be submitted to Ministry of Rural Development for its consideration and seeking concurrence of IFD for placing it before the General Body scheduled to be held on 27th January 2012.</p>
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Appendix- V

NATIONAL RURAL ROADS DEVELOPMENT AGENCY MINISTRY OF RURAL DEVELOPMENT, GOVT OF INDIA, NEW DELHI

MINUTES OF THE 14th MEETING OF THE GENERAL BODY OF NATIONAL RURAL ROADS DEVELOPMENT AGENCY HELD ON 24th August 2011 AT NRRDA, NEW DELHI

(List of members present is annexed)

At the outset DG, NRRDA welcomed the Hon'ble Minister (RD) & President, Secretary(RD) & Vice President; Additional Secretary & FA and other members.

2. The Hon'ble Minister desired to hold meetings of the General Body on two fixed dates every year. The General Body decided to hold its meetings in future on 28th January and 27th July every year. In case any of these dates falls on a holiday, the meeting will be held on the previous working day. Hon'ble Minister further desired that General Body Meeting should be attended by the members as sending representatives to attend the meetings defeats the very purpose of the meetings of this apex body of NRRDA.

3. The members next deliberated upon the composition of the General Body and it was resolved to induct Dr. P.J. Dilip Kumar, DG, Forest & Special Secretary, Ministry of Forest and Environment. It was further resolved to associate, Prof. Veeraraghvan, Department of Civil Engineering IIT, Madras; Prof. Satish Chandra, Department of Civil Engineering, IIT Roorkee, and Prof. Sudhakar Reddy, Department of Civil Engineering IIT, Kharagpur in the meetings of General Body.

The Agenda items were then taken up for discussion as under :

Item No. 1	Confirmation of the proceedings of the 13th Meeting of General Body held on 8th December 2010.
	The Director General informed that Minutes of the 13 th Meeting were circulated amongst the members and the Action Taken Report thereon has been placed for the information of members. He stated that no comment on the Minutes has been received from any member as such proposed for confirmation of the Minutes. The members confirmed the Minutes of the 13 th Meeting of the General Body.
Item No. 2	Adoption of the Audited Accounts of NRRDA for the year 2010-11.
	The Director General explained the basic features of the audited Annual Accounts of the Agency for the year 2010-11 and gave a brief account of the action taken on the audit observations. The General Body, after due deliberations, adopted the Audited Balance Sheet and Income & Expenditure Statement for the year 2010-11.
Item No. 3	Approval of Annual Report of NRRDA for the year 2010-11.
	The Director General gave a brief account of the activities carried out during 2010-11. He informed that the Executive Committee in its 24 th meeting held on 11 th August 2011 had recommended the Annual Report for placing it before the General Body. The General Body while approving the Annual Report suggested that some significant achievements made and the best practices came across in implementation of the Scheme during the year under

	report may also be reflected in the Annual Report.
Item No. 4	Rationalization to the terms and conditions of deputation and contractual employment.
	<p>Director General explained the main features of the Agenda Item and the proposals made therein. The General Body was informed constraints being faced by NRRDA in filling up its posts on deputation basis. The General Body emphasized upon the need for inducting more qualified and technical professionals in NRRDA. It added that in case of any difficulty in getting such persons on deputation basis, contractual appointments should be made from the open market with terms & conditions attractive enough to have qualified and technical professionals. The General Body, after due deliberations, decided as under :</p> <p>(6) Provision of leased accommodation to deputationists:</p> <p>(c) To arrange residential accommodation on lease basis (except self lease) at convenient locations for all willing deputationists subject to rental ceilings and payment of License Fees by them on the pattern of the arrangements made in this regard by the NHAI for its employees.</p> <p>(d) Officers who do not opt for leased accommodation will be paid HRA at the existing rate of 30% of Basic Pay including Grade Pay.</p> <p>(7) Provision of better pay package:</p> <p>(iii) Officers coming on deputation to NRRDA from Central/ State Government Departments and Bodies will be given an option of :</p> <p>(c) either to opt for the next higher pay scale (i.e. corresponding to the higher grade pay) than that of their pay scale of the existing post in his parent cadre (restricted to grade pay of Rs.10000) provided they</p>

	<p>have completed at least 3 years service in their parent cadre post and in addition a personal pay in the range of Rs.1100 to 10% of the Basic Pay (including the Grade Pay) to be decided by DG, NRRDA.</p> <p style="text-align: center;">or</p> <p>(d) the pay scale/ grade pay of their parent cadre post plus deputation (duty) allowance @ 10% without any ceiling on the allowance and tenure as at present and in addition a personal pay in the range of Rs.1100 to 10% of Basic Pay (including the Grade Pay) to be decided by DG, NRRDA.</p> <p>(iv) Officers coming on deputation to NRRDA from Central/ State Public Sector Undertakings/ Bodies:</p> <p>In case of an Officer joining NRRDA on deputation basis from a Public Sector Undertaking/ Body where the Scales of Pay, Dearness Allowance and other perks are different than that of the Central Government, his total emoluments will be protected plus Deputation (Duty) Allowance @ 10% without any ceiling on the allowance and tenure as at present and in addition a personal pay in the range of Rs.1100 to 10% of his Basic Pay to be decided by DG, NRRDA.</p> <p>(iv) The above provisions will be made applicable w.e.f. 1st September, 2011 and will also be applicable to the existing deputationists.</p> <p>(iv) Executive Committee will be kept informed by the DG about the cases of the personal pay allowed to the deputationists.</p> <p>(v) The existing provisions in this regard in the NRRDA (Regulation of Pay & Allowances) Bye-Laws 2004 will stand amended accordingly.</p> <p>(8) To extend the facility of mobile phone to retired employees appointed as Assistant Director or equivalent and above as also to the staff dealing with the duties of care taking, office maintenance and management of</p>
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	<p>staff car & hired vehicles.</p> <p>(9) Out of seven sanctioned posts of Joint Directors, two will be up-graded as Additional Director.</p> <p>(10) To increase the number of posts of Director from present five to six subject to clearance on file.</p>
Item No. 5	Ratification of the decision of engagement of support staff in NRRDA through a manpower service providing agency .
	<p>Director General explained the main features of the Agenda Item about the decision to engage support staff in NRRDA through a manpower service provider and the grant of special fee to them. The General Body ratified the decision of engagement of support staff in NRRDA through a manpower service providing agency and to grant special fee in the range of Rs. 1,000 to Rs 3,000 to support staff possessing strictly higher qualification and experience.</p>
Item NO. 6	Information about appointment of Directors & Joint Director on deputation basis.
	<p>The General Body noted the appointments of three Directors and a Joint Director made in NRRDA since the last meeting.</p>
Item No. 7	Ratification of the decision for increase in remuneration of Retired officers.
	<p>With the permission of the Chair, Director General presented the above additional Agenda Item and explained its main features. The General Body, after due deliberations, ratified the decision of 20% increase in the existing emoluments of the retired employees who are to be engaged directly, without going through the service</p>

	provider, on contract basis.
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The Meeting ended with a vote of thanks to the Chair.

List of Members presented in the 14th meeting of General Body

1. PPS to Hon'ble Minister MoRD & President NRRDA.
2. Shri B.K. Sinha, Secretary (RD), Ministry of Rural Development, Government of India, Krishi Bhawan, New Delhi.
3. Shri Arvind Mayaram, Additional Secretary & Financial Advisor, Ministry of Rural Development, Government of India, New Delhi.
4. Representative, Department of Economic Affairs, Ministry of Finance, Government of India, North Block, New Delhi.

5. Shri A.S.Sahota, Joint Secretary, Ministry of Panchayati Raj, Room No. 127, 1st Floor, Sardar Patel Bhawan, New Delhi.
6. Dr. Pramod Kumar Anand, Joint Secretary (RC) & Director General, NRRDA, Ministry of Rural Development, Krishi Bhawan, New Delhi.
7. Shri Rohit Kumar, Director (RC), Ministry of Rural Development, Krishi Bhawan, New Delhi.
8. Representative, Public Works Department (B&R), Government of Haryana, Room No. 207, 2nd Floor, Mini Secretariat, Haryana Civil Secretariat, Sector-7, Chandigarh. HARYANA.
9. Shri Rajiv Sharma, Principal secretary, Panchayati Raj & Rural Development Department, Government of Andhra Pradesh, Room No. 808, 'L' Block, 8th Floor, A.P. Secretariat, Hyderabad.
10. Shri S.N.Tripathi, Principal Secretary, Department of Rural Development, Government of Orissa, Bhubaneshwar.
11. Representative, Public Work Department, Government of Rajasthan, Rajasthan Secretariat, Jaipur, Jacob Road, Rajasthan.
12. Shri M.C.Boro, Secretary cum Commissioner, Public Works Department, Government of Assam, P.O Sachivalaya, Dispur, Guwahati-781006.
13. Representative, Central Road Research Institute, CRRI, Delhi-Mathura Road, New Delhi.
14. Prof P.K.Sikdar, Director, International Consultants & Technocrats Pvt. Ltd., A-8.Green Park, New Delhi-110016.
15. Shri S.C.Sharma, Retd. Director General, Ministry of Road Transport & Highways, 175, Vigyapanlok, Mayur Vihar Phase-I, Delhi-110091.

Appendix-VII

**National Rural Roads Development Agency
Ministry of Rural Development, Government of India**

Agenda for the 25th Meeting of the Executive Committee schedule for 10th January 2012

Item No.7	<p>d) Proposal for rationalisation of service terms & conditions of deputation in NRRDA.</p> <p>e) Proposal for consolidated service fee to be paid to support staff to be engaged through a fresh manpower service provider w.e.f. 1.4.2012.</p> <p>f) Proposal for rationalization of terms and conditions of retired officers/staff engaged in NRRDA on contract basis</p>
	<p>a) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules. Despite repeated efforts made by NRRDA to fill up its posts in deputation mode, only 09 persons are in position on deputation as on date against sanctioned strength of 66. The remaining posts are manned by either retired employees engaged by NRRDA on contract basis or by support staff engaged on contract through a manpower service providing agency.</p> <p>The General Body of NRRDA in its 13th meeting held on 8th December, 2010 had taken note of the fact that NRRDA was facing difficulties in getting persons on deputation and a need was felt for making the service conditions of NRRDA a bit more attractive. It was also suggested that the possibility of providing accommodation as a part of service conditions be explored so that more professionally qualified and experienced people could come forward for deputation to NRRDA. A Committee comprising of officers from NRRDA, Ministry of Rural Development and Consultant (Finance), chaired by the Director General, NRRDA examined the matter. The Committee observed that some of the main reasons for officers being reluctant to join NRRDA on deputation basis were as under:</p> <p>➤ NRRDA was not in a position to provide accommodation to officers coming on</p>

	<p>deputation to NRRDA as no accommodation was available with it whereas they are generally provided accommodation by their respective Governments.</p> <ul style="list-style-type: none"> ➤ The quantum of HRA admissible [30% of (pay + GP)] to them was inadequate to neutralize the high and rising rental cost of housing in Delhi. ➤ 10% [of (pay + GP)] Deputation (Duty) Allowance admissible to officers coming on deputation was quite inadequate whereas some of the Government organizations provide attractive salary packages and better conditions of service. <p>Taking into account all the aspects and the imperative need to professionally strengthen the NRRDA, the Committee recommended for providing leased accommodation to deputationists on the pattern of NHA, better pay packages and other facilities. The recommendations were placed before the Executive Committee in its 24th Meeting held on 11th August 2011. The Executive Committee recommended as under:</p> <p>(11) <u>Provision of leased accommodation to deputationists</u></p> <ul style="list-style-type: none"> (a) To arrange residential accommodation on lease basis at convenient locations for all the deputationists subject to rental ceilings and payment of licence fees by the deputationists on the pattern of the arrangements made in this regard by the NHA for its employees. Appropriate terms & conditions of leased accommodation may be drafted in consultation with IFD. (b) Officers who do not opt for leased accommodation may be paid HRA at the existing rate of 30% of basic pay including Grade Pay. <p>(12) <u>Provision of better pay package</u></p> <ul style="list-style-type: none"> (v) Officers coming on deputation to NRRDA from Central/ State Government Departments and Bodies may be given an option of : <ul style="list-style-type: none"> (e) the next higher pay scale (i.e. corresponding to the higher grade pay) than that of their pay of the existing post in his parent cadre (restricted to grade pay of Rs.10000) provided they have completed at least 3 years service in that post in the parent cadre. <li style="text-align: center;">or (b) the pay scale/ grade pay of their parent cadre post plus deputation (duty) allowance @ 10% without any ceiling on the allowance and tenure as at present. (ii) In addition a personal pay in the range of Rs.1100 to 10% of Basic Pay plus Grade Pay to be decided by DG, NRRDA. (iii) Officers coming on deputation to NRRDA from Central/ State Public Sector Undertakings/ Bodies.
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	<p>(a) In case of an Officer joining NRRDA on deputation basis from a Public Sector Undertaking/ Body where the Scales of Pay, Dearness Allowance and other perks are different than that of the Central Government, his total emoluments may be protected plus Deputation (Duty) Allowance @ 10% without any ceiling on the allowance and tenure as at present and</p> <p>(b) In addition a personal pay in the range of Rs.1100 to 10% of his Basic Pay including Grade Pay (if any) to be decided by DG, NRRDA.</p> <p>(iv) The above provisions will also be applicable to the existing deputationists w.e.f. 1st September, 2011.</p> <p>(v) Executive Committee will be kept informed of the cases of personal pay allowed to the deputationists.</p> <p>(vi) The existing provisions in this regard in the NRRDA (Regulation of Pay & Allowances) Bye-Laws 2004 will stand amended accordingly.</p> <p>(13) Out of 7 posts of Joint Directors, two posts may be up-graded as Additional Director.</p> <p>(14) In view of the pressing and inevitable need for augmenting the strength of Directors due to a number of additional activities and substantial increase in the work load, though the Executive Committee also recommended that the number of post of Directors may be increased from present five to six.</p> <p>The matter will be separately examined on file and submitted to Hon'ble Minister of Rural Development & President of NRRDA.</p> <p>The General Body in its meeting held on 24th August, 2011 accepted the above recommendations.</p> <p>Meanwhile, M/S McKinsey & Company undertook a review of PMGSY and functioning of NRRDA. During the discussions held on power point presentation – 'NRRDA : Gearing up for the future' under the chairmanship of Secretary, DoLR on 1st December, 2011 and looking into the responses received to the advertisements recently, a need was felt for revisiting the terms and conditions of deputation and rationalizing the deputation terms and conditions taking into consideration those of NHAI. Accordingly, the matter was discussed with other Directors of NRRDA and a proposal for rationalizing the deputation terms and conditions were formulated. On 9th January, 2012 another power point presentation was made by M/S McKinsey & Company in the meeting chaired by Hon'ble Minister (RD) and attended by Secretary (RD), Secretary, DoLR, DG, NRRDA, Director, CRR and other officers. In the meeting, it was desired that in the meeting of Executive Committee being held the next day (10th January, 2012), agenda notes for rationalization of the terms and conditions of deputation and engagement of retired employees and</p>
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	<p>support staff through manpower service provider be subsequently submitted and after obtaining concurrence of IFD, an agenda be placed before the GB in its next meeting scheduled on 27th January 2012.</p> <p>A table showing comparison of the pay, terms and conditions of deputation in NHAI and that existing in NRRDA along with now being proposed with justification is placed at Appendix and is submitted for consideration of the Executive Committee.</p> <p>b) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules.</p> <p>2. As on date, out of 36 support staff in-position, 33 are engaged on contract basis through manpower service provider.</p> <p>3. The Director General, NRRDA had constituted a Committee in July 2009 consisting of Director (RC) of Ministry of Rural Development, Director (F&A), Director (P-II) and Shri Manish Kumar, then Financial Advisor of NDMC to review the then existing remuneration of various categories of support staff of NRRDA that were fixed way back in the year 2006. The said Committee, taking into consideration the retrospective revision in pay structure of Central Govt. employees with effect from 1st January 2006 and increase in prices etc., recommended in September, 2009 that there was a need to revisit the remuneration of the employees working in the NRRDA. However, no further decisions could be taken till the expiry of contract of the then existing service provider.</p> <p>4. At the expiry of contract with the then existing service provider, it was decided to float fresh tender to select a new service provider. However, since the service provider had made a demand for enhancing the fixed consolidated remunerations being paid to the personnel provided by them to NRRDA, the Director General had constituted a Committee of four Directors of NRRDA [Director (P-I), Director (P-III), Director (Technical) and Director (F&A)] in July, 2010 to deliberate upon the issues and to make suitable recommendations. The Committee in its meeting held on 2nd August, 2010, while taking into account the (i) qualifications, experience and job requirements for various posts of support staff in NRRDA, (ii) the revised pay structure of Central Government employees along with the quantum of Dearness Allowance and (iii) the remunerations being offered by other organizations for similar jobs requiring similar qualifications and experience, found that the quantum of consolidated remunerations being paid to support staff needed revision. Accordingly, the Committee recommended the following revised graded structure of fixed remunerations for various categories of support staff to be</p>
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made effective from 1st September, 2010:

(i)	Programmer (IT)/ Executive Asstt./ Accountant	Rs.11,500-12,000 -13,000
(ii)	Personal Assistant	Rs. 9,800-10,500-11,500
(iii)	Receptionist-cum-Telephone Operator/ Sr. Office Assistant	Rs. 9,400-10,000-10,800
(iv)	Office Assistants	Rs. 7,200-7,800-8,500

The Committee had inter alia recommended that a Committee of Directors would make selection of personnel out of the panel of candidates supplied by the service provider for each post and would recommend the consolidated remuneration in each case taking into account the qualification, experience and skills possessed by the selected candidates.

5. The above graded structure of consolidated service fees recommended by the Committee was concurred by the IFD, MoRD and approved by the Hon'ble Minister for Rural Development and President of NRRDA. However, with the coming into force of revised graded service fees, the hitherto existing system of granting annual increase @ `600 (EAs) and `500 (OAs) to support staff on rendering requisite length of service in NRRDA was dispensed with.

6. The Committee of Directors of NRRDA constituted by the Director General for selecting the candidates out of the candidates sponsored by the service provider held interviews with the candidates in March, 2011 and found that some of the deserving candidates were exceptionally good and needed to be allowed attractive salary packages so as to retain them in the agency. The Committee, therefore, after due deliberations recommended that special fee may be paid to such candidates after obtaining the approval of the competent authority.

7. The above recommendation of the Committee to allow special fee to deserving candidates was concurred in principle by the IFD with the advice that NRRDA should evolve some norms for payment of special fee that may be allowed only in cases where the selected candidates possessed strictly higher qualifications and experience than those prescribed in the eligibility conditions for a particular post.

8. Accordingly, a Committee of Directors of NRRDA was constituted by the Director General to make suitable recommendations in this regard. The Committee met on 08.07.2011 and after due deliberations recommended the norms for special fee at varying rates ranging between Rs. 1,000/- and Rs. 3,000/- for different blends of additional qualifications and standards. It also recommended that the Director General, NRRDA be empowered to decide the grant of special fee in individual cases of support staff in accordance with the approved norms. The recommendations of the Committee

were approved by the Hon'ble Minister, Rural Development and President, NRRDA on 13.07.2011.

9. The one year contract with the existing service provider is due to expire on 31.03.2012. While selecting a fresh service provider through the process of competitive bidding, the adequacy of pay package to support staff to be engaged through the service provider is also to be ensured so as to get professionally well qualified and experienced persons who can readily start working on various jobs of NRRDA. However, the quantum of consolidated remunerations was fixed last year and since then the prices have gone up. Further, other organizations are offering better pay packages (25 % to 38 % more than that currently being paid of NRRDA for similar jobs requiring similar qualifications and experience than that being paid to such persons in NRRDA.

10. A proposal to revise the existing service fees being paid to support staff engaged on contract basis through service provider was accordingly submitted to the Director General, NRRDA for consideration. The DG constituted a Committee of three Directors of NRRDA to look into it and to make suitable recommendations. Accordingly, the Committee of Directors met on 9th January, 2012 and has since recommended to revise the existing service fees.

11. The recommendations of the Committee are placed before the Executive Committee for its consideration.

c) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules.

2. In NRRDA, there are following three levels of officers excluding the Director General:

Level-I	Directors
Level-II	Joint Directors/ Coordinator/ Dy. Directors
Level-III	Asstt. Directors/ Finance Officer/ Sr. Admn. Officer/ Accounts Officer/ Hindi Officer

Despite repeated efforts, only eight posts of officers could be filled through deputation as on date leaving the remaining posts to be filled on contract basis. Currently, out of 25 officers in position in NRRDA, 17 of them are retired officers engaged on contract basis.

Further, there are two retired central government employees, one of them engaged as Executive Assistant and the other as Staff Car Driver on contract basis in

NRRDA.

3. The retired officers engaged in NRRDA had been requesting for an upward revision in their monthly consolidated remuneration on the following grounds:

- the above remunerations were fixed in the light of pre- 1st January, 2006 structure of pay but subsequently the pay structure in Central Government was revised with effect from 1st January, 2006 with a multiplier of 1.86 to then existing pay,
- cost of living has increased manifold since 2007, and
- other Government organizations are offering more attractive remunerations/ packages to the retired Government employees engaged on contract basis (statement appended).

4. Accordingly, on the recommendations of IFD, Ministry of Rural Development, 20 % increase in the existing emoluments of the retired officers was allowed by the General Body of NRRDA in its meeting held on 24th August, 2011 with the stipulation that henceforth such employees would be engaged on contract basis directly by the NRRDA without going through the service provider. The General Body also extended the facility of reimbursement of actual charges of post paid mobile phone bills subject to a maximum of Rs.800 per month plus taxes to retired employees appointed as Assistant Director or equivalent. In its meeting held on 11th August, 2011, the Executive Committee of NRRDA, however, desired that a fresh proposal for rationalizing the terms and conditions of retired officers be submitted that could be made effective from 1st April, 2012.

5. The retired employees have been expressing their feelings about inadequacy of the 20 % increase in their emoluments on the ground that at the time of fixing consolidated monthly remuneration of Rs.17,000/ 19,000 to retired employees in NRRDA in the year 2007, the rate of Dearness Allowance payable to Central Govt. Employees was 6 % which has now gone up to 58 %. Even after increase of 20 % in the remuneration with effect from 03.08.2011, the present remuneration (Rs.20,400/ 22,800) still remains quite inadequate. They keep looking around for better packages.

6. Further, since the work relating to application of Govt. rules, regulations and procedures in respect of various kinds of entitlements, fixation of pay, procurement of goods and services, recruitment/ deputations etc. require knowledge and experience in Govt. functioning, there is an imperative need to engage experienced retired Central Govt. employees of the level of Assistant/ Sr. Auditor/ Sr. Accountant or equivalent on contract basis with attractive pay package.

7. In compliance to decisions of the Executive Committee taken in its meeting held on 11th August, 2011, a proposal on rationalization of terms and conditions of retired

	<p>officers as well as retired Group 'C' employees was submitted to the Director General, NRRDA for consideration. The DG constituted a Committee of three Directors of NRRDA to look into it and to make suitable recommendations. Accordingly, the Committee of Directors met on 9th January, 2012 and has since recommended to revise the existing remuneration.</p> <p>8. The recommendations of the Committee are placed before the Executive Committee for its consideration.</p>
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DAVP was requested to advertise the post of Director(Tech). Director Projects, Joint Director(Projects)/Technical, Joint Director(F&A), Dy. Director(F&A)/Dy.Director(|IT) and Assistant Director in the national dailies and Employment News on 17th January 2012 and the estimate was obtained on the same day and the cheque was sent to DAVP on 21st January 2012.