

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

**MINUTES OF THE 16th MEETING OF THE GENERAL BODY OF NATIONAL
RURAL ROADS DEVELOPMENT AGENCY HELD ON 30th JULY 2012 AT
NRRDA, NEW DELHI**

(List of members present is annexed)

At the outset DG, NRRDA welcomed the Hon'ble Minister (RD) & President, NRRDA, Secretary (RD) & Vice President, NRRDA and other members. The Agenda items were then taken up for discussion as under:

Item No. 1	Confirmation of the proceedings of the 15th Meeting of the General Body held on 28th January 2012
	Director General informed that Minutes of the 15 th Meeting were circulated amongst the members and briefly explained the action taken on the proceedings of the 15 th Meeting of the General Body. He stated that no comments on the Minutes had been received from any member and therefore, proceedings as such were proposed for confirmation of the General Body, to which the General Body agreed. The Minutes of the 15 th Meeting of the General Body were confirmed.
Item No. 2	Adoption of the Audited Accounts of NRRDA for the year 2011-12.
	The Director General and Director(F&A) gave a brief account of the audited Annual Accounts of the Agency for the year 2011-12 and action taken on the audit observations. The members also discussed the position of repayment of NABARD loan. Director (F&A) informed that in the BE 2012-13 Rs. 4,641.21 crore (Rs. 3,700 crore towards repayment of

	<p>principal plus Rs.941.21 crore towards interest) had been provided for repayment. The General Body resolved that balance installments of 2012-13 and its interest amount should be repaid to NABARD as early as possible. General Body also directed for advance repayment to NABARD for year 2013-14 from the BE 2012-13 in the light of opening balances with States, their expenditure trends and implementation capacities.</p> <p>The General Body, after due deliberations, adopted the Audited Balance Sheet and Income & Expenditure Statement for the year 2011-12.</p>
Item No. 3	Approval of Annual Report of NRRDA for the year 2011-12.
	<p>The Director General gave a brief account of the activities carried out during the period under report. He informed that the Executive Committee in its 26th meeting held on 5th July 2012 had recommended the Annual Report for placing it before the General Body. It was desired by Hon'ble MRD & President that NRRDA should share the recommendations and ATR with the States and also, take steps for impact analysis of outcomes in the States like Bihar, Orissa, Jharkhand and Jammu & Kashmir, where the volume of expenditure had been on the higher side. The Secretary & Vice President suggested to incorporate the Action Taken Report on the recommendations of Mckinsey & Company suitably in the Annual Action Plan of 2012-13. The General Body also approved the draft Annual Report for the year 2011-12.</p>
Item No. 4	Rationalization of terms and conditions of deputation and retired employees engaged on contract basis and fixation of consolidated service fee to support staff.
	<p>Director (F&A) gave a brief account of proposals in respect of (i) deputations (ii) retired employees engaged in NRRDA on</p>

	<p>contract basis and (iii) support staff engaged in NRRDA on contract through manpower service provider as detailed in Appendices V, VI, VII & VIII of Agenda notes and concurred by IFD. General Body discussed and approved these proposals. To make the terms and conditions of deputation more lucrative, it was resolved that Special Allowance @ 10% of the basic pay plus Grade Pay without any ceiling but no Deputation (Duty) Allowance will be paid. In regard to payment of OTA to support staff engaged through service providers, the General Body delegated the powers to Executive Committee for deciding on the issue, which has a representative of IFD also.</p>
Item No. 5	<p>Ratification of amendments in “Honorary and TA Bye Laws for NQMs 2006”</p>
	<p>Director (F&A) explained the need for revising the rates of honorarium and TA entitlement and gave a brief account of the increase in rates of honorarium, daily allowance and lodging charges being paid to NQMs w.e.f. 1st July 2012 with the approval of Secretary (RD) and Vice President NRRDA. The Executive Committee in its last meeting held on 5th July 2012 had recommended the ratification to General Body. The General Body ratified the increase in the rates of honorarium, daily allowance and lodging charges and advised to amend the relevant NRRDA Bye laws accordingly.</p> <p>It was directed by Hon’ble MRD & Chairman NRRDA that operation area of NQMs should not remain same for more than three years to ensure bias-free approach in their supervisory and monitoring role. He advised that NRRDA should also engage some young professionals as consultants to improve its functioning.</p>

Item No. 6	Any other item with the permission of the Chair
	<p>With the permission of the Chair, Power Point presentations were made on current implementation status of PMGSY, PMGSY-II and Action Taken Report on the recommendations of M/s McKinsey & Company Report as accepted by NRRDA. The progress made was reviewed and targets in respect of PMGSY were discussed with the member States present in the meeting.</p> <p>Action Taken on McKinsey Report was discussed in the General Body Meeting. The summary of the recommendations made on the McKinsey's Report and action taken thereon are as under:</p> <p>Recommendation No. 1: Improve DPR Quality by empanelling consultants on Quality cum Cost based (QCBA) bids at State level to invite financial bids from such panel only</p> <p>The draft guidelines for empanelment of consultants by the States had been submitted for approval. The draft guidelines for performance evaluation of STAs had been approved and circulated.</p> <p>Recommendation No. 2: Develop and implement customized "DPR software" to standardize and tighten the process of DPR checking</p> <p>The new DPR template with score sheet had already been circulated to the States/UTs and is the one being used. C-DAC is developing some modules in OMMAS for generating alerts to check inconsistencies in Proposal Module. The analysis module of OMMAS will also be updated.</p>

	<p>Recommendation No. 3: Introduce rating system for STAs (based on objective parameters) and link compensation to the ratings at the next stage</p> <p>The annual performance review of STAs will be made operational from current financial Year and based on the performance evaluation of STAs, improved compensation from current levels will be introduced (against 0.015% to three levels 0.015%, 0.020% and 0.025% of Project cost). The draft guidelines for Technology initiatives under R&D had already been submitted for approval.</p> <p>Recommendation No. 4: Increase the use of Technology in the Quality monitoring process and surveying</p> <p>An independent Standing Advisory Committee had been constituted for suggesting latest technologies and innovative materials in the construction of rural roads under PMGSY programme. C-DAC is developing a module on OMMAS for uploading Photographs directly from the field indicating the location and time with the help of mobiles phones by NQMs.</p> <p>Recommendation No. 5: Creation of Technology cell within NRRDA to bring in latest technologies, and to support the development of software</p> <p>An R&D Cell within NRRDA comprising of officers from NRRDA</p>
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	<p>had been constituted.</p> <p>Recommendation No. 6: Annual Performance Review of SQMs</p> <p>Draft Guidelines for Review of Annual performance of SQMs had been circulated to the States for final comments.</p> <p>Recommendation No. 7: Augment SQM with a mix of private certification agencies and PSU SQMs (from CPWD/RITES)</p> <p>The action on deployment of independent consultants, private certification agencies or PSUs as SQMs had been initiated and draft ToR was under revision.</p> <p>Recommendation No. 8: Update the existing on-line reporting system enabling monitoring of the programme at the road level, automatic generation of performance reports</p> <p>MIS reports in the suggested formats are being developed by C-DAC as and when required. Up-dating of OMMAS data had been made a pre-condition for submission of proposals before the Empowered Committee.</p> <p>Recommendation No. 9: Modification in the SBD clause regarding Sub-contracting</p> <p>The proposed modification in the sub-contracting Clause 7 of</p>
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	<p>Standard Bidding Document (SBD) had been approved. It was being circulated to ADB / World Bank and concerned States for comments before finalization.</p> <p>Recommendation No. 10: NRRDA might need to add 8 - 10 resources to its staff, over the next 1-2 years, to handle the additional scale and scope of work</p> <p>Efforts were being made to fill up the existing vacancies through fresh advertisements and in creation of application Bank for NRRDA. As recommended by the General Body appointed Committee chaired by the then AS&FA, proposal for creation of 11 additional posts had been sent by MoRD to Ministry of Finance for their approval. Proposals for rationalising the service terms and conditions of deputation, contractual appointment of retired employees and engagement of support staff through service provider as recommended by the Committee chaired by the then AS&FA and concurred by IFD, were approved by the General Body (Agenda Item No. 4 refers).</p> <p>While discussing the action taken on the recommendation no. 10 regarding terms and conditions of deputation and contract appointment, Director (F&A) informed that in response to NRRDA's request DDA, New Delhi had offered 3BHK Commonwealth Games flats. He further stated that NRRDA had a sanctioned strength of 32 officers including 5 Directors against which a proposal for purchase of four flats costing around Rs. 16-18 crores had been concurred in by IFD. During deliberations on the issue, the General Body also took note of the fact that four flats may not meet requirement of the five Directors of NRRDA and therefore, one more DDA flat</p>
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	<p>in addition to four be purchased. The General Body accordingly approved the proposal for purchase of total five nos., 3BHK Commonwealth Games Flats from DDA and providing further funds of Rs. 13 crores, in addition to the existing provision in the BE 2012-13 under the heads "Purchase and Renovation of Office Area".</p> <p>Other Issues Deliberated Upon:</p> <p>It was discussed that release of funds needed to be expedited to the States of Meghalaya, Gujarat and Karnataka under project head and Bihar, Jammu & Kashmir and Jharkhand under administrative head, as per requirements. Also, the pending sanctions of Andhra Pradesh, Maharashtra, Jammu & Kashmir, Chhattisgarh and Madhya Pradesh should be taken up with concerned States for timely clearance. State representatives agreed to complete the targeted length of 5,000 kms in Bihar, 3,500 kms in Orissa, 1,500 kms in Chhattisgarh, 1,000 kms in Jammu & Kashmir and 2,000 kms in Jharkhand during the current financial year 2012-13. Hon'ble MRD & President discussed and directed to collect data on 100 to 249 populations for all IAP districts.</p> <p>State representatives raised some other issues to address:</p> <p>(i) Representative from Chhattisgarh, Jharkhand and Orissa raised an issue to relax clause no. 11.5 of PMGSY guideline to overcome the financial burden of the States because of time overrun. They argued that delay in completion is justifiable because of no bids after inviting the tenders for number of times or contractors not willing to complete the initially taken up projects because of security</p>
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	<p>reasons. Thus the States should be allowed to use the gap of sanctioned amount and spent amount within the phase for IAP districts. It was desired by Hon'ble MRD & President to examine the issue in consultation with IFD for clarity regarding use of gap amount because of variations in sanctions and spent amount. He directed for a detailed note regarding the issue within a week.</p> <p>(ii) Member from Jammu & Kashmir requested that taking into consideration of constraints in hilly terrain, State should be allowed to get 36 months for execution of projects, rather than existing 30 months. She also requested for need of an amount 700 crore for land acquisition required for PMGSY projects. SRD & Vice President mentioned that execution time is allowed in two Stages to address the constraints of hilly areas. Hon'ble MRD & President directed her to take up the acquisition cost issue separately with Planning Commission under PMRF.</p> <p>(iii) Representative from Orissa requested for sanctions of inter State road to connect Malkangiri to Sukma. On the issue of delayed projects in IAP districts because of unwillingness of contractors, he requested to allow Orissa Construction Cooperation of State Government to take up works without tender. After detailed discussions, State was advised to send a proposal for 2 Blocks each of Malkangiri and Gajpati districts, where no tenders had been received after floating the tenders for 5 or more times.</p>
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	<p>(iv) Representative from Chhattisgarh raised 2 issues related to raising the 12.5% cap for overhead expenses, including contractor aspect in IAP districts and requested to allow road wise LD deduction within the package to facilitate small contractors. Director I NRRDA was directed to look into the guidelines and related circular to address the issues raised.</p> <p>Secretary RD desired that suitable MIS reports on financial closure of the completed roads should also be added to OMMAS. President desired that in future besides the member States, other selected States be also invited as "special invitees" on rotation basis. He desired that focused attention be paid on the problems of the individual States.</p>
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The meeting ended with the vote of thanks to the Chair.

List of Members presented in the 16th meeting of General Body

1. PPS to Hon'ble Minister MoRD & President NRRDA, New Delhi.
2. Shri S.Vijay Kumar, Secretary (RD), Ministry of Rural Development, Government of India, Krishi Bhawan, New Delhi.
3. Representative, Department of Economic Affairs, Ministry of Finance, Government of India, North Block, New Delhi.
4. Representative, Planning Commission, Room No. 222, Yojana Bhawan, New Delhi-110001.
5. Representative, 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. Smt. Manju Rajpal, Dy. Secretary, Ministry of Rural Development, Krishi Bhawan, New Delhi.
8. Dr. B. Rajender, Principal Secretary, Rural Works Department, Government of Bihar, 5th Floor, Vishveshvaraiya Bhavan, Bailey Road, Patna-800015, BIHAR
9. Representative, Panchayat & Rural Development Department, Government of Chhattisgarh, , Mantralaya, Raipur- 492001. Chhatisgarh
10. Smt. Tanveer Jehan, Secretary, Public Works Department(R&B), Government of Jammu & Kashmir , New Secretariat, Jammu
11. Representative, JSRRDA, Rural Development Department, Government of Jharkhand, Ground Floor, SSP Building,HEC Building Campus, Dhurwa, Ranchi-834004, Jharkhand
12. Representative, Central Road Research Institute, CRRI, Delhi-Mathura Road, New Delhi.

Special invitees:

1. Shri S.N.Tripathi, Principal Secretary, Department of Rural Development, Government of Orissa, Bhubaneswar.
2. Shri N.C. Solanki, Director(P-III), NRRDA, New Delhi
3. Shri Y.S. Dwivedi, Director(RC), MoRD, New Delhi
4. Shri B.C. Behra, DS(Fin), MoRD, New Delhi

TERMS AND CONDITIONS OF DEPUTATION TO NRRDA**1. Pay (on deputation from Central/ State Governments)****I. Pay Scales**

Officers in NRRDA shall be placed in the following pay scales and grade pay:

Directors	PB-4 (Rs.37400-67000) plus Grade Pay Rs.10,000.
Joint Directors	PB-4 (Rs.37400-67000) plus Grade Pay Rs. 8,900.
Dy. Directors	PB-3 (Rs.15600-39100) plus Grade Pay Rs.7600.
Asstt. Directors or equivalent posts	PB-3 (Rs.15600-39100) plus Grade Pay Rs. 6600.

II. Options to be allowed

Officers coming on deputation to NRRDA shall have an option of either to get pay of deputation post or own pay plus deputation allowance @ 10% of basic pay plus grade pay subject to a maximum of `4000/-.

Existing provisions of pay and deputation allowance

Officers coming on deputation to the Agency from Central/ State Government Departments may either opt for the next higher pay scale (corresponding to the higher grade pay) than that of their pay scale of the existing post in his parent cadre (restricted to GP of Rs.10,000/-) provided they have completed 3 years regular service in their parent cadre post or the pay scale/ grade pay of the parent cadre plus deputation (duty) allowance @ 10 % without any ceiling on the allowance and tenure.

III. Additional Increments

Officers on deputation possessing higher professional qualifications as mentioned below shall also be eligible for grant of additional increments at the following rates in both the cases of option of pay of deputation post or own pay plus deputation allowance:

Sl. No.	Post	Higher Professional Qualifications	No. of additional increments admissible
(i)	Director/ Joint Director (Technical & Projects)	Ph.D. Degree in Civil Engineering.	04 (four)
		Post Graduate Degree in Civil Engineering/ Construction Management/ Project Management.	02 (two)
(ii)	Deputy Director (IT)	Ph.D. Degree in Computer Science/ Engineering.	04 (four)
		M. Tech./ M.Sc. in Computer Science/ Engineering/ IT.	02 (two)
(iii)	Joint/ Deputy Director (F&A)	Ph.D. Degree in Commerce/ Management/ Economics/ Statistics	04 (four)
		MBA (Finance/ HR)/ CA/ ICWA/ Master of Financial Control (MFC)	02 (two)

The rate of one increment will be determined as below:

- (i) In the case of those opting for pay of deputation post, the rate will be the increment admissible on the pay (pay plus grade pay) fixed on deputation post, and

- (ii) In the case of those opting for their own pay plus deputation allowance, the rate of increment will be that admissible on the pay last drawn in the parent cadre/ post.

The additional increments will be admissible during the period of deputation only.

2. Pay (on deputation from Public Sector Undertakings)

Pay may be fixed in accordance with para 5.1(ii)(b) of DOPT, O.M. No.6/8/2009-Estt.(Pay-II) dated 17/06/2010 which envisages that in the event of pay structure and DA pattern being dissimilar to that in the parent organization, pay may be fixed by adding one increment to the pay in the parent cadre post in the scale of his regular parent post and equating the pay so raised plus dearness allowance (and additional or ad-hoc dearness allowance, interim relief etc., if any) with emoluments comprising of pay plus Grade Pay and dearness allowance (additional DA, IR etc. if any) admissible in the borrowing organization and the pay may be fixed at the stage in the pay scale of the ex-cadre post (as at Sl. No.1 above) at which total emoluments admissible in the ex-cadre post as above equal the emoluments drawn in the cadre.

Existing provisions

In the case of an officer joining NRRDA on deputation basis from 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.

3. Transport Allowance/ facility

Transport Allowance/ facility will be admissible as per Central Government rules applicable to the pay scales and grade pay in which an officer is placed during deputation.

Existing provision

Directors are provided hired taxis and other officers are entitled to Transport Allowance as per Central Government rules.

4. Telephone facility

As per Central Government rules applicable to the pay scales and grade pay in which an officer is placed during deputation.

Existing provision

Officers on deputation are reimbursed telephone charges up to a maximum of '800 per month (excluding taxes) plus reimbursement of landline telephone charges at actual (only to Directors and Joint Directors).

5. Reimbursement for purchase of newspapers and magazines at residence

Level-I (Directors)	:Rs.700 per month (existing Rs.300 per month)
Level-II (Joint/ Deputy Directors)	:Rs.500 per month (existing Rs.250 per month)
Level-III (Asstt. Director and equivalent)	:Rs.300 per month (existing Rs.150 per month)

6. Reimbursement of expenses on refreshments

Level-I (Directors)	:Rs.1000 per month (existing Rs.600 per month)
Level-II (Joint/ Deputy Directors)	:Rs.800 per month (existing Rs.600 per month)

Level-III (Asstt. Director and
equivalent)

:Rs.600 per month (existing Rs.400 per month)

In addition, if officers are required to host official lunch/ dinner, the actual expenditure incurred may be reimbursed within the existing ceiling (Rs.150 per person) subject to the condition that at least two of DG/ Directors attend it.

7. **Effective Date**

The above terms and conditions of deputation shall be effective from the date these are approved by the General Body.

8. **Option to existing incumbents on deputation**

It is proposed that the existing incumbents on deputation may be allowed an option either to switch over to the new terms and conditions set out above or to continue with the existing terms and conditions as applicable prior to approval of these terms and conditions by the General Body.

In addition to above, officers on deputation will also be entitled to other benefits like Housing facility/ TA/ LTC/ Leave// Medical facilities etc. as per existing provisions of NRRDA Bye-Laws.

PROPOSED CONSOLIDATED SERVICE FEE TO SUPPORT STAFF ENGAGED THROUGH SERVICE PROVIDER

Sl. No.	Post	Existing consolidated service fee effective from 01.04.2011	Proposed increase in the existing fee	Proposed consolidated graded service fee by enhancing the existing fee by 14%	Remarks
1.	2.	3.	4.	5.	6.
SUPPORT STAFF					
1.	Executive Assistant	11,500-12,000-13,000	Based on 12 monthly average increase in the All India Consumer Price Index from 1.4.2011 to 31.12.2011, the proposed increase is 14 % over col.3 (statement enclosed)	13,000-13,700-14,800-17,000 *	Minimum Wages notified by the GNCT, Delhi is Rs. 8,814/- for Graduate and above Clerical employees vide [copy of GNCT Order No. F-12 (142)/ 11/ MW/Lab/ 3650 dated 31.10.2011 enclosed]
2.	Personal Assistant	9,800-10,500-11,500		11,000-12,000-13,100-14,500*	
3.	Receptionist-cum-Telephone Operator/ Sr. Office Assistant	9,400-10,000-11,800		10,700-11,500-12,500-13,000*	
4.	Office Assistant	7,200- 7,800- 8,500 (All were given minimum wage of Rs. 8502/-)		8,200-9,000-9,600-10,500* or minimum wages, whichever is higher.	
IT/ OMMAS					
1.	Programmer (IT)^	11,500-12,000-13,000	75.34 %^	20,000 - 21,000 - 23,000-25,000	

^ As explained against the observations of IFD in the background note submitted to the Committee on 12.3.2012, the existing parity of Programmer with the Executive Assistant has been de-linked due to distinctive requirement in jobs and qualifications and accordingly, the proposed consolidated fee in respect of Programmer is much higher than the Executive Assistant.

• Proposed consolidated service fee has been increased with reference to the 12 monthly average increase in the Price Index from 1st April, 2011 to 31st December, 2011 as per All India Consumer Price Index (AICPI).

* An additional fourth stage of consolidated service fee has been proposed to offset the Special Fee of Rs.3,000/- and Rs.1,000/- presently being granted to deserving support staff.

▪ Every year, increase in consolidated service fee will be based on corresponding increase in the All India Consumer Price Index (AICPI).

Notes:

1. Notwithstanding the above proposals, application of Minimum Wages Act, 1948 is to be ensured.
2. OTA per day at normal rate of wages in deserving cases of extra work actually performed beyond normal office hours up to a maximum of 100 hours per month in exigencies of work.

TERMS AND CONDITIONS OF ENGAGEMENT OF RETIRED EMPLOYEES ON CONTRACT IN NATIONAL RURAL ROADS DEVELOPMENT AGENCY

Clause 5(i) of Memorandum of Association of National Rural Roads Development Agency (NRRDA), New Delhi enjoins that personnel will be obtained or engaged on deputation or hired on contract basis and there will be no permanent appointment to the NRRDA. Therefore, keeping in view the professional needs of NRRDA and to make it more professionally vibrant organization, the following terms and conditions are laid down for engagement of retired employees on contract basis by NRRDA:

1. Category of engagement

The retired employees will be engaged on full time contract at appropriate levels (Levels-I, II, III) in the ratio of 50:50 of the available vacancies under the following two categories:

- (a) Consultants : Retired employees possessing high professional skills in the road sector to be engaged on specific jobs requiring conceptualization of new approaches, framing of policies/ guidelines, quality monitoring etc. in case of technical/ project areas. For Finance & Administration, retired employees having experience in works accounting on double entry basis, statutory audit, internal audit with IT and administration background may be engaged as Consultants.
- (b) Generalists : Retired employees for performing routine nature of work in Technical/ Projects and F & A Divisions.

For both the above categories, working knowledge of computer operation will be an essential requirement.

2. Method of engagement

- (i) The Finance & Administration Division will assess the requirements of professionals to be engaged on contract basis as and when required on the basis of inputs (level on which engagement is to be made, jobs to be performed, qualifications and experience required etc.) received from other Divisions of NRRDA.
- (ii) On the basis of requirements, the F&A Division will advertise the requirements in newspapers simultaneously putting the advertisement on its official website.
- (i) The applications received in response to the advertisement will be scrutinized/ shortlisted and placed before the Selection Committee to be constituted by the Director General, NRRDA.
- (ii) The Selection Committee, after assessing the suitability of the candidates with reference to the requirements of concerned Divisions, will recommend suitable names for engagement.
- (iii) The F&A Division will thereafter seek the approval of Director General, NRRDA to the recommendations of the Selection Committee for issuing appointment letter.

3. Type of appointment

The appointment will be purely on contract basis.

4. Contract period

The period of engagement on contract basis will be initially for one year which may be extended further on year to year basis up to the age of 65 years subject to

continued satisfactory performance and job requirements to be certified by the concerned Divisional Heads.

The existing retired employees engaged on contract as on 1st August, 2012 may, however, based on merits, continue for one year i.e. up to 31st March, 2013 irrespective of their age.

5. **Monthly remuneration**

- (a) Consultants : Consolidated monthly remuneration will be in the range of `25,000 to 45,000 according to the professional competencies of individual retired employees to be decided by a Selection Committee based on the pre-decided criteria (Appendix-VIII).
- (b) General : Consolidated monthly remuneration will be fixed by deducting pension before commutation from the last pay and grade pay drawn on the date of retirement plus Dearness Allowance as admissible on the date of fresh/renewed engagement in NRRDA on contract basis on the balance so arrived at. However, in the case of retired employees presently engaged on contract basis in NRRDA, if their current consolidated monthly remuneration happens to be higher than the sum so arrived at, they would continue to get that higher amount till the date of expiry of their current term of contract.

6. **Terms of payment**

The payment of remuneration fixed at 5 above would be made on monthly basis direct to the bank account of the contractual employees or in certain cases, through Account Payee cheques.

7. **Tax Deduction at Source**

Income Tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment for which necessary certificate will be issued by NRRDA.

8. **Increment**

Retired employees engaged on contract continuing for more than a year in NRRDA will be entitled to annual increase @3 % on the consolidated monthly remuneration.

9. **Conveyance Allowance**

The Consultants/ Generalists will be paid `1,500 per month as Conveyance Allowance.

10. **Accommodation**

The retired employees engaged as Consultants/ Generalists will not be provided any accommodation or House Rent Allowance.

11. **Telephone**

Retired employees engaged on contract at the levels of Assistant Director and above will be allowed reimbursement of one post-paid mobile telephone standing in the name of the officer subject to the ceiling of `800 plus taxes per month as per the existing admissibility.

12. **Leave**

Consultants/ Generalists will be allowed 08 days of casual leave and 02 days of Restricted Holidays in a calendar year. After completion of one year of contractual engagement, such employees will also be entitled to 30 days of earned leave in a calendar year as per the existing admissibility. In the cases of contractual employment beginning or terminating in the middle of the calendar year, casual leave/ other leave will be admissible on pro-rata basis.

There will be no encashment of unutilized earned leave at the time of termination of contract.

13. TA/ DA

TA/DA on official tour will be admissible as per Central Government rules applicable from time to time to serving employees of equivalent rank.

14. Other assignment

No Consultant/ Generalist will be allowed to take up any other private assignment during the period of contract with NRRDA.

15. Confidentiality of data and documents

No Consultant/ Generalist shall utilize or publish or disclose or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purpose of this assignment or during the course of this assignment for the NRRDA, without the express written consent of the NRRDA. The Consultant/ Generalist shall be bound to hand over the entire set of records of assignment to the NRRDA before the expiry/ termination of the contract and before the final payment is released by the NRRDA.

16. Conflict of interest

The retired employees engaged as Consultant/ Generalist shall, in no case, represent or give opinion or advice to others in any matter which is adverse to the interest of the NRRDA.

17. Governing law

The contract shall be governed by and construed in accordance with the laws of the Republic of India. The Consultant shall provide a concept note about his understanding of the task/ scope of the work he is supposed to undertake while working with the NRRDA under the present contract.

18. Termination of contract

The contract between the NRRDA and the retired employee may be terminated at any time during the currency of contract by giving a one month notice by either party and shall be effective from the date of expiry of the said notice period. The NRRDA shall, however, be not obliged to assign any reason for termination of contract.

19. Effective date

The effective date of applicability of the terms and conditions set out above, except those which are already in vogue as above from earlier date(s), shall be the date on which these are approved by the General Body. However, in the case of retired persons engaged on contract in NRRDA for the first time and renewal of contract in the case of existing retired employees engaged on contract in NRRDA, these terms and conditions shall be applicable from the date of entering into contract with NRRDA.

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**PROPOSED REMUNERATION/ PACKAGE VIS-À-VIS QUALIFICATIONS AND EXPERIENCE OF RETIRED OFFICERS TO BE
ENGAGED
ON CONTRACT AS CONSULTANTS**

Sl. No.	Post from which retired	Educational/ Qualifications	Professional	Experience	Proposed Designation	Proposed consolidated monthly remuneration (₹)
1.	Chief Engineer	Doctorate/ Post Graduate Degree in Civil Engineering from a recognized Institution/ University in the related areas of road construction/ Transportation Engineering/ Highways Engineering.	Degree in Civil Engineering from a recognized Institution/ University	20 years and more in the construction of National/ State Highways, District Roads, Rural Roads with minimum 3 years regular service as Chief Engineer.	Consultant Grade-I	45,000
		Degree in Civil Engineering from a recognized Institution/ University	Degree in Civil Engineering from a recognized Institution/ University	Same as above with experience of 25 years and more.		
				Same as above with experience of 20 years and more but less than 25 years.	Consultant Grade-I	42,000
2.	Superintending Engineer	Doctorate/ Post Graduate Degree in Civil Engineering from a recognized Institution/ University in the related areas of road construction/ Transportation Engineering/ Highways Engineering.	Degree in Civil Engineering from a recognized Institution/ University	15 years and more in the construction of National/ State Highways, District Roads, Rural Roads with minimum 3 years regular service as Superintending Engineer.	Consultant Grade-II	41,000
		Degree in Civil Engineering from a recognized Institution/ University	Degree in Civil Engineering from a recognized Institution/ University	Same as above with experience of 20 years and more.		
				Same as above with experience of 15 years and more but less than 20 years	Consultant Grade-II	40,000
3.	Executive Engineer	Post Graduate Degree in Civil Engineering from a recognized Institution/ University in the related areas of road construction/ Transportation Engineering/ Highways Engineering.	Degree in Civil Engineering from a recognized Institution/ University	10 years and more in the construction of National/ State Highways, District Roads, Rural Roads with minimum 3 years regular service as Executive Engineer.	Consultant Grade-II	39,000
		Degree in Civil Engineering from a recognized Institution/ University	Degree in Civil Engineering from a recognized Institution/ University	Same as above with experience of 15 years and more.		
				Same as above with experience of 10 years and more but less than 15 years.	Consultant Grade-II	37,000

		Diploma in Civil Engineering from a recognized Institute	Same as above with experience of 15 years and more.	Consultant Grade-II	37,000
		Diploma in Civil Engineering from a recognized Institute	Same as above with experience of 10 years and more but less than 15 years.	Consultant Grade-II	35,000
4.	Assistant Engineer	Degree in Civil Engineering from a recognized Institution/ University	10 years and more in the construction of National/ State Highways, District Roads, Rural Roads with minimum 3 years regular service as Assistant Engineer.	Consultant Grade -III	32,000
		Diploma in Civil Engineering from a recognized Institute	Same as above with experience of 15 years and more.		
		Diploma in Civil Engineering from a recognized Institute	Same as above with experience of 10 years and more but less than 15 years.	Consultant Grade -III	30,000
5.	Retired Central Govt. officers in Pay Band-3 with Grade Pay `7,600	Post Graduate Degree in Commerce/ Economics/ Financial Management from a recognized Institution/ University or CA/ ICWA/ CS.	15 or more years of experience in administration, establishment handling procurement of goods and services, pre-audit of bills and externally aided projects, works accounts and finance with minimum 5 years regular service as Deputy Secretary/ Joint Director or equivalent.	Consultant Grade-II	40,000
		Degree in any discipline from a recognized Institution/ University and having passed SAS Examination conducted by CAG of India and other Organized Accounting Organizations.			
		Degree in any discipline from a recognized Institution/ University.	Same as above with 20 years or more of experience.	Consultant Grade-II	38,000
6.	Retired Central Govt. officers in Pay Band-3 with Grade Pay `6,600	Post Graduate Degree in Commerce/ Financial Management from a recognized Institution/ University or CA/ ICWA/ CS.	15 or more years of experience in administration, establishment handling procurement of goods and services, pre-audit of bills and externally aided projects, works accounts and finance with minimum 5 years regular service as Under Secretary/ Deputy Director or equivalent.	Consultant Grade-II	38,000
		Degree in any discipline from a recognized Institution/ University and having passed SAS Examination conducted by CAG of India and other Organized Accounting Organizations.		Consultant Grade-II	35,000
		Degree in any discipline from a recognized Institution/ University.	Same as above with 20 years or more of experience.		

7.	Retired Central Govt. officers in Pay Band-3 with Grade Pay `5,400	Post Graduate Degree in Financial Management from a recognized Institution/ University or CA/ICWA/CS.	15 years or more in audit (Statutory/ Internal Audit), finance, accounts, works, administration, establishment handling procurement of goods and services, pre-audit of bills and externally aided projects, etc. with minimum 10 years regular service as Senior Audit/ Accounts Officer or equivalent.	Consultant Grade-III	35,000
		Degree in any discipline from a recognized Institution/ University and having passed SAS Examination conducted by CAG of India and other Organized Accounting Organizations.	Same as above with experience of 20 years or more.	Consultant Grade-III	32,000
		Degree in any discipline from a recognized Institution/ University.	Same as above with experience of 15 years or more but less than 20 years.	Consultant Grade-III	30,000
		Degree in any discipline from a recognized Institution/ University.	15 years or more in audit, finance, accounts, works, administration, establishment handling procurement of goods and services, pre-audit of bills and externally aided projects, etc.	Consultant Grade-III	32,000
8.	Retired Central Govt. officers in Pay Band-2 with Grade Pay `5,400	Post Graduate Degree in Financial Management from a recognized Institution/ University or CA/ICWA/CS.	15 years or more in audit, finance, accounts, works, administration, establishment handling procurement of goods and services, pre-audit of bills and externally aided projects, etc.	Consultant Grade-III	28,000
		Degree in any discipline from a recognized Institution/ University and having passed SAS Examination conducted by CAG of India and other Organized Accounting Organizations.	Same as above with experience of 20 years or more.	Consultant Grade-III	25,000
		Degree in any discipline from a recognized Institution/ University.	Same as above with experience of 15 years or more but less than 20 years.	Consultant Grade-III	25,000
		Degree in any discipline from a recognized Institution/ University.	Same as above with experience of 15 years or more but less than 20 years.	Consultant Grade-III	25,000

Note:- In the event of a retired officer not strictly falling into any of the above categorization, his/ her consolidated monthly remuneration may be determined in proportion to the above criteria depending upon the post held by him/ her on regular basis on the date of retirement, educational/ professional qualifications and length of experience in specified fields.