

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय)

National Highways Authority of India

(Ministry of Road Transport and Highways)

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No.11041/217/2007-Admn.

11.06.2013

POLICY MATTERS – Administration / Finance (117/2013)

(Decision taken in File No.NHAI/11012/183/2012-HR.I(Vol.I))

Sub: Guidelines for screening of applications – equivalence of CDA vis-à-vis IDA pay scales

The Regulation 12(2) of the NHAI (Recruitment, Seniority and Promotion) Regulations, 1996 (as amended) provides for a Screening Committee to be constituted to screen the applications with respect to the eligibility criteria prescribed for the above mentioned posts and to recommend the eligible candidates for consideration of the Selection Committee.

2. Recently, NHAI had advertised the vacancies for the various posts, including CGMs. Many officers from CPSUs having IDA pay scales are also the applicants. During the process of screening of applications problems are faced in deciding equivalence of IDA vis-à-vis CDA pay scales due to difference in pay scales, number of grades and designations. The different Screening Committees adopt different guidelines for screening the applications which often leads to disputes, allegations and also has the potential for litigations.

3. The matter was taken up with Deptt. of Public Enterprises (DPE), Govt. of India regarding equivalence of IDA pay scale vis-à-vis CDA pay. However, they have replied that mode of recruitment, terms and conditions of service of these departments are different from the pay scales in Central Govt. and there is no equivalence between them.

4. Therefore, as a Statutory Body, NHAI is required to formulate equivalence in this regard on the basis of equivalence followed by Public Enterprises Selection Board (PESB) for selection to Board level posts in PSUs and the equivalence followed by the Central Govt. PSUs like MTNL under Ministry of Communications, Deptt. of Telecom and Dedicated Freight Corridor Corporation of India Ltd. (DFCCIL) under Ministry of Railways, who have prescribed clear-cut guidelines in this regard.

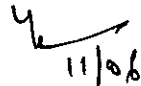
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3. Therefore, the following uniform guidelines should be followed for screening the applications:-

Rank in NHA1	Rank in Central Govt.	Equivalent grade in PSUs in IDA pay scales
CGM [PB-4 + GP Rs.10,000 (revised)/ Rs.18400-22400 (pre-revised)]	Jt. Secretary/ CE [PB-4 + GP Rs.10,000 (revised)/ Rs.18400-22400 (pre-revised)]	[E-8 Grade] Rs.51,300-73,000 (revised) / Rs.20,500-500-26,500 (pre- revised)
GM [PB-4 + GP Rs.8700 (revised)/ Rs.14300-18300 (pre-revised)]	Director/ SE [PB-4 + GP Rs.8700 (revised)/ Rs.14300-18300 (pre-revised)]	[E-7 Grade] Rs.43,200-66,000 (revised) / Rs.18,500-450-23,900 (pre- revised)
DGM [PB-3 + GP Rs.7600 (revised)/ Rs.12000-16500 (pre-revised)]	Dy. Secretary/ EE (NFSG) [PB-3 + GP Rs.7600 (revised)/ Rs.12000-16500 (pre-revised)]	[E-6 Grade] Rs.36,600-62,000 (revised) / Rs.17,500-22,300 (pre-revised)
Manager [PB-3 + GP Rs.6600 (revised)/ Rs.10000-15200 (pre-revised)]	Under Secretary/ EE [PB-3 + GP Rs.6600 (revised)/ Rs.10000-15200 (pre-revised)]	[E-5 Grade] Rs.32,900-58,000 (revised) / Rs.16000-20800 (pre-revised)
Dy. Manager (Tech.) [Entry level pay scale of Group- A] [PB-3 + GP Rs.5400 (revised)/ Rs.8000-13500 (pre-revised)]	Junior Time Scale/ AEE [Entry level pay scale of Group-A] [PB-3 + GP Rs.5400 (revised)/ Rs.8000-13500 (pre-revised)]	[E-4 Grade] Rs.29,100-54,500 (revised) / Rs.14,500-18,700 (revised)
AM (Vig./Admn.) [PB-2 + GP Rs.4800 (revised)/ Rs.6500-10500 (pre-revised)]	Section Officer [PB-2 + GP Rs.4800 (revised)/ Rs.6500-10500 (pre-revised)]	[E-3] Rs.24,900-50,500 (revised)/ Rs.13,000-350-18,250 (pre- revised)
AM (Tech.) [PB-2 + GP Rs.4600 (revised)/ Rs.6500-10500 (pre-revised)]	Asstt. Engineer [PB-2 + GP Rs.4600 (revised)/ Rs.6500-10500 (pre-revised)]	[E-2] Rs.20,600-46,500 (revised)/ Rs.10,750-300-16,750 (pre- revised)

4. This issues with the approval of the Chairman.


11/06
(V.K. Sharma)
CGM (Coord.)

All officers and employees of NHA1