



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)

National Highways Authority of India

(Ministry of Road Transport and Highways, Government of India)

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NHAI/Policy Guidelines/ Administration/2022

Policy Circular No. 1.3.1.25/2022 dated 17th June, 2022

{Decision taken on E-Office File No. NHAI/11012/183/2012-HR-I (Computer No: 134057)}

Sub.: Guidelines for screening of applications - equivalence of CDA vis-à-vis IDA Pay Scales- reg.

With a view to have uniformity in screening of the applications being received in response to advertisements for various posts in NHAI, Policy Guidelines prescribing equivalence of CDA vis-à-vis IDA pay scales has been issued vide Policy Circular No.11041/217/2007-Admn. dated 11.06.2013.

2. On receipt of representations from some PSU officers pointing out that they are unable to apply/join NHAI on deputation due to restrictive nature of equivalency prescribed in NHAI's Policy Circular dated 11/6/2013 compared to the equivalency followed by the other Govt. Departments, the issue has been examined and a Committee was constituted to review the existing guidelines dated 11.06.2013 in the light of equivalency adopted by the other Govt. Departments and submit its recommendations.
3. The said committee deliberated upon the issues while taking into consideration mainly the equivalence of pay between CDA and IDA Pay scales adopted by the six Public Sector Enterprises/Undertakings/Autonomous Bodies namely, RLDA, AAI, BSNL, IRCTC, IRCON & FSSAI and recommended revised equivalency.
4. The recommendations of the Committee have been approved by the Competent Authority and accordingly, in supersession to the earlier guidelines dated 11.06.2013, the following revised guidelines regarding equivalence of CDA vis-à-vis IDA pay scales are henceforth prescribed to be adopted in NHAI :-


Rank in NHAI	Rank in Central Govt.	Equivalent grade in IDA Pay Scales
CGM Level-14 (144200-218200) (revised) (PB-4 + GP Rs. 10,000 (pre-revised)	Jt. Secretary/CE Level-14 (144200-218200) (revised)/ (PB-4 + GP Rs. 10,000 (pre-revised)	(E-8 Grade) Rs. 120000-280000 (Revised) Rs. 51,300-73,000 (pre-revised)
GM Level-13 (123100-215900) revised)/ (PB-4 + GP Rs. 8700 (pre- revised)	Director/SE Level-13 (123100-215900) (revised)/ (PB-4 + GP Rs. 8700 (pre- revised)	(E-7 Grade) Rs. 100000-260000 (Revised) Rs. 43,200-66,000 (pre-revised)

Contd....2

Rank in NHAI	Rank in Central Govt.	Equivalent grade in IDA Pay Scales
DGM Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised))	Dy. Secretary/EE (NFSG) Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised))	(E-6 Grade) Rs. 90000-240000 (Revised) Rs. 36,600-62,000 (pre-revised) (E-5 Grade with 03 years' experience in the grade) Rs. 80000-220000 (Revised) Rs. 32,900-58,000 (pre-revised)
Manager Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised))	Under Secretary/EE Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised))	(E-4 Grade) Rs. 70000-200000 (Revised) Rs. 29,100-54,500 (pre-revised)
Dy. Manager / Equivalent posts in Pay Level-10 (56100-177500) (revised) (Entry level pay scale of Group-A) (PB-3 + GP Rs. 5400 (pre-revised))	Junior Time Scale/AEE Level-10 (56100-177500) (revised)/ (PB-3 + GP Rs. 5400 (pre-revised))	(E-3 Grade) Rs. 60000-180000 (Revised) Rs. 24,900-50,500 (pre-revised)
Assistant Manager / Equivalent posts in Pay Level-8 (47600-151100) (revised) (PB-2 + GP Rs. 4800 (pre-revised))	Section Officer Level-8 (47600-151100) (revised)/ (PB-2 + GP Rs. 4800 (pre-revised))	(E-2 Grade) Rs. 50000-160000 (Revised) Rs. 20,600-46,500 (pre-revised)
Posts carrying pay Level-7 (44900-142400) (revised) (PB-2 + GP Rs. 4600 (pre-revised))	Asstt. Engineer Level-7 (44900-142400) (revised)/ (PB-2 + GP Rs. 4600 (pre-revised))	(E-1 Grade) Rs. 40000-140000 (revised) Rs. 16400-40500 (pre-revised)

5. The revised equivalence as indicated vide Para-4 above will be effective from the date of issue of this Policy Circular.

6. This issues with the approval of Competent Authority.


(Sanjay Kumar Patel)
General Manager (Coord.)

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