

NATIONAL HIGHWAYS AUTHORITY OF INDIA (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 1996)

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2. Application.—Provisions of Chapter IT shall apply Io ail posts specjiid in the Schedule and the provisions of Chapter shall apply to Advisers oc Consultants appointed by the Authority under these xcgulations : Provided that the provisions of these regulations shait not apply to daily rated workers. •3. these _ regulations, unless the vontext otherwise requires (a) "Act" means the National Highways Authority of India Act, 1988 (68 of 1988) ; • (b) "Authority" means the National Highv.ays Authority of India constituted under sec- (ion 3 of the Act ; (c) A 'Appointing Authority" in to a post. or. a category of posts means the Auhority or any officer or einptovee of the Authority to whom the powers of making appointment to the- said posts or of. posts hove been delegated. (d) "Chairman" means tilC Chairman of the Authority. (e) ' 'daily rated worker" means a. worker appointed by they Authority to attend to casual nature of work for a period not exceeding ninety days at a ; (f) (h) (i) 21 "national highway" means a national high- way which has been vested in or entrusted (o the Authority by [he Central Govern- Incnt ; "Officer or cauployec" means an officer Ot employec Of the Authority appointed in accordance with the provisions of Chapter-II. "Schedute't means the Schedule annexed to these wgutations ; "ScheduJed Castes" and "Scheduled Tribes" have the satnc meaning as assigned to tfrcent in clauses (24) and (25) of article 366 of the Constitution of India ; "Selection Committee" means a committee constituted by the Chairman to consider selecion of ollicers or employees with cem- position specified in regulation 12. CHAPTER IL TERMS AND CONDITIONS OF EMPLOYMENT OF OFFICERS AND EMPLOYEES 4. Classification of posts.—All posts in the Autho- rity shall bc classified as follows : (1) (2) (3) (4) Group A—Atl posts carrying a pay or a scale of pay with a maximum of not less than Rs

4000. Group.B—All posts carrying a pay Or a scale of pay with a maximul)l of not less than Rs. 2900 but less than Rs

4000. Group C—Alt posts carrying a pay or a scale of pay with a maximum over Rs. 1150 but less than Rs

2900. Group D—Ail posts carrying a pay or scale of pay the maximum of which is Rs. 1 15) or JCSS

5. Appointment .The natuc of the post to which this Chapter applies, its number, classification and scale of pay attached thereto shall be as specified in columns I to 4 of the Schedule. (2) The method of rccruitment {Q the said posts, age limit, qualifications, and the grades from which selection is to be made shall be as speccigfd in columns 5. to 8 the said Schedule

6. The upper age limit- specified in column 6 of the Schedule may bc relaxed, it! the case of otiicers and employccs by the Chnirman upto perience specified in column 7 of the said Schedule is IO years or moro and upto a maximum of two years where the Jüinimum experience specified in columnn 7 is 5 to 9 years

7. Maintenancc of roster.—For the purpose Ot determining whether a particular POSI is to be filled from amongst candidates belonging to the reserved category or general category, a roster shall be litain- tained in the Authorily. THE c;A'ZET1'E OF INDIA 8. person appointed Io a specified in. colulüll 1 of the Schedule by the unci hod of direct recruitnment or by shall be on a period of one year. probation for

Provided that the Authority or the appointing authority, as the case may be, may extend the period of probation for a further period of six months

9. Where a probationer has successfully completed the period of probation or the extended period specified in regulation 8, he shall be confirmed in the post in which he was on probation. (2) Where a probationer is declared unfit for the expiry post in which he was on probation, (the extended period, of the period of probation or he shall, if he is having a lien on a [owe," revert to that post and if he has no such lien, be discharged

10. Age of All officers and employees shall superannuate when they attain age of fifty-eight years. Provided that the Authority may retire any officer or employee on, or at any time after, the completion of fifty five years of age or thirty years of total service if in the opinion of the Authority the services such officer or employees are no longer required in the interest of the Authority. (2) An officer or employee, who attains the age of superannuation on any day other than the first day of any calendar month, shall retire on the last day of month in which he completes this age of superannuation. (3) Subject to the provisions of sub-regulation (2) of regulation 11, an officer or employee may also, if he so desires, and subject to the other terms of appointment (to the contrary, if any, retire service on completion of fifty years of age. (4) When an officer or employee retires from service either under the proviso to sub-regulation (1) the Authority may, under sub-regulation (3), grant of compensation on such scale and terms as may be determined by it from time to time. The Authority while determining the terms shall take into account all relevant factors including the balance of service left to a retiring employee. (I) The Authority may terminate the services of any Officer or employee by giving him three months notice in writing or by paying him three months emoluments in lieu thereof. Where services of such officer or employee have not been confirmed and where such officer or employee is on probation, by giving him one month's notice in writing or by paying one month's emoluments in lieu thereof. (2) An officer or employee may resign, leave or discontinue the service of the Authority by giving three months notice in writing of his intention to resign, leave or discontinue the service of the Authority. Provided that the Authority may in its discretion with the requirement of giving three months notice or reduce the period in appropriate cases. : EXTRAORDINARY [PART II—SEC. the case of selection of candidates to "shall be Presiding the Chairman Group A" post, and the Member (Admn.), the Director Officer for Geneital (Road Development) or the Assistant Director General nominated by him and another the Authority by the Chairman shall be its members. (4) In the case of selection of candidates belonging to Group "B" "C" and Group "D" posts, a Member nominated by the Chairman shall be its presiding officer and the General Manager (Admn.) and another Deputy General Manager (Admn.) Group "A" officer of appropriate discipline shall be its Member. Provided that in each Selection Committee an officer of appropriate rank belonging to the Scheduled Caste or Scheduled Tribe shall also be included as a Member in case no member of the selection committee belongs to the Scheduled Caste or Scheduled Tribe

12. Advertisement of vacancies .(1) All vacancies in the Authority shall be circulated among eligible Officers, and employees and in addition notified in the following manner, namely (a) In relation to Group A. or Group B posts, it shall be notified by advertisement in at least two newspapers. (b) In relation to Group C posts, by notifying (c) the vacancy by advertisement in at least and also by notifying one newspaper. (2) Selection Commission requesting it to nominate at least five candidates against each vacancy. In relation to Group D posts, by notifying the local Employment Exchange to nominate at least five candidates against each vacancy. (2) On receipt of application or nomination (including) applications for eligible officers and employees, as the case may be, the same shall be placed before the Selection Committee for final selection on the basis of written test or interview, or both and the said committee shall prepare a panel of three candidates against each vacancy with its recommendations to the Appointing Authority ; Provided that in assessing the eligibility or suitability of an officer or employee or an applicant on transfer on deputation terms, due regard should be given to the length of service and the degree of proficiency in the existing grade. (3) The panel of selected candidates shall remain operative for one year from the date of selection to be adjusted in case of any future vacancy occurs (during the period. T)-the crucial date for determining the upper age limit specified in column 6 of the Schedule shall be the closing date for receipt of application from candidates.

14. Disqualifications : No person (a) who has entered into or contracted a marriage having a spouse living ; or (b) who having a spouse living has entered into or contracted a marriage with any person, shall be eligible for appointment to any post or grade ; Provided that the Chairman 'Day, if he is satisfied that such marriage is permissible under the personal law of such person and the other party to the marriage and there are other grounds for so doing, exempt such person from the operation of this sub- regulation.(2) No application for any post in the Authority shall be entertained unless the applicant is a citizen of India or a subject of Nepal or Bhutan, (3) Any person who directly or indirectly attempts to influence any member of the Selection Committee or any other officer of the Authority or suppresses any material fact in relation to his candidature or provides any false statement or particulars shall be liable to be disqualified for selection to any post or grade. (1) There shall be a common seniority list for all technical posts and a common seniority list for all non-technical posts. (2) The seniority of officers and employees be in the order in which they are recommended by the Selection Committee. (3) The seniority of persons initially appointed on deputation and subsequently absorbed in the Authority shall be reckoned from the date of their initial appointment. If two or more persons in the same grade get absorbed in the Authority on the same date, their inter se seniority shall be determined with reference to their seniority level in their parent cadre. (4) A copy of the common seniority list shall be supplied to each officer and employee. (5) In case of any dispute regarding inter se seniority of officers in the common seniority list, the decision of the Chairman shall be final

16. Saving ; Nothing in this Chapter shall, affect reservation, relaxation of age limit and other concessions required to be provided for candidates belonging to the Schedule Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

CHAPTER—III
TERMS AND CONDITIONS OF EMPLOYMENT OF ADVISERS/CONSULTANTS
17. Appointment of Advisers/Consultants : (1) For the efficient discharge of its functions under section 16 of the Act, the Authority may, from time to time, appoint as many advisers/consultants as it may consider necessary in accordance with the provisions of this Chapter. (2) The advisers/consultants to be appointed shall only be in relation to some specified jobs of a specialised nature where advisory functions or consultancy services may be required in the performance of all or any of the functions of the Authority. (3) In particular and without prejudice to the generality of the preceding sub-regulations, such appointments may be made in connection with (a) (b) (c) (d) (e) the survey, development, maintenance or management of a National Highway, construction or workshops and establishment and maintenance of hotels, motels, restaurants and rest rooms at or near a national highway ; construction of residential buildings and township for the employees of the Authority; regulation and control on plying of vehicles on a national highway and management thereof. handling or all suits or other legal proceedings against the Authority, including the suits and legal proceedings against the Central Government which have been transferred to the Authority under section 12 of the Act. compulsory acquisition of land required by the Authority under the Land Acquisition Act, 1894 (1 of 1894). any other matter which the Authority feels it desirable that such matters should be handled by an advisor or a consultant

18. Conditions for employment : Matters relating to period of engagement and the fee to be paid to the advisers/consultants shall be decided by the Authority and a contract shall be entered into with the prospective adviser/consultant before a particular job is entrusted to it. Provided that no Adviser/Consultant (not being a firm of Advisers/Consultants) who is above the age of 62 years shall be engaged by the Authority

19. Decision to appoint Advisers/Consultants to be taken by the Authority questions relating to appointment of an adviser/consultant including the terms and conditions or their employment shall be decided by the Authority

20. Advisers/consultants not to be public servants Provision of section 27 of the Act, relating to public servants shall not apply in case of an adviser or a consultant appointed by the Authority. 21. Provisions of Chapter-II not to apply —No provision of Chapter-II of these regulations shall apply to an adviser or a consultant appointed by the Authority under this Chapter. OF INDIA : EXTRAORDINARY
Name of the Post 1 General Manager Technical Age limit (in respect of direct recruit only) 64 years
Total No. of Posts 26 (Six) SCHEDULE Classification of 3 Group scale of Pay (In Rs.) 4455700 [PART

III—SEC. Method Of Recruitment .5 Transfer on deputation/promotion/ Direct recruitment Educational and other Qualifications required 7 Educational Qualification Essential : (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University. Desirable. Post Graduate Degree in Civil Engineering in field(s) relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience Should have put in at least 12 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commercial Organisation of repute and should be working in an analogous post or the post next below or equivalent for at least 3 years on a regular basis. Desirable Should be well versed in the field of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; financial Appraisal of Projects; Detailed Designing, Techno-financial reviews; Evaluation of Tenders; Contract Management Monitoring Liaison with major construction agencies/Govt., Bodies; Performance Appraisal of Major Highways/Bridge Projects. In case of promotion or Deputation/Transfer-Grade from which promotion/Deputation/Transfer to be made 8 By promotion from candidates holding the post of a Dy. G.M. (Tech.) on a regular basis for a period of at least 3 years, By Deputation/transfer from candidates already on the panel of Director in the Govt. of India and having the Educational qualifications stipulated in Col. 7 or from candidates holding analogous posts in a Central/State Govt. Deptt., Autonomous Body/Public Sector Undertaking or with 3 years regular service in the scale of Rs. 3700-5000 or equivalent in the Organisation. Period of Deputation Not more than 5 years but may be entered with the approval of Central Govt. 25 Na or the Lt. Dy. General Manager (Technical) 2 of POSI Group A Scale Pay (In Rs.) Method of 4 3700-5000 (11L 5 Transfer/deputation/promotion/direct recruitment) 6 45 years 573 GI/96—4 7 Educational Qualification Essential (Tech) on a regular basis for a (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University Desirable : Post Graduate Degree in Civil Engineering in the field's relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience : Should have put in at least 9 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commercial Organisation of In case of promotion or Deputation/Transfer-Grade from which promotion/Deputation/Transfer to be made 8 By promotion from candidates holding the post of Manager Period of at least 4 years. By Deputation/transfer from candidates already on the panel of Dy. Secy. in the Govt. of India and having the Educational qualifications stipulated in Col. 7 or from candidates holding analogous posts in a Central/State Govt. Deptt./Autonomous Body/Public Sector Undertaking or with 3 years regular service in the scale of Rs. 3000-4500 or equivalent in that Organisation. Period of Deputation Not more than 4 years but may be entered with the approval of Central Govt. repute and should be working in an analogous post or the post next below or equivalent for at least 3 years on regular .26 Manager (Technical) 6 years THE GAZETTE OF INDIA Desirable : : EXTRAORDINARY Should be well versed in the field of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; Financial Appraisal or Projects; Detailed Designing, Techno-financial reviews; Evaluation of Tenders; Contract Management; Monitoring Liaison with major construction agencies/ Govt., Bodies; Performance Appraisal of Major Highways/Bridge Projects. (PART III—SEC) 5 Transfer on deputation/promotion/ direct recruitment. 8 Educational Qualification Essential (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University, Desirable Post Graduate Degree in Civil Engineering in the field's relating to Highway Engineering and/or Post Graduate Degree in Management/MBA From an Institute of repute. Experience Should, have put in (at least 3 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commercial Organisation of repute and should be working in an analogous post or IIC post By deputation/transfer from candidates already on the panel of Under Secy. in the Govt. of India and possessing the Educational qualifications stipulated in Col. 7 or from candidates holding analogous post in a Central/State Govt. Deptt./Autonomous Body/Public Sector Undertaking or with 3 years regular service in the scale of Rs. 2200-4000 or 6 years in the of RS. 2000-3500. period of Deputation Not more than 3 years but may be extended with the approval of Central Govt. next below or equivalent for at least 3 years. 7 Desirable Should be well versed in the field of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; Financial Appraisal or Projects; Detailed Designing, Techno-financial reviews; Evaluation of Tenders Contract Management:

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Institute of Cost and Works Accountant of India. In case of promotion or: Deputation/ T] ansiOr•Grade from which promotion/ Diputationßransfer•to- mad c. 8 By promotioo from candidates holding post of Dy. (%ncral Manager on a regular basis for a period of atleast 2 By deputation/Transfer froen candidates empanelled foriDireci01 in the Govt. ot and having the professional CSA7,E'E1'E OF OR INDIA : EX't'RAORDINARY 'JU—SEC.' 4 8 (c) t)cgrec in Business Management with Finance as IIC major subject. OR (d) Member or any organised Accounts Service of the Central Gove; nmen(. Experience : Atleast 12 years sel Vice in a responsible position in the finance/accounts deptl. rcalcd Io major infraso uctural project of the Govt. of India or a Govt. Undertaking or an Autonomous Body or a Commercial Organisation of repute. Desirable . Should be well versed with the Financial Rules and Accounting procedurs to be followed for nvajor projects in particular, approval of tenders, proccssing of contractor's claiuns and 01her cont:actual qualifications stipulated in Col. 7 holding an analogous post in a Central/ State Govt. Deptt. or Autonomous Body or Public Sector Undertaking or with 4 years regular service in the scale of Rs. 3700-5700 or equivalent. Period of Dcputntion : Shall not exceed 5 years but may be extended with the approval of the Ccital Government. Name of the Post DY. General Manager (Finance and Accounts) Age limit (in respect of of direct recruit only) 6 45 yrs. matters. No. of posts 2 1 (one) Classification of post 3 Group "A" Scale of Pay (in Rs.) 4 3700.5000 Method of Recruitment 5 Transfer on depu- tation/pro motion/ Direct recruitment.. Educational and other Qualifications required 7 Educational Qualification Essential : In case of promotion or deputation/ Transfer—Grade from which promotion/ dcputatio•n/transfec to be made 8 By promotion from candidates holding post of a Manager on a regular basis for a period of at!cast 4 years. By deputation/Transfer from candidates (ii) (a) (b) Dcgrce of a recognised University Professional Qualification such as : Final exam. of the Institute or Chartered empanelled for Director in the Govt. of Accountants of India or Final exam of lhe Institute of Cost and Works Accountant ot India. India and having the professional qualification stipula ted in Col.' 7 holding an analogous post in a Central/State Ill--wz 4] 6 Manager (Finance and Accounts) 6 40 yrs Accounts Officer 7 or (c) Dcgrce in Busine.ss Management with Finance as the major subject. or (d) Member of any organised Accounts Service of the Central Government. Experience : Atleast 12 years scvice in a responsible position in the finance/accounts dept[. related to major infrastructural project of the Govt. o? India or a Govt. Undertaking or an Autonomous Body or a Cotnmercial Organisation repute. Desirable : Should be well versed with the Financial 31 8 Govt. Deptt. or Autonomous Body ot Public Sector Undertaking or with 4 years regular service in the scale of Rs. 3000-4500 or equivalent. Period of Deputation : Shall not cxecec 4 years but rmay be extended with the approval of the Central Goveemnt. Rules and Accounting procedures to be followed for major projects in particular, approval of tenders, processing of contractor's Claims and other contractual matters. 2 I (One) 3 Group 7 4 3000-4500 Promotion: 5 Transfer on depu• tation/promotion/ Direct itment. 8 Educational Quaification Essential (i) Dcgrce of a recognised University Suitable Officials possessing the requisite qualifications with atleast 5 years service in the grade next below. (ii) Intermediate Chartered Accountant; or By deputation/tran.sfer from candidates (iii) Intermediate Cost Accountant; or (iv) SAS Exam. of the Indian Audit and Accounts service. Experic : At least 8 years service in an Accounts Department of the Govt. or India/- Autoncnous Body/Public Sector Under- taking dealing Wilb consu ution or contract works in or a Conunercial Under- already on the panel of Under Secretary in the Govt. of India or froin officers undec Cenlral/State Govt. Deptt. or Autonomous Body or Public Sector Undertaking holding an analogous post; or a post next below 01 equivalent lhercto dealing with Accounts work for at lcast 5 years and possessing the stipulated necessary qualifica lions taking of rcpute. 2 I (One) 3 Group col. 7. 4 2375-3500 5 Transrcr Oli depu- tation/promotion/ Direct reel uitment!