



# भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय)

## National Highways Authority of India

(Ministry of Road Transport and Highways)

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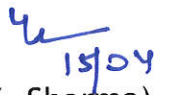
**NHAI/Policy Guidelines/ Clarification to Guidelines for External Professionals & Young Professionals/2019**  
**No 1.3.1.19/2019 dated the 15<sup>th</sup> April, 2019**  
**(Decision taken on file no.11041/204/2013-Admn-Pt.I)**

**Sub: Clarification to NHAI/ Policy Guidelines/ External Professionals & Young Professional/2017 issued vide Circular No. 1.3.1.12/2017 dated 21.06.2017.**

The NHAI had issued comprehensive guidelines for engagement of External Professionals (EPs) and Young Professionals (YPs) vide Policy Circular dated 21.06.2017.

2. The issue regarding applicability of the Maternity Benefit Act, 1961, as covered under Clause 12 under the heading Statutory provisions in Policy Circular dated 21.06.2017, has been examined and it is clarified that the remuneration payable/ paid to EPs & YPs is neither salary nor wages, but Professionals Charges and hence, the same is being booked under the head professional expenses/consultancy charges. Accordingly, there is no employee/ employer relationship between EPs/YPs and NHAI and therefore, the EPs and YPs engaged by the NHAI are not entitled to benefits admissible under Maternity Benefit Act, 1961.

3. This issues with the approval of the Competent Authority.

  
(V.K. Sharma)  
CGM (Coord& Parl.)

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