



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/Administration/2019**  
**Policy Circular No. 1.3.1.20/2019 Dated 22<sup>nd</sup> November, 2019**  
[Decision taken on the File No. NHAI/11012/183/2012-HR.I(Vol.I)]

**Sub: Guidelines for screening of applications - equivalence of CDA vis-à-vis PSU Bank Pay Scales/Levels.**

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

2. It was observed that in response to the advertisements for appointment to posts on deputation in NHAI, especially the posts in the Finance Cadre of NHAI, applications from the employees of PSU Banks were received quite often. However, in the absence of guidelines/instructions on equivalence between CDA Pay Scales/Levels and PSU Bank Pay Scales/Levels, the Screening Committees found it difficult to take a decision as to the eligibility of such candidates.

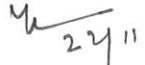
3. To bring uniformity in screening of applications by different Screening Committees, it was felt necessary to work out equivalency of pay between CDA Pay Scales/Levels and PSU Bank Pay Scales/Levels, on the analogy of guidelines regarding equivalence of CDA vis-à-vis IDA pay scales circulated vide NHAI's Policy Circular No.11041/217/2007-Admn. dated 11.06.2013.

4. A Pay Equivalence Committee was therefore constituted for this purpose. The said committee deliberated upon the issues and took into consideration mainly the equivalence of pay between CDA and PSU Banks, formulated/adopted by Department of Financial Service (Ministry of Finance), which the department applied in most of their advertisement(s) for filling up of various categories of posts in Debt Recovery Tribunals (DRTs). Accordingly, the Pay Equivalence Committee recommended the following equivalence between CDA Pay Scales/Levels and PSU Bank Scales/Levels, which were approved by the Competent Authority for screening of applications by the Screening Committee.

Posts in NHAI	Posts in Public Sector Banks
<u>C.G.M.</u> [Level-14 (Revised) / PB-4 (Rs.37,400-67,000) + GP. Rs.10,000 (pre-revised) / Rs.18,400-22400 (pre-revised)]	<u>General Manager/ Scale-VII</u> Rs.76520-85000/ Rs.46,800-52,000 (pre-revised)
<u>G.M.</u> [Level-13 (Revised) / PB-4 (Rs.37,400-67,000) + GP. Rs.8700 (pre-revised) / Rs.14,300-18300 (pre-revised)]	<u>Deputy General Manager /Scale-VI</u> Rs.68680-76520 / Rs.42,000-46,800 (pre-revised)

<u>D.G.M.</u> [Level-12(Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.7600 (pre-revised)/Rs.12000-16500 (pre-revised)]	<u>Assistant General Manager/ Scale-V</u> Rs.59170-66070/ Rs.36,200-40,400 (pre-revised)
<u>Manager</u> [Level-11 (Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.6600 (pre-revised)/Rs.10000-15200 (pre-revised)]	<u>Chief Manager/ Scale-IV</u> Rs.50030-59170/ Rs.30,600-36,200 (pre-revised)
<u>Dy. Manager /Accounts Officer</u> (Entry level pay scale of Group A) [Level-10 (Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.5400 (pre-revised)/Rs.8000-13500 (pre-revised)]	<u>Manager / Scale -III</u> Rs.42020-51490/ Rs.25,700-31,500 (pre-revised)
<u>AM (Vig./Admn.)/Jr. Accounts Officer</u> [Level-8 (Revised)/ PB-2 (Rs.9300-34,800) + GP. Rs.4800 (pre-revised)/Rs.6500-10500 (pre-revised)]	<u>Deputy Manager / Scale-II</u> Rs.31705-45950/ Rs.19,400-28,100 (pre-revised)
<u>AM (Tech.)</u> [Level-7 (Revised)/ PB-2 (Rs.9300-34,800) + GP. Rs.4600 (pre-revised)/Rs.6500-10500 (pre-revised)]	<u>Assistant Manager / Scale-I</u> Rs.23700-42020/ Rs.14,500-25,700 (pre-revised)

5. This issue with the approval of Competent Authority.

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

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