



# भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क, परिवहन और राजमार्ग मंत्रालय)

## National Highways Authority of India

(Ministry of Road Transport and Highways)

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### **POLICY MATTERS-ADMINISTRATION / FINANCE (105/2013)**

(Decision taken in 92<sup>nd</sup> Meeting of the Authority held on 30.1.2013)

#### **Sub: Posting of technical and non-technical Chief General Managers in Regional Offices of NHA**

NHA started functioning in 1995 and has come a long way, in terms of total quantum of works being executed and programme being handled. Restructuring of the Authority was considered and approved in 2007 wherein it was suggested to create a permanent cadre of NHA. A permanent cadre of NHA has now been created by recruiting / absorbing officers at various appropriate level. With the coming into being of a permanent cadre of NHA, a need was felt to rethink placing of various officers in field assignments i.e. Project Implementation Units, Regional Offices and at Headquarters. The permanent cadre of NHA consists of a mix bag of people who have come from diverse sources and backgrounds unlike earlier stream when most of the officers came from MoRTH.

2. The personnel strategy was proposed to the Authority in its 92<sup>nd</sup> Meeting held on 30.01.2013 with a view to have permanent cadre which will be well experienced in handling of various National Highway Development Projects (NHDP) and will provide an exposure of field to all the officers by placing them as Project Directors of Project Implementation Units (PIU). It was also considered that Regional Officer is a geographical link between a group of Project Implementation Units (PIUs) and Headquarters, therefore, for the senior level officers exposure should be given to them before posting them as Regional Officers and at Headquarters. The duties of a Regional Officer are more administrative and coordinating in nature and less technical. A Regional Officer has to liaise and interact with the State Governments in his jurisdiction on matters relating to land acquisition, utility shifting and environment and forest clearance and such other issues. Therefore, Regional Officers are generally posted in the rank of CGM.

3. The above personnel strategy was considered with a view to ensure that NHA is able to build a permanent cadre of NHA officers where senior officers should have knowledge and experience of overall activities of NHA especially that of Project Implementation Unit (PIU) and contract management as those are the core of business of NHA.

4. Accordingly, the Authority decided the following:-

(i) All officers at the level of DGM (Tech.)/ GM (Tech.) should be given an exposure as Project Director in charge of a PIU.

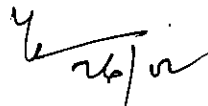
(ii) Minimum two years experience as Project Director should be essential for promotion to the post of GM (Tech.).

(iii) Among the regular officers for NHAI, for selection to technical posts of CGMs, experience as Project Director of PIU for a minimum period of three years should be made essential. However, the Competent Authority may relax this condition for the next two years for those regular GMs (Tech.) working presently at HQs and not given field posting. Such officers on promotion shall have to work compulsorily in the field for two years.

(iv) For posting as RO in the Regional Office, both technical as well as non-technical officers may be considered.

5. All officers who have not been posted to field offices should notify the Administration Wing immediately and be ready to go to field offices in case when field posting is a requirement for promotion.

6. This issues with approval of Competent Authority.



(V.K.Sharma)

Chief General Manager (Coord./LA)

To,

**All officers and employees of HQ/ZO/ROs/PIUs/CMUs/Site Offices**