



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(सड़क परिवहन और राजमार्ग मंत्रालय)
National Highways Authority of India
(Ministry of Road Transport and Highways)
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No.NHAI/11041/01/2000-Admn.

21.1.2013

OFFICE MEMORANDUM

Sub: Consolidated emoluments payable to the Short-term Contract Employees in NHAI – clarification regarding payment of statutory charges


The consolidated emoluments payable to the Short-term Contract Employees were fixed vide Office Order No.NHAI/11041/01/2000-Admn. dated 28.5.2012 (**Annex.-A**). Thereafter, certain Project Units have sought clarification regarding payment of the following charges:-

- (a) **EPF:-** Administrative charges @ 1.61% (0.5% EDLI charges + 1.1% EPF Admin. charges + 0.01% EDLI Admn. charges).
- (b) **ESI:-** Contribution from Employer @ 4.75%.
- (c) **Bonus:-** Payment of bonus as per Payment of Bonus Act, 1965.

2. The matter has been examined in consultation with the Finance Division and it has been decided that the payment of charges towards EPF and ESI mentioned at para 1(a) and 1(b) above will be deposited by the concerned placement agency with concerned authority and NHAI will reimburse the same to the placement agency after due verification of the same.

3. The payment of bonus to short term contract employees in accordance with the provisions of the Payment of Bonus Act, 1965 will be governed by the Office Order No.11012/11/99-Admn. dated 17.7.2008 (**Annex.-B**), subject to the condition that NHAI will reimburse the amount of bonus to the placement agency after verification of proof of payment of bonus to the short term contract employees by the placement agency.

4. This issues with concurrence of Finance Division and approval of Member (Admn.).


(Rakesh Nagar)
GM (HR/Admn.)-I

To:

Manager (Fin.)/DDO

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