



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/Revision of consolidated emoluments/2018

Policy No.1.3.3.26 dated 13.08.2018

(Decision taken in Policy Division File No.11041/01/2000-Admn-III)

Sub: Revision of consolidated emoluments payable to the short term contract employees in NHAI engaged through Agencies.

Ref.: i) NHAI Circular No.11041/03/2010 dated 21.12.2015

ii) NHAI Circular No. NHAI/11041/01/2000-Admn.(Pt.) dated 31.10.2013.

In supersession to the references cited above, it has been decided to revise the consolidated emoluments payable to the short term contract employees engaged at field offices of NHAI through Placement agencies along with classification of their posts in NHAI, with immediate effect, as under : -

S.No	Name of Post	Consolidated emoluments payable per month(in Rs.)	Classification
(a)	Accountant	29,200/-	Skilled
(b)	Stenographer	25,500/-	Skilled
(c)	Office Assistant/ Computer Operator	21,700/-	Skilled
(d)	Peon	18,000/-	Unskilled
(e)	Chowkidar	18,000/-	Unskilled
(f)	Safaiwala (Part time)	9,000/-	Unskilled

2. The above mentioned consolidated emoluments or minimum wages revised by the Central Government / concerned State Government, whichever is higher, shall be paid to the short term contract employees engaged through Placement Agencies.

3. The EPF/ESI (wherever applicable) at the prescribed rates shall continue to be deducted by the placement agency/agencies from the consolidated emoluments and the equal amount towards EPF will be contributed by NHAI, which will be deposited by the placement agency/agencies with the concerned authorities. The payment of EPF, ESI, Bonus etc., shall be regulated as per NHAI OM No. NHAI/11041/01/2000-Admn. dated 21.01.2013. It is also clarified that in case EPF liability is not applicable in case of any Placement Agency (due to less number of employees) as per provisions of EPF Act / Rules in this regard, the same may not be payable. In addition to the said consolidated emoluments, the applicable statutory taxes at the prescribed rates and agency charges not exceeding 10% shall be payable to the Placement Agency. The placement agency should be selected on the basis of the rate of agency charges quoted by them.

4. The consolidated emoluments prescribed above shall be reviewed after a period of two years in the month of April.

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

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13/08

(V.K. Sharma)
Chief General Manager (Coord.)

To

- i. All Officers at NHAI HQ/ROs/PIUs/CMUs/Site Offices
- ii. Hindi Officer for translation in Hindi

Copy to:

- i. PS to Chairman
- ii. PPS to Member (Admn.)
- iii. CGM (HR/Admn-I) / CGM (HR/Admn-II)
- iv. DDO, HQs
- v. Librarian - For hosting on Library website