



**Government of India**  
**Ministry of Rural Development**  
**National Rural Infrastructure Development Agency**  
5<sup>th</sup> Floor, 15-NBCC Tower, Bhikaji Cama Place  
New Delhi -110066

NRIDA invites applications for appointment on Deputation/Contract basis as per the following:

S.No.	Name of the post	Mode of Recruitment	No. of post (s)
1.	Director (P/T)	Deputation/Contract	03
2.	Joint Director (P/T)	Deputation/Contract	04
3.	Deputy Director (P/T)	Deputation/Contract	01
4.	Deputy Director (F&A)	Deputation	01
5.	Assistant Director (P/T)/YCE	Deputation/Contract	01
6.	Data Scientist	Contract	01

The no. of vacancies may increase or decrease in due course. Applicants applying on Contract basis should submit their applications only through email at [nridavacancies@gmail.com](mailto:nridavacancies@gmail.com). Applicants (Retired Govt. employees) applying on contract basis are also have to submit recommendation letter alongwith APARs of the last five years through their departments from where they retired. Applications for the post on deputation basis should be submitted through proper channel and accompanied with cadre clearance, vigilance clearance and certified copies of APARs of last five years.

**The last date of receipt of application in NRIDA is 15.03.2023.**

**For detailed eligibility criteria and application format please visit website [www.pmsgy.nic.in](http://www.pmsgy.nic.in) under "Advertisement/Circulars/Vacancies" icon and <https://rural.nic.in> under "Advertisement/Tenders" icon.**

**Director (F&A)**

**Eligibility Criteria for various posts in NRIDA**

<b>Director (Project/Tech.)</b>	
Eligibility (for deputationist)	<p>Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a) analogous post in Level 14 of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Rs 10,000 Grade Pay)</p> <p style="text-align: center;"><b>Or</b></p> <p>b) post of Chief Engineer or equivalent in Level 13A as per 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-4 with Grade Pay Rs.8,900)<b>Or</b> Associate Professor of Indian Universities/ Institutes in Academic Level 13A in the 7th CPC Pay Matrix(pre-revised Pay Band-4 with Academic Grade Pay Rs.9,000) with minimum two years regular service in the grade.</p> <p style="text-align: center;"><b>Or</b></p> <p>c) post of Superintending Engineer or equivalent in Level 13 of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Grade Pay Rs.8700) with minimum of 4 years regular service in the grade.</p>
Educational/ Professional Qualification	Degree in Civil Engineering from a recognized Institution/ University. Person holding a Doctorate or a Post Graduate Degree in Civil Engineering or equivalent degree with specialization in the related areas of Civil Engineering works in road construction will be preferred.
Experience	Should have about 10-15 years of experience in the field in Central/ State Government/ PSU/ Autonomous Bodies specially in project appraisal, monitoring and evaluation of projects including management of projects funded by multilateral agencies like World Bank, Asian Development Bank etc. and fully conversant with procedures, technical specifications etc. in road construction.
Age (for deputationist)	Not exceeding 58 years of age. However, in the event of non-availability of eligible candidates against first recruitment advertisement after occurrence of vacancy, in the subsequent advertisement, upper age limit may be relaxed to 59 years by AS (RD) & DG, NRIDA till the age of superannuation i.e. 60 years with the provision that the incumbent may be re-employed thereafter on contract basis for an additional period of 2 years i.e. till the age of 62 years after his/her superannuation.
Remuneration for deputationists	Level 14 as per 7 <sup>th</sup> CPC Pay Matrix + all other allowances as per GOI rules

<b>Director (Project/Tech.) on contract basis</b>	
Educational/ Professional Qualification	Degree in Civil Engineering from a recognized Institution/ University. Person holding a Doctorate or a Post Graduate Degree in Civil Engineering or equivalent degree with specialization in the related areas of Civil Engineering works in road construction will be preferred.
Eligibility	Should have retired from Central/State Government/ PSU/ Autonomous Bodies at the level of CE or retired as SE with minimum 4 years of service.
Experience	Should have about 10-15 years of experience in the relevant field, specially in project appraisal, monitoring and evaluation of projects including management of projects funded by multilateral agencies like World Bank, Asian Development Bank etc. and fully conversant with procedures, technical specifications etc. in road construction.
Age	Maximum age limit is for consultants will be 62 years and hiring can be done initially on contract basis for one year which can be extended further if work is found satisfactory.
Remuneration	Remuneration will be paid as per office Memorandum 3-25/2020-E.IIIA dated 09.12.2020 issued by Department of Expenditure, Ministry of Finance, Government of India.

<b>Jt. Director (Project /Technical)</b>	
Eligibility (for deputationist)	<p>Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a) analogous post in Level 13A of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Rs 8,900 Grade Pay)</p> <p style="text-align: center;"><b>Or</b></p> <p>b) post of Superintending Engineer or equivalent in Level 13 of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Grade Pay Rs.8700) with minimum 2 years of regular service in the grade</p> <p style="text-align: center;"><b>Or</b></p> <p>c) post of Superintending Engineer or equivalent in Level 12 of 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 7600) with minimum 4 years of regular service in the grade.</p> <p style="text-align: center;"><b>Or</b></p> <p>d) post of Executive Engineer (EE) or equivalent in Level 11 of 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 6600) with minimum 7 years of regular service in the grade.</p>
Educational Qualification	Degree in Civil Engineering from a recognised Institution/University. Persons holding a post Graduate Degree or above in Highways Engineering/Transportation Engineering or Civil Engineering with specialization in the related areas of Civil Engineering works in road construction will be preferred.
Experience	The officer should have a minimum of 5 years experience in Civil Engineering Works related to the Field of activity in road construction and should be conversant with Project Appraisal, Monitoring and Evaluation of Projects, Technical specifications etc. in road construction in Central/State Govt./PSUs.
Age (for deputationist)	The officer to be considered should be preferably in the age group of 30-45 years but not exceeding 56 years.
Remuneration (for deputationist)	Pay Level 13A of the Pay Matrix as per 7 <sup>th</sup> CPC + all other allowances as per GOI rules

<b>Jt. Director (Project /Technical) on contract basis</b>	
<b>Educational / Professional Qualification</b>	Degree in Civil Engineering from a recognised Institution/University. Persons holding a post Graduate Degree or above in Highways Engineering/Transportation Engineering or Civil Engineering with specialization in the related areas of Civil Engineering works in road construction will be preferred.
<b>Eligibility</b>	<p>Candidates retired in scale (s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a. In Level 13A of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Rs 8,900 Grade Pay)</p> <p style="text-align: center;">Or</p> <p>b. post of Superintending Engineer or equivalent in Level 13 of 7th CPC Pay Matrix (pre-revised Pay Band-4 with Grade Pay Rs.8700) with minimum 2 years of regular service in the grade</p> <p style="text-align: center;">Or</p> <p>c. post of Superintending Engineer or equivalent in Level 12 of 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 7600) with minimum 4 years of regular service in the grade.</p> <p style="text-align: center;">Or</p> <p>d. post of Executive Engineer (EE) or equivalent in Level 11 of 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 6600) with minimum 7 years of regular service in the grade.</p>
<b>Experience</b>	The officer should have a minimum of 5 years experience in Civil Engineering Works related to the Field of activity in road construction and should be conversant with Project Appraisal, Monitoring and Evaluation of Projects, Technical specifications etc. in road construction in Central/State Govt./PSUs.
<b>Age</b>	Maximum age limit for consultants will be 62 years and hiring can be done initially on contract basis for one year which can be extended further if work is found satisfactory.
<b>Remuneration</b>	Remuneration will be paid as per Office Memorandum 3-25/2020-E.IIIA dated 09.12.2020 issued by Department of Expenditure, Ministry of Finance, Government of India.

<b>Dy. Director (Project / Tech)</b>	
Eligibility (for deputationist)	<p>Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a) analogous post in Level 12 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Rs 7,600 Grade Pay)</p> <p style="text-align: center;"><b>Or</b></p> <p>b) post of Executive Engineer or equivalent in Level 11 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs.6600) with minimum 3 years of regular service in the grade</p> <p style="text-align: center;"><b>Or</b></p> <p>c) post of Assistant Executive Engineer or equivalent in Level 10 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 5400) with minimum 5 years of regular service in the grade.</p>
Educational Qualification	A degree in Civil Engineering preferably a Post Graduate or equivalent degree.
Experience	The officer should have a minimum of 5 years experience in Civil Engineering works related to the field of activity in road construction. Conversant with Project Appraisals, Monitoring and evaluation of projects, technical specification etc. in road construction in any Central/State Govt.
Age (for deputationist)	Around 30-45 years but not above 56 years
Remuneration (for deputationist)	Level 12 of 7 <sup>th</sup> CPC pay Matrix + all other allowances as per GOI rules

<b>Dy. Director (Project /Technical) on contract basis</b>	
<b>Educational / Professional Qualification</b>	A degree in Civil Engineering preferably a Post Graduate or equivalent degree.
<b>Eligibility</b>	<p>Candidates retired in scale (s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a. In Level 12 of the 7<sup>th</sup> CPC Pay Matrix(pre-revised Pay Band-3 with Rs 7,600 Grade Pay)</p> <p style="text-align: center;">Or</p> <p>b. post of Executive Engineer or equivalent in Level 11 of the 7<sup>th</sup> CPC Pay Matrix(pre-revised Pay Band-3 with Grade Pay Rs.6600) with minimum 3 years of regular service in the grade</p> <p style="text-align: center;">Or</p> <p>c. post of Assistant Executive Engineer or equivalent in Level 10 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 5400) with minimum 5 years of regular service in the grade.</p>
<b>Experience</b>	The officer should have a minimum of 5 years experience in Civil Engineering works related to the field of activity in road construction. Conversant with Project Appraisals, Monitoring and evaluation of projects, technical specification etc. in road construction in any Central/State Govt.
<b>Age</b>	Maximum age limit for consultants will be 62 years and hiring can be done initially on contract basis for one year which can be extended further if work is found satisfactory.
<b>Remuneration</b>	Remuneration will be paid as per Office Memorandum 3-25/2020-E.IIIA dated 09.12.2020 issued by Department of Expenditure, Ministry of Finance, Government of India.

<b>Dy. Director (F&amp;A)</b>	
Eligibility	<p>Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a) analogous post in Level 12 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Rs 7,600 Grade Pay)</p> <p style="text-align: center;"><b>Or</b></p> <p>b) post of Under Secretary or equivalent in Level 11 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs.6600) with minimum 3 years of regular service in the grade</p> <p style="text-align: center;"><b>Or</b></p> <p>c) post of Assistant Director or equivalent in Level 10 of the 7<sup>th</sup> CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 5400) with minimum 5 years regular service in the grade.</p>
Educational Qualification	A Graduate preferably a Post Graduate in Humanities/ Commerce/ Business Administration.
Experience	The officer should have a minimum of 5 years experience in any Ministry /Department of Central/State Government/ PSU /Autonomous Body in the field of Commercial/Public Works Accounting, Statutory & Internal auditing, establishment matters, budgeting and expenditure management, contract management, financial management of externally aided projects, procurement of goods & services etc.
Age	Preferably around 30-45 years of age but not above 56 years of age.
Remuneration for deputationist	Level 12 of the 7 <sup>th</sup> CPC Pay Matrix + all other allowances as per GOI rules



<b>Asstt. Director(Project/Technical)</b>	
Eligibility (for deputationist)	<p>Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a) analogous post in Level 11 of the 7th CPC Pay Matrix 11 (pre-revised Pay Band-3 with Rs 6,600 Grade Pay)</p> <p style="text-align: center;"><b>Or</b></p> <p>b) post of Assistant Executive Engineer or equivalent in Level 10 of the 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs.5400 ) with minimum 4 years regular service in the grade</p> <p style="text-align: center;"><b>Or</b></p> <p>c) post of Assistant Engineer or equivalent in Level 9 of the 7th CPC Pay Matrix (pre-revised Pay Band-2 with Grade Pay Rs. 4800) with minimum 7 years regular service in the grade.</p>
Educational Qualification	A degree in Civil Engineering, preferably a Post Graduate or equivalent degree.
Experience	The Officer should have a minimum of 5 years experience in Planning, Construction, Quality Control and Maintenance of Roads/Highways.
Age (for deputationist)	The Officer to be considered should be preferably around 30-45 years but in any case not above 56 years of age.
Remuneration (for deputationist)	Level 11 of 7 <sup>th</sup> CPC Pay Matrix + all other allowances as per GOI rules.

<b>Consultant/AD (Technical) (On Contract Basis)</b>	
<b>Eligibility</b>	<p>Candidates retired in scale (s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies:</p> <p>a. In Level 11 of the 7<sup>th</sup> CPC Pay Matrix 11 (pre-revised Pay Band-3 with Rs. 6,600 Grade Pay)</p> <p style="text-align: center;">Or</p> <p>b. Post of Assistant Executive Engineer or equivalent in Level 10 of the 7<sup>th</sup> CPC Pay Matrix (pre - revise Pay Band - 3 with Grade Pay Rs. 5400) with minimum 4 years regular service in the grade</p> <p style="text-align: center;">Or</p> <p>c. Post of Assistant Engineer or equivalent in Level 9 of the 7<sup>th</sup> CPC Pay Matrix (Pre-revised Pay Band-2 with Grade Pay Rs. 4800) with minimum 7 years regular service in the grade.</p>
<b>Educational Qualification</b>	A degree in Civil Engineering, preferably a Post Graduate or equivalent degree.
<b>Experience</b>	The Officer should have a minimum of 5 years experience in Planning, Construction, Quality Control and Maintenance of Roads / Highways.
<b>Age</b>	Maximum age limit for consultants will be 62 years and hiring can be done initially on contract basis for one year which can be extended further if work is found satisfactory.
<b>Remuneration</b>	Remuneration will be paid as per Office Memorandum 3-25/2020-E.IIIA dated 09.12.2020 issued by Department of Expenditure, Ministry of Finance, Government of India.

<b>Eligibility Young Civil Engineer</b>										
Qualification and Experience	<p><b>a. Essential Qualification:</b> Four year Bachelors Degree in Civil Engineering with overall 1<sup>st</sup> Division.</p> <p><b>b. Desirable Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Masters Degree in Transportation Engineering/ Traffic and Transportation Planning/ Traffic Engineering/Structural Engineering/ Geotechnical Engineering.</li> <li>2. Candidates having Bachelors/ Masters Degree in Civil Engineering from IITs/NITs/Govt. Engineering Colleges will be given reference.</li> <li>3. Candidates having good knowledge of MS Office, Geo-Informatics System (GIS) and other Civil Engineering Software will be preferred.</li> </ol>									
Age	Not above 30 years on the last date of application.									
Remuneration	<p>i) Consolidated monthly remuneration as shown in the table below shall be payable to the YCE.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Sl</th> <th>Qualification</th> <th>Monthly emolument in INR</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Graduate Engineer</td> <td>60,000/-</td> </tr> <tr> <td>2</td> <td>Post Graduate Engineer</td> <td>65,000/-</td> </tr> </tbody> </table> <p>ii) An additional monthly remuneration of Rs. 1250 would be given to selected candidates who have obtained degree from IITs/ NITs Government Engineering Colleges.</p> <p>iii) An additional monthly remuneration of Rs. 1250 would be given to those selected candidates who possess experience of more than 1 year in Government offices/ PSUs and have relevant experience of road/ bridge sector.</p> <p><b>Increment</b> In the event of contractual engagement continuing for more than a year in NRIDA based on continued satisfactory performance, annual increase @ 5% on the consolidated monthly emolument mentioned at para 6 (a) (i) above would be given after the approval of competent authority, based on the recommendation of the concerned Director.</p>	Sl	Qualification	Monthly emolument in INR	1	Graduate Engineer	60,000/-	2	Post Graduate Engineer	65,000/-
Sl	Qualification	Monthly emolument in INR								
1	Graduate Engineer	60,000/-								
2	Post Graduate Engineer	65,000/-								

**Annexure XIII****Eligibility conditions for appointment in NRIDA as Consultant in ICT-PMU****Name of Post: Data Scientist**

- 1) **Job requirements**
  - (i) Identifying indices for measure and performance analysis
  - (ii) Assist in monitoring of OMMAS for effective and better implementation and to provide inputs to business processes, technology architectures, standardization, implementation planning, operational models as required by the Ministry/NRIDA.
  - (iii) The consultant (Data Scientist) shall also support following activities:
    - Understand the functional and technical requirements from the departments (Centre, State / UT and other involved stakeholders) and provide support in project management and implementation support to facilitate PMGSY project implementation in the States.
    - In coordination with the development team, assist the program in defining the standards for application architecture, database design, development and infrastructure deployment in existing system.
    - Support in monitoring/help to establish suitable network/ IT infrastructure monitoring system at the Ministry, NRIDA and SRRDAs level and also identify grey areas and provide expert support for improving monitoring and evaluation through further refinements in the on-line monitoring, management and accounting system (OMMAS).
    - Collect and analyze end user feedback and accordingly identify scope for MIS reporting and provide Business Analytics for improving the performance of the program.
    - Periodic follow up with States/ UTs and other involved stake holders on implementation coverage and gap, preparing brief on bottlenecks / challenges, assist in preparation of IT training module and development of resource material.
    - To assist NRIDA in expediting and monitoring implementation of the rural road works in all States and Union Territories.
    - Any other tasks assigned by the Ministry/ Agency in relation to this assignment.
- 2) **Reporting**  
The Data Scientist shall report directly to Consultant Director (ICT).
- 3) **Essential qualification and experience**
  - (i) Bachelor's degree in Economics, Mathematics, Computer Science related degree from a well-known institute.
  - (ii) Should have experience of at least three years in any of following fields namely;
    - Data analysis, predictive modeling, machine learning, business or strategy consulting, financial investing, impact and social investing or related fields, experience in Information systems, Database Management, website management, project management tools & processes and related e-Governance activities.
    - Should have experience in managing or development of IT Projects from requirement phase to delivery.
    - Experience in working with government datasets such as Census, SECC, BPL, NSS etc.
  - (iii) Should have strong written and oral communication skills.
  - (iv) Should be self driven with high capacity for autonomous work with ability to be a team player, ability to work under pressure and tight deadline. The candidate shall have integrity, strong work ethic and high sense of personal commitment.
- 4) **Age**  
Not above 35 years.
- 5) **Monthly remuneration and other entitlements**  
To be decided by the Competent Authority.  
Consolidated monthly remuneration of Rs. 1,10,000/- was approved for the present incumbent (As approved in 24<sup>th</sup> GB meeting held on 18.01.2019).

### **Contract Terms and Conditions for appointment in NRIDA as Consultant**

1. Only Specialists/ retired Government Servants with requisite experience as prescribed would be hired on contract for Levels I, II, and III against existing vacancies and would be designated as consultant.
2. The engagement on of Consultants would be on full time basis and they would not be permitted to take up any other assignment during the period of Consultancy with NRIDA.
3. The headquarters of a Consultant will be at New Delhi. The Consultants will work in the Agency and will perform such work as may be assigned to them from time to time.
4. Period of engagement will be for one year from the date of joining, which may, at the discretion of Competent Authority be either extended or curtailed.
5. The appointment of a Consultant would be of a temporary (non-official) nature and the appointment can be cancelled at any time without assigning any reason therefor after giving 1 month notice. A Consultant will also have the opportunity to resign from NRIDA after giving a month's notice.
6. The consultant will be entitled to 8 days of Casual Leave (CL) and 2 days of Restricted Holiday (RH) during the period of engagement, as provided in the HR policy of NRIDA. For service less than twelve months in any calendar year leave admissibility will be calculated on pro rata basis in that calendar year. However, unavailed leave cannot be carried forward in case of extension beyond one year. Remuneration will be deducted proportionately if the Consultant absents himself/herself on any working day other than the entitled paid leave.
7. The Consultants will not be entitled to any allowance/perquisite such as HRA, CCA, DA, LTC, Residential accommodation, medical facility etc.
8. No TA/DA would be admissible to them for joining the assignment or-on completion of assignment. They will however be entitled to TA/DA for local tour in India as per rules applicable. For retired Government servants the TA / DA entitlements, while on official tour, would be equivalent to those applicable at the time of their retirement from Government service.
9. They will be required to maintain office timings, decorum, discipline as expected of a regular Central Government employee.

10. TDS will be deducted as per the prevalent rules and necessary TDS certificates will be issued.
11. A retired Government official appointed as Consultant shall continue to draw pension and the dearness relief on pension during period of his engagement as consultant. His/her engagement as Consultant shall not be considered as re-employment.
12. NRIDA shall not be liable for any loss, damage, theft, burglary or robbery of any personal belonging / equipments or vehicles of the Consultant.
13. The Consultant shall not claim any benefit/ compensation / absorption/ regularization of service with NRRDA under the provision of the Industrial Disputes Act. 1947 or Contract Labour (Regulation & Abolition) Act, 1970.
14. The Consultants may be called on Saturdays, Sundays and any other holidays, if required, and they shall not be entitled to any compensatory leave in lieu thereof.
15. If any declaration given or information furnished by the candidate proves to be false or if the candidate is found to have willfully suppressed any material information, he/ she will be liable for termination of services in addition to the administrative and/ or legal action as may be deemed necessary.
16. The Consultants will not, except with the previous sanction of the National Rural Infrastructure Development Agency or in the bona fide discharge of his/her duties as aforesaid, publish a book himself or herself or through a publisher or contribute an article to a book or compilation of articles or participate in a TV telecast/ Radio broadcast or contribute an article or write a letter to a newspaper pseudonymously or in the name of any other person.
17. During the period of assignment with the NRIDA, it is likely that Consultants may come across certain information of importance or secret nature. Consultants will not divulge any information gathered by him/her during the period of his/her assignment to anyone unless authorised by competent authority/ to do so.
18. The Consultant who are retired Government officials would be paid remuneration as per Government of India, Ministry of Finance, Department of Expenditure OM no. 3-25/2020-E.IIIA dated 09.12.2020, which inter alia states as under :

*“A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment/ percentage increase during the contract period”.*

#### 19. Increment

For consultants other than retired Government officials, in the event of contractual engagement continuing for more than a year in NRIDA, based on continued satisfactory performance, annual increase @5% on the consolidated monthly remuneration would be given as approved by the competent authority from time to time.