



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)

National Highways Authority of India

(Ministry of Road Transport and Highways, Government of India)

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NHAI/Policy Guidelines/ Administration/2022

Policy Circular No. 1.3.1.25/2022 dated 17th June, 2022

{Decision taken on E-Office File No. NHAI/11012/183/2012-HR-I (Computer No: 134057)}

Sub.: Guidelines for screening of applications - equivalence of CDA vis-à-vis IDA Pay Scales- reg.

With a view to have uniformity in screening of the applications being received in response to advertisements for various posts in NHAI, Policy Guidelines prescribing equivalence of CDA vis-à-vis IDA pay scales has been issued vide Policy Circular No.11041/217/2007-Admn. dated 11.06.2013.

2. On receipt of representations from some PSU officers pointing out that they are unable to apply/join NHAI on deputation due to restrictive nature of equivalency prescribed in NHAI's Policy Circular dated 11/6/2013 compared to the equivalency followed by the other Govt. Departments, the issue has been examined and a Committee was constituted to review the existing guidelines dated 11.06.2013 in the light of equivalency adopted by the other Govt. Departments and submit its recommendations.

3. The said committee deliberated upon the issues while taking into consideration mainly the equivalence of pay between CDA and IDA Pay scales adopted by the six Public Sector Enterprises/Undertakings/Autonomous Bodies namely, RLDA, AAI, BSNL, IRCTC, IRCON & FSSAI and recommended revised equivalency.

4. The recommendations of the Committee have been approved by the Competent Authority and accordingly, in supersession to the earlier guidelines dated 11.06.2013, the following revised guidelines regarding equivalence of CDA vis-à-vis IDA pay scales are henceforth prescribed to be adopted in NHAI :-


| Rank in NHAI | Rank in Central Govt. | Equivalent grade in IDA Pay Scales |
|--|--|---|
| CGM Level-14 (144200-218200) (revised) (PB-4 + GP Rs. 10,000 (pre-revised) | Jt. Secretary/CE Level-14 (144200-218200) (revised)/ (PB-4 + GP Rs. 10,000 (pre-revised) | (E-8 Grade) Rs. 120000-280000 (Revised) Rs. 51,300-73,000 (pre-revised) |
| GM Level-13 (123100-215900) revised)/ (PB-4 + GP Rs. 8700 (pre- revised) | Director/SE Level-13 (123100-215900) (revised)/ (PB-4 + GP Rs. 8700 (pre- revised) | (E-7 Grade) Rs. 100000-260000 (Revised) Rs. 43,200-66,000 (pre-revised) |

Contd....2

| Rank in NHAI | Rank in Central Govt. | Equivalent grade in IDA Pay Scales |
|---|--|---|
| DGM Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised)) | Dy. Secretary/EE (NFSG) Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised)) | (E-6 Grade) Rs. 90000-240000 (Revised) Rs. 36,600-62,000 (pre-revised) (E-5 Grade with 03 years' experience in the grade) Rs. 80000-220000 (Revised) Rs. 32,900-58,000 (pre-revised) |
| Manager Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised)) | Under Secretary/EE Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised)) | (E-4 Grade) Rs. 70000-200000 (Revised) Rs. 29,100-54,500 (pre-revised) |
| Dy. Manager / Equivalent posts in Pay Level-10 (56100-177500) (revised) (Entry level pay scale of Group-A) (PB-3 + GP Rs. 5400 (pre-revised)) | Junior Time Scale/AEE Level-10 (56100-177500) (revised)/ (PB-3 + GP Rs. 5400 (pre-revised)) | (E-3 Grade) Rs. 60000-180000 (Revised) Rs. 24,900-50,500 (pre-revised) |
| Assistant Manager / Equivalent posts in Pay Level-8 (47600-151100) (revised) (PB-2 + GP Rs. 4800 (pre-revised)) | Section Officer Level-8 (47600-151100) (revised)/ (PB-2 + GP Rs. 4800 (pre-revised)) | (E-2 Grade) Rs. 50000-160000 (Revised) Rs. 20,600-46,500 (pre-revised) |
| Posts carrying pay Level-7 (44900-142400) (revised) (PB-2 + GP Rs. 4600 (pre-revised)) | Asstt. Engineer Level-7 (44900-142400) (revised)/ (PB-2 + GP Rs. 4600 (pre-revised)) | (E-1 Grade) Rs. 40000-140000 (revised) Rs. 16400-40500 (pre-revised) |

5. The revised equivalence as indicated vide Para-4 above will be effective from the date of issue of this Policy Circular.

6. This issues with the approval of Competent Authority.


(Sanjay Kumar Patel)
General Manager (Coord.)

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NHAI/Policy Guidelines/Administration/2019
Policy Circular No. 1.3.1.20/2019 Dated 22nd 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.

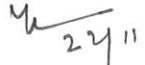
3. To bring uniformity in screening of applications by different Screening Committees, it was felt necessary to work out equivalency of pay between CDA Pay Scales/Levels and PSU Bank Pay Scales/Levels, on the analogy of guidelines regarding equivalence of CDA vis-à-vis IDA pay scales circulated vide 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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