

National Rural Roads Development Agency
Ministry of Rural Development, Government of India

Agenda for the 25th Meeting of the Executive Committee schedule for 10th January 2012

Item No.1	Confirmation of the proceedings of the 24th meeting of the Executive Committee and action taken thereon.																
	<p>Proceedings of the previous meeting held on 11th August 2011, placed at Appendix-I, were circulated amongst the members of the Executive Committee vide letter No. F-20011/1/2004-F&A dated 31st August 2011. No comments have been received from the members. It is proposed to confirm the Minutes of the previous meeting.</p> <p><i>Action taken on the Minutes is as follows:</i></p> <table border="1" style="width: 100%;"> <tr> <td style="width: 25%;">Item No.1</td> <td>Confirmation of the proceedings of the 23rd meeting of the Executive Committee and action taken thereon.</td> </tr> <tr> <td></td> <td>No further action is called for.</td> </tr> <tr> <td>Item No.2 and 3</td> <td>Approval of Annual Account of NRRDA for 2010-11 and Approval of Annual Report of NRRDA for the year 2010-11</td> </tr> <tr> <td></td> <td>Annual Report of NRRDA for 2010-11, including the Audited Annual Accounts for 2010-11, after the approval of GB, in requisite number of copies has been submitted to Ministry for laying in the Parliament.</td> </tr> <tr> <td>Item No.4</td> <td>Approval of the actual expenditure incurred during the year 2010-11 and the first quarter of 2011-12.</td> </tr> <tr> <td></td> <td>No action is called for.</td> </tr> <tr> <td>Item No.5</td> <td>Ratification of the decision for appointment of M/s Rawla & Co. as Statutory Auditors.</td> </tr> <tr> <td></td> <td>The CAs have been engaged who have audited the Annual Accounts for the year 2010-11 and accordingly have certified the Annual Accounts of NRRDA alongwith their Report.</td> </tr> </table>	Item No.1	Confirmation of the proceedings of the 23rd meeting of the Executive Committee and action taken thereon.		No further action is called for.	Item No.2 and 3	Approval of Annual Account of NRRDA for 2010-11 and Approval of Annual Report of NRRDA for the year 2010-11		Annual Report of NRRDA for 2010-11, including the Audited Annual Accounts for 2010-11, after the approval of GB, in requisite number of copies has been submitted to Ministry for laying in the Parliament.	Item No.4	Approval of the actual expenditure incurred during the year 2010-11 and the first quarter of 2011-12.		No action is called for.	Item No.5	Ratification of the decision for appointment of M/s Rawla & Co. as Statutory Auditors.		The CAs have been engaged who have audited the Annual Accounts for the year 2010-11 and accordingly have certified the Annual Accounts of NRRDA alongwith their Report.
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	<p>Item No.6</p>	<p>Approval of better terms and conditions to deputationists and contractual employees.</p> <p>The recommendations of EC were placed before the GB in its 14th meeting held on 24th August 2011. After obtaining approval of GB, amendments to relevant provisions of NRRDA Bye laws have since been issued and are implemented. After obtaining approval of GB, an advertisement for various posts was issued in leading national dailies on 22.10.2011. Selection of Director (Projects-II) has been made. Applications for other posts received in response to the advertisement have been scrutinized and submitted for the consideration of the Selection Committee which is under constitution.</p>	
	<p>Item No.7</p>	<p>Information about appointment of Directors & Joint Director on deputation basis.</p> <p>No further action is called for.</p>	
	<p>Item No.8</p>	<p>Information about engagement of support staff in NRRDA through a new Service Provider.</p> <p>No further action is called for.</p>	
	<p>Item No.9</p>	<p>Reimbursement of conveyance to staff/officers attending office on holidays/weekly offs.</p> <p>Decision of the executive Committee has since been implemented. No further action is called for.</p>	
<p>Item No.2</p>	<p>Revised Estimates 2011-12 and Budget Estimates 2012-13</p>		
	<p>Revised Estimates for the year 2011-12</p> <p>The Budget Estimates (BE) for the year 2011-12 as recommended by the Executive Committee in its 22nd Meeting held on 23rd November, 2010 were approved by the General Body in its 13th Meeting held on 8th December, 2010. Thereafter, re-appropriations were made under few heads with the approval of D. G., NRRDA. Effect of these re-appropriations under the relevant heads was carried out in the BE 2011-12. Now, the proposed RE 2011-12 have been prepared taking into account the actual expenditure upto November, 2011, commitments and estimated expenditure upto March, 2012 as also the interest payment liability during the year on the loan already drawn from NABARD. The proposed RE 2011-12 are placed at Appendix- IIA.</p> <p>The total expenditure proposed in the RE is estimated at Rs.3,540.68 crore against the budgeted expenditure of Rs.3,533.40 crore. Correspondingly, against the budgeted receipts of Rs.3,531.16 crore, the revised estimated receipts (including opening balance of</p>		

the previous year) proposed in the RE are Rs. 3,540.68 crore. Thus, there is an increase of Rs. 7.28 crore in the expenditure and Rs. 9.52 crore (including opening balance of Rs.6.17 crore) in the estimated receipts proposed in the RE as compared to the BE.

An amount of Rs.3 crore were provided in BE/ RE 2010-11 under the head “Purchase/renovation of Office Area” for purchase of flats for the officers coming on deputation from State Governments. DDA is considering offering some piece of land in Narela. The Government of India has also sought information about office space requirement for NRRDA. In view of this, utility of the land being offered by DDA is under examination. Now, fresh provision of Rs.9 crore has been made in RE. An amount of Rs.50 lakh has been released by the Ministry for e-Procurement. Accordingly, necessary provision has been made both under Receipts and Expenditure.

(i) The other increases under proposed expenditure with respect to BE proposed are mainly as under:-

(Amount in lakh)

Salary and Allowances	:	53	Salary of retired officers/ staff is being made by NRRDA w.e.f 03-08-2011 instead of through Service Provider.
Purchase of Equipment & Machinery	:	6	It is proposed to purchase one heavy duty photocopy machine and equipment for power point presentation having TV also.
Hiring of Vehicles	:	4	Due to increase of prices of petrol.
Other office expenses	:	4	Keeping in view the present trend of expenditure.
Domestic Travel Expenses	:	3	Keeping in view the present trend of expenditure.
Electricity Expenses	:	3	Due to increase of cost of electricity.
Vehicle maintenance	:	3	Due to increase in cost of POL.

(ii) The decreases with respect to BE proposed are mainly under:-

(Amount in lakh)

Workshops & Conferences	:	25	It is expected that less Regional Review Meetings will take place during the remaining period of the year
Professional Services	:	23	Salary of retired officers/ staff is being made by NRRDA w.e.f 03-08-2011 instead of through Service Provider.
Professional Services	:	10	Fresh Consultants are yet to be appointed

Publications	:	67	No requirement has been furnished by the concerned Divisions except Administration.
Advertisement and Publicity	:	37	No requirement has been furnished by the concerned Divisions except Administration.
Books Periodicals etc.	:	12	No requirement has been furnished by the concerned Divisions except Administration.
Honorarium to NQMs	:	30	As per present trend of expenditure
Traveling Expenses of NQMs	:	30	
Dev. and Maint. of online manag. sys.	:	59	As per MoU signed between NRRDA and C-DAC
Consultancy under Technical Assistance (ADB)	:	70	TSC has been appointed late

Every year, expenditure is being incurred under the heads World Bank and ADB but no funds are being released separately by MoRD except in the year 2008-09 (Rs.2,56,81,000/- was released under the head "ADB" against the budget provision of Rs.2.75 lakh). The expenditure under these heads is met from the General grant released to NRRDA by re-appropriating funds from other heads of accounts. There is a need to take a view whether the expenditure under these heads may be met from the General Grant or grant under these heads will be released separately by MoRD. The claims of expenditure incurred are regularly being sent by NRRDA to Ministry of Finance (CAAA) for reimbursement to GOI. Further, fresh loan from World Bank-RRP-II has been signed by Government of India and World Bank effective from 1st April, 2011. Therefore, fresh provision of Rs.0.55 crore is being made in RE under the head "World Bank-RRP-II" in addition to RRP-I (Rs.1.5 crore) and ADB (Rs.0.30 crore).

II. Budget Estimates for the year 2012-13

The BE proposed for the year 2012-13 are placed at **Appendix- IIB**.

Expenditure estimated for the year 2012-13 is at Rs. 4,657.60 crore. The major items of expenditure proposed include Rs.3,700 crores for repayment of loan installment to NABARD, Rs.941.21 crore for payment of interest due to NABARD on its loans, Rs.15 crore for running the office (NRRDA), Technical Assistance from ADB-Rs. 0.60 crore and expenditure under various heads below World Bank (RRP-II)-Rs.3.15 crore. *No provision has been made under the head 'Capacity Building' for World Bank (RRP-I) as this loan will terminate on 31st March, 2012.*

Accordingly, Receipts for the year 2012-13 are estimated at Rs. 4,656.97 crore. The

difference of Rs. 0.63 crores shown less in expenditure will be met from interest receipt. This includes grant from MoRD for repayment of Loan to NABARD (Rs.3,700 crore), making payment of interest to NABARD (Rs.941.21 crore), running NRRDA (Rs. 15 crore), Rs.3.15 crores as Receipts for World Bank (RRP-II) and Rs.0.60 crore as Receipts for ADB Projects. There are net increases of Rs.1,116.29 crore in the estimated receipts and Rs. 1,117.40 crore in the estimated expenditure proposed for the BE for 2012-13 as compared to those proposed in the RE for 2011-12. The major variations in proposed receipts and expenditure are as under:-

A. Receipts

(Rs. in crore)

Interest for payment to NABARD	:	(-)175.45	Repayment of principal amount of loan as per the loan agreement
Repayment of Loan to NABARD	:	1300	Due to repayment of installments of principal loan amount and non drawal fresh loan
Receipts from Government (ADB)	:	0.30	Appointment of Consultants for RRSIIP
Receipts from Government (World Bank-RRP-II)	:	2.60	RRP-II is at initial stage. Thus, token provision has been made.

B. Expenditure

(Rs. in crore)

Interest for payment to NABARD	:	(-)175.45	Repayment of principal amount of loan as per the loan agreement
Repayment of Loan to NABARD	:	1300	Due to repayment of installments of principal loan amount and non drawal fresh loan
ADB Consultancy	:	0.30	Appointment of Consultants for RRSIIP
World Bank Loan (RRP-II)	:	2.60	RRP-II is at initial stage. Thus, token provision has been made.
Salary and Allowances	:	0.43	Provision for salary of vacant posts of Director, Jt. Director (2) and Asstt. Director (2) has been made
Professional Services to the Office	:	0.30	Enhancement of minimum wages
Professional Services	:	0.10	Appointment of fresh Consultants
Honorarium to NQMs	:	(-) 0.25	It is expected that less
Traveling Expenses of NQMs	:	(-) 0.25	inspection tours will be

	<p style="text-align: right;">performed by NQMs</p> <p>Dev. and Maint. of online Manag. Ays. e-procurement : : 0.59 Servers are to be upgraded</p> <p>: No provision is required to be made as the sanction is issued by MoRD</p> <p>III. The Project, Quality Control and Technical Divisions have undertaken domestic tour for which bills were received in F&A Division. On review it was found that the funds provided under the heads “Training” and “Domestic Travel Expenses” in the BE 2011-12 were falling short as per the requirement of fund for clearing these bills. Accordingly, the expenditure was met by re-appropriation of funds with the approval of DG as under:-</p> <table border="1" data-bbox="328 824 1453 1308"> <thead> <tr> <th>Sr. No.</th> <th>Amount of reappropriation proposed</th> <th>From Budget Head</th> <th>To Budget Head</th> <th>Reasons (if any)</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Rs. 15 lakh</td> <td>1.2.3- R&D and HRD-02 – Technical Development and Research Work</td> <td>1.2.3- R&D and HRD-01 - Training</td> <td>More training courses are being organized during the year 2011-12</td> </tr> <tr> <td>2.</td> <td>Rs. 7 lakh</td> <td>1.2.2.07- Professional Services to the Service</td> <td>1.2.2.02- Domestic Travel Expenses</td> <td>More journeys have been undertaken than anticipated</td> </tr> </tbody> </table> <p>The Executive Committee is requested to approve the Revised Estimates for the year 2011-12 and Budget Estimates for the year 2012-13 and ratify the reappropriations carried out as above.</p>	Sr. No.	Amount of reappropriation proposed	From Budget Head	To Budget Head	Reasons (if any)	1.	Rs. 15 lakh	1.2.3- R&D and HRD-02 – Technical Development and Research Work	1.2.3- R&D and HRD-01 - Training	More training courses are being organized during the year 2011-12	2.	Rs. 7 lakh	1.2.2.07- Professional Services to the Service	1.2.2.02- Domestic Travel Expenses	More journeys have been undertaken than anticipated
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2.	Rs. 7 lakh	1.2.2.07- Professional Services to the Service	1.2.2.02- Domestic Travel Expenses	More journeys have been undertaken than anticipated												
Item No.3	Ratification of recommendations of the Selection Committee relating to empanelment and discontinuation of NQMs.															
	<p>A Three tier Quality Control Mechanism is operational under Pradhan Mantri Gram Sadak Yojana (PMGSY). Under the Third tier of quality mechanism, National Quality Monitors (NQMs) are engaged for carrying out inspection of works. The NQMs are selected on the basis of criteria laid down as given in Appendix- III by NRRDA. The performance of NQMs is reviewed regularly by NRRDA. The proceedings of the Performance Evaluation Committee are placed before the Selection Committee for recommendation. NRRDA has constituted two independent Committees, one for performance evaluation and the other for selection and performance review of NQMs. The composition of both the Committees is given below:</p>															

Performance Evaluation Committee

1. Officers drawn from reputed Principal Technical Agencies/State Technical Agencies - 6 Nos.
2. One non-working NQM to help evaluation work.

Selection Committee

Secretary General, Indian Roads Congress	- Chairman
Director, Indian Academy of Highway Engineers	- Member
Representative of Central Road Research Institute – Head Flexible Division	- Member
Director General (Retd.) – Shri S.C. Sharma, Ministry of Road Transport & Highways	- Member
Dr. Praveen Kumar, Principal Technical Agency Coordinator	- Member
Dr. C.S.R.K. Prasad, Principal Technical Agency Coordinator	- Member
Director (P-III), National Rural Roads Development Agency	- Convener

The background note on the selection and performance of NQMs is enclosed at **Appendix- IV.**

The recommendations of the Selection Committee relating to empanelment of new NQMs and performance review of the existing NQMs are to be ratified by the Executive Committee.

During its meeting held on 15th October, 2011 in connection with empanelment of new NQMs and the performance review of the existing NQMs, the Selection Committee made the following recommendations:

(a) **Empanelment of new NQMs**

In all, 29 applications were placed before the Selection Committee and the Selection Committee made the following recommendations:

#	Code No.	Name	Designation	Department	Recommendations of the Committee
1	01/A/11	Shri Shekhar Garg	Superintending Engineer	UP, PWD	Recommended
2	02/A/11	Shri Subhash Prabhakar Rode	Chief Engineer	State Road Dev. Corp. Ltd. (Maharashtra)	Recommended
3	03/A/11	Shri Mahendra Singh Chandrawat	Chief Engineer	Panchayat & Rural Dev. Deptt. (MP)	Recommended
4	04/A/11	Shri Ashok	Superintending	UP, PWD	Recommended

		Kumar Bansal	Engineer		
5	05/A/11	Col. Vishamber Lal	Station Staff Officer	UPRRDA	Not Recommended
6	06/A/11	Shri Binay Kumar Sinha	Superintending Engineer	UP, PWD	Recommended
7	07/A/11	Shri Arun Kumar Sinha	Chief Engineer	UP, PWD	Recommended
8	08/A/11	Shri Dinesh Chandra Goel	Chief Engineer	UP, PWD	Recommended
9	09/A/11	Shri Jasbir Singh Shahi	Chief Engineer	Punjab PWD	Recommended
10	10/A/11	Shri Ashok Kumar Som	Chief Engineer	Water Resources, Bengal	Not Recommended
11	11/A/11	Shri Shib Nath Guha	Chief Engineer	Central Design Organisation, RCD (Jharkhand)	Recommended
12	12/A/11	Shri Vijay Kumar	Engineer-in-Chief	RCD, Jharkhand	Recommended
13	13/A/11	Shri Pramod Kumar	Superintending Engineer	UPRRDA	Recommended
14	14/A/11	Shri Sushil Kumar	Chief Engineer	UP, PWD	Recommended
15	15/A/11	Shri Ram Kishore	Superintending Engineer	UP, PWD	Recommended
16	16/A/11	Shri Sachida Nand	Chief Engineer	UP, PWD	Recommended
17	17/A/11	Shri Vidya Bhaskar Dubey	Superintending Engineer	UP, PWD	Recommended
18	18/A/11	Shri Triloki Nath Swami	Superintending Engineer	UPRRDA	Recommended
19	19/A/11	Shri Ashish Kumar Dey	Chief Engineer	PWD, West Bengal	Not Recommended
20	20/A/11	Shri Debarcharan Naik	Superintending Engineer	Rural Works (Orissa)	Not Recommended
21	21/A/11	Shri Jugalkishore Lohiya	Superintending Engineer	PWD, Rajasthan	Recommended subject to recommendation from State Govt.
22	22/A/11	Shri C.D.	Chief Engineer	Rural Dev.	Recommended

		Fakir		Maharashtra	
23	23/A/11	Shri Murli Manohar Srivastava	Chief Engineer	UP, PWD	Recommended
24	24/A/11	Shri Arun B. Tubachi	General Manager	Karnataka Land Army Corp., (Karnataka)	Not Recommended
25	25/A/11	Shri G.C. Sharma	Superintending Engineer	HP PWD	Not Recommended
26	26/A/11	Shri R.P. Rawat	Superintending Engineer	UP, PWD	Recommended
27	27/A/11	Shri Kamlesh Kumar Kampani	Engineer-in-Chief	HP PWD	Recommended subject to recommendation from State Govt.
28	28/A/11	Shri Shivputra S. Khanagavi	Chief Engineer	PWD, Karnataka	Not Recommended
29	29/A/11	Shri Tarun Kumar Mukherjee	Chief Engineer	PWD, West Bengal	Recommended

In respect of those candidates at Sl. Nos. 21 & 27 whose CVs were received without the recommendation of the State Govts., the Committee recommended their candidature subject to the condition that the CVs should be sent to respective State Govts. and empanelment of these candidates should be made only after obtaining the recommendation from the States. The CVs of these candidates were sent to the respective State Govts. for their recommendation as decided by the Selection Committee. The recommendations of the State Govts. have since been received.

(b) **Performance review of the existing NQMs**

The cases of three NQMs viz., S/Shri Prahalad Das, S.N. Thakur & S.D. Bajaj, charged with inspecting works in excess of the maximum number (2 works per day) provided in the guidelines during their visits to the States of Madhya Pradesh, Maharashtra & Uttar Pradesh in the years 2009 & 2010, were placed before the Performance Evaluation Committee (PEC) during its meeting held from 31st January to 5th February, 2011. The PEC observed that these NQMs filled up the inspection report formats mechanically without observing the prescribed guidelines on the subject. The observations of the PEC were placed before the Selection Committee and the Selection Committee recommended that these three NQMs should be disqualified.

To sum up, during its meeting held on 15th October, 2011, the Selection Committee made the following recommendations:

- Empanelment of 22 new NQMs.
- Disqualification of 3 existing NQMs on account of non-adherence of NQM Guidelines.

<p>Item No.4</p>	<p>Information regarding repatriation / appointment to parent cadre- since the last meeting of the Executive Committee Meeting.</p>
	<p>Dr. K. M. Lakshmana Rao, Professor, J.N.T. University, Hyderabad (Andhra Pradesh), who was working in NRRDA as Director (Technical) on deputation basis, was been relieved of his duties in NRRDA with effect from 14th October, 2011 (afternoon) vide Office Order No. 19 dated 12th October, 2011 with direction to report to duty to his parent organization.</p> <p>Dr. I. K. Pateriya, Associate Professor in Civil Engineering, Government College of Engineering, Aurangabad (Maharashtra), who has been on deputation to NRRDA as Joint Director (Technical), has been appointed to the post of Director (Projects-II) in NRRDA on deputation basis with effect from 15th December, 2011 (forenoon), the date on which he assumed charge of his new post.</p> <p>In addition to his duties as Director (Projects-II), Dr. Pateriya has also been assigned additional charge of Director (Technical) until further orders.</p>
<p>Item No.5</p>	<p>Creation of additional posts for the Technical, Projects, Quality Monitoring (P-III) and Finance & Administration including IT Divisions of NRRDA.</p>
	<p>To make NRRDA a more professionally efficient, vibrant and a responsive organization by strengthening it technically and managerially, a review of the implementation of PMGSY and functioning of NRRDA has been conducted by M/s McKinsey & Co. A Power Point presentation titled 'NRRDA: Gearing up for the future' was submitted by them. For discussing the findings, a Committee under the chairmanship of Secretary, DoLR was constituted. The other members of the Committee are as under:</p> <ul style="list-style-type: none"> ➤ AS & FA, MoRD, New Delhi ➤ Joint Secretary(RC), MoRD, New Delhi ➤ Secretary General, IRC, New Delhi ➤ Director, CRRI, New Delhi ➤ All Directors NRRDA ➤ All Directors, MoRD ➤ A Representative of NIC as nominated by Secretary (RD) <p>First meeting of the Committee was held on 1st December 2011 in the Committee Room of Deptt. of Land Resources wherein the power point presentation was made by M/s McKinsey & Co. which was chaired by Secretary, DoLR and attended by, inter alia , AS&FA, MoRD, Director, CRRI, Representatives of IRC and NIC, all Directors of Ministry. The findings were discussed and M/s McKinsey proposed to revise their findings in the light of the discussion held.</p> <p>The revised power point presentation was made before the Committee chaired by Hon'ble Minister of Rural Development wherein Secretary (RD) was also present. Representatives of Assam, Bihar, Chattisgarh, Jharkhand, J&K, Karnataka, Madhya Pradesh,</p>

	<p>Maharashtra, Odisha, , Rajasthan, and Uttar Pradesh States were also invited for seeking their views on the issues flagged in the presentation.</p> <p>A detailed discussion was held on 9th January 2012 on the measures to strengthen NRRDA technically and professionally. It was informed that at present in all 66 posts are sanctioned (by GB) out of which 32 posts are in the officers cadre (at Level-I, Level-II and Level –III) including 21 posts for the Technical, Projects and Quality Monitoring Divisions. After in depth analysis of the staffing needs of NRRDA, it was resolved to make a proposal before the Executive Committee and General Body after concurrence by IFD, for creation of 11 additional posts as under:</p> <p>Technical Division:</p> <ul style="list-style-type: none"> ▪ Dy. Director (1 post) ▪ Assistant Director (2 posts) <p>P-I Division :</p> <ul style="list-style-type: none"> ▪ Joint Director (1 post) ▪ Assistant Director (2 posts) <p>P-III Division :</p> <ul style="list-style-type: none"> ▪ Assistant Director (3 posts) <p>F&A Division :</p> <ul style="list-style-type: none"> ▪ Assistant Director- Accounts (1 post) ▪ Assistant Director- IT (1 post) <p>The proposal for creation of additional 11 posts as above is placed before the Executive Committee. Based on its recommendations, a proposal will be submitted to Ministry of Rural Development for its consideration and seeking concurrence of IFD for placing it before the General Body scheduled to be held on 27th January 2012.</p>
<p>Item No.6</p>	<p>Review of MIS Reports available on OMMAS.</p>
	<p>To make NRRDA a more professionally efficient, vibrant and a responsive organization by strengthening it technically and managerially, a review of the implementation of PMGSY and functioning of NRRDA has been conducted by M/s McKinsey & Co. A Power Point presentation titled ‘NRRDA: Gearing up for the future’ was submitted by them. For discussing the findings, a Committee under the chairmanship of Secretary, DoLR was constituted. The other members of the Committee are as under:</p> <ul style="list-style-type: none"> ➤ AS & FA, MoRD, New Delhi ➤ Joint Secretary(RC), MoRD, New Delhi ➤ Secretary General, IRC, New Delhi ➤ Director, CRRI, New Delhi ➤ All Directors NRRDA ➤ All Directors, MoRD

	<p>➤ A Representative of NIC as nominated by Secretary (RD)</p> <p>First meeting of the Committee was held on 1st December 2011 in the Committee Room of Deptt. of Land Resources wherein the power point presentation was made by M/s McKinsey & Co. which was chaired by Secretary, DoLR and attended by, inter alia , AS&FA, MoRD, Director, CRRI, Representatives of IRC and NIC, all Directors of Ministry. The findings were discussed and M/s McKinsey proposed to revised their findings in the light of the discussion held.</p> <p>The revised power point presentation was made before the Committee chaired by Hon'ble Minister of Rural Development wherein Secretary(RD) was also present. Representatives of Assam, Bihar, Chattisgarh, Jharkhand, J&K, Karnataka, Madhya Pradesh, Maharashtra, Odisha, , Rajasthan, and Uttar Pradesh States were also invited for seeking their views on the issues flagged in the presentation.</p> <p>One of the decisions taken during the meeting was to review the MIS reports available on OMMAS and make necessary additions, deletions or modification to make these directly useful to the decision takers in the Ministry of Rural Development, NRRDA, States, SRRDAs and PIUs. Lists of the different reports generated by OMMAS are at Appendix-V.</p>
<p><i>Item No.7</i></p>	<p>a) Proposal for rationalisation of service terms & conditions of deputation in NRRDA.</p> <p>b) Proposal for consolidated service fee to be paid to support staff to be engaged through a fresh manpower service provider w.e.f. 1.4.2012.</p> <p>c) Proposal for rationalization of terms and conditions of retired officers/staff engaged in NRRDA on contract basis</p>

a) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules. Despite repeated efforts made by NRRDA to fill up its posts in deputation mode, only 09 persons are in position on deputation as on date against sanctioned strength of 66. The remaining posts are manned by either retired employees engaged by NRRDA on contract basis or by support staff engaged on contract through a manpower service providing agency.

The General Body of NRRDA in its 13th meeting held on 8th December, 2010 had taken note of the fact that NRRDA was facing difficulties in getting persons on deputation and a need was felt for making the service conditions of NRRDA a bit more attractive. It was also suggested that the possibility of providing accommodation as a part of service conditions be explored so that more professionally qualified and experienced people could come forward for deputation to NRRDA. A Committee comprising of officers from NRRDA, Ministry of Rural Development and Consultant (Finance), chaired by the Director General, NRRDA examined the matter. The Committee observed that some of the main reasons for officers being reluctant to join NRRDA on deputation basis were as under:

- NRRDA was not in a position to provide accommodation to officers coming on deputation to NRRDA as no accommodation was available with it whereas they are generally provided accommodation by their respective Governments.
- The quantum of HRA admissible [30% of (pay + GP)] to them was inadequate to neutralize the high and rising rental cost of housing in Delhi.
- 10% [of (pay + GP)] Deputation (Duty) Allowance admissible to officers coming on deputation was quite inadequate whereas some of the Government organizations provide attractive salary packages and better conditions of service.

Taking into account all the aspects and the imperative need to professionally strengthen the NRRDA, the Committee recommended for providing leased accommodation to deputationists on the pattern of NHAI, better pay packages and other facilities. The recommendations were placed before the Executive Committee in its 24th Meeting held on 11th August 2011. The Executive Committee recommended as under:

(1) Provision of leased accommodation to deputationists

- (a) To arrange residential accommodation on lease basis at convenient locations for all the deputationists subject to rental ceilings and payment of licence fees by the deputationists on the pattern of the arrangements made in this regard by the NHAI for its employees. Appropriate terms & conditions of leased accommodation may be drafted in consultation with IFD.
- (b) Officers who do not opt for leased accommodation may be paid HRA at the existing rate of 30% of basic pay including Grade Pay.

(2) Provision of better pay package

- (i) Officers coming on deputation to NRRDA from Central/ State Government Departments and Bodies may be given an option of :

	<p>(a) the next higher pay scale (i.e. corresponding to the higher grade pay) than that of their pay of the existing post in his parent cadre (restricted to grade pay of Rs.10000) provided they have completed at least 3 years service in that post in the parent cadre.</p> <p style="text-align: center;">or</p> <p>(b) the pay scale/ grade pay of their parent cadre post plus deputation (duty) allowance @ 10% without any ceiling on the allowance and tenure as at present.</p> <p>(ii) In addition a personal pay in the range of Rs.1100 to 10% of Basic Pay plus Grade Pay to be decided by DG, NRRDA.</p> <p>(iii) Officers coming on deputation to NRRDA from Central/ State Public Sector Undertakings/ Bodies.</p> <p>(a) In case of an Officer joining NRRDA on deputation basis from a Public Sector Undertaking/ Body where the Scales of Pay, Dearness Allowance and other perks are different than that of the Central Government, his total emoluments may be protected plus Deputation (Duty) Allowance @ 10% without any ceiling on the allowance and tenure as at present and</p> <p>(b) In addition a personal pay in the range of Rs.1100 to 10% of his Basic Pay including Grade Pay (if any) to be decided by DG, NRRDA.</p> <p>(iv) The above provisions will also be applicable to the existing deputationists w.e.f. 1st September, 2011.</p> <p>(v) Executive Committee will be kept informed of the cases of personal pay allowed to the deputationists.</p> <p>(vi) The existing provisions in this regard in the NRRDA (Regulation of Pay & Allowances) Bye-Laws 2004 will stand amended accordingly.</p> <p>(3) Out of 7 posts of Joint Directors, two posts may be up-graded as Additional Director.</p> <p>(4) In view of the pressing and inevitable need for augmenting the strength of Directors due to a number of additional activities and substantial increase in the work load, though the Executive Committee also recommended that the number of post of Directors may be increased from present five to six.</p> <p>The matter will be separately examined on file and submitted to Hon'ble Minister of Rural Development & President of NRRDA.</p> <p>The General Body in its meeting held on 24th August, 2011 accepted the above recommendations.</p> <p>Meanwhile, M/S McKinsey & Company undertook a review of PMGSY and functioning of NRRDA. During the discussions held on power point presentation – 'NRRDA : Gearing up for the future' under the chairmanship of Secretary, DoLR on 1st December, 2011 and looking into the responses received to the advertisements recently, a need was felt for revisiting the terms and conditions of deputation and rationalizing the deputation terms and conditions taking into consideration those of NHAI. Accordingly, the matter was discussed with other Directors of NRRDA and a proposal for rationalizing the deputation terms and conditions were formulated (Appendix-VI). On 9th January, 2012 another power point presentation was made by M/S McKinsey & Company in the meeting chaired by Hon'ble Minister (RD) and attended by Secretary (RD), Secretary, DoLR, DG,</p>
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NRRDA, Director, CRRI and other officers. In the meeting, it was desired that in the meeting of Executive Committee being held the next day (10th January, 2012), agenda notes for rationalization of the terms and conditions of deputation and engagement of retired employees and support staff through manpower service provider be subsequently submitted and after obtaining concurrence of IFD, an agenda be placed before the GB in its next meeting scheduled on 27th January 2012.

A table showing comparison of the pay, terms and conditions of deputation in NHAI and that existing in NRRDA along with now being proposed with justification is placed at Appendix and is submitted for consideration of the Executive Committee.

b) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules.

2. As on date, out of 36 support staff in-position, 33 are engaged on contract basis through manpower service provider.

3. The Director General, NRRDA had constituted a Committee in July 2009 consisting of Director (RC) of Ministry of Rural Development, Director (F&A), Director (P-II) and Shri Manish Kumar, then Financial Advisor of NDMC to review the then existing remuneration of various categories of support staff of NRRDA that were fixed way back in the year 2006. The said Committee, taking into consideration the retrospective revision in pay structure of Central Govt. employees with effect from 1st January 2006 and increase in prices etc., recommended in September, 2009 that there was a need to revisit the remuneration of the employees working in the NRRDA. However, no further decisions could be taken till the expiry of contract of the then existing service provider.

4. At the expiry of contract with the then existing service provider, it was decided to float fresh tender to select a new service provider. However, since the service provider had made a demand for enhancing the fixed consolidated remunerations being paid to the personnel provided by them to NRRDA, the Director General had constituted a Committee of four Directors of NRRDA [Director (P-I), Director (P-III), Director (Technical) and Director (F&A)] in July, 2010 to deliberate upon the issues and to make suitable recommendations. The Committee in its meeting held on 2nd August, 2010, while taking into account the (i) qualifications, experience and job requirements for various posts of support staff in NRRDA, (ii) the revised pay structure of Central Government employees along with the quantum of Dearness Allowance and (iii) the remunerations being offered by other organizations for similar jobs requiring similar qualifications and experience, found that the quantum of consolidated remunerations being paid to support staff needed revision. Accordingly, the Committee recommended the following revised graded structure of fixed remunerations for various categories of support staff to be made effective from 1st September, 2010:

- | | | |
|-------|--|--------------------------|
| (i) | Programmer (IT)/ Executive Asstt./
Accountant | Rs.11,500-12,000 -13,000 |
| (ii) | Personal Assistant | Rs. 9,800-10,500-11,500 |
| (iii) | Receptionist-cum-Telephone | Rs. 9,400-10,000-10,800 |

(iv)	Operator/ Sr. Office Assistant Office Assistants	Rs. 7,200-7,800-8,500
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The Committee had inter alia recommended that a Committee of Directors would make selection of personnel out of the panel of candidates supplied by the service provider for each post and would recommend the consolidated remuneration in each case taking into account the qualification, experience and skills possessed by the selected candidates.

5. The above graded structure of consolidated service fees recommended by the Committee was concurred by the IFD, MoRD and approved by the Hon'ble Minister for Rural Development and President of NRRDA. However, with the coming into force of revised graded service fees, the hitherto existing system of granting annual increase @`600 (EAs) and `500 (OAs) to support staff on rendering requisite length of service in NRRDA was dispensed with.

6. The Committee of Directors of NRRDA constituted by the Director General for selecting the candidates out of the candidates sponsored by the service provider held interviews with the candidates in March, 2011 and found that some of the deserving candidates were exceptionally good and needed to be allowed attractive salary packages so as to retain them in the agency. The Committee, therefore, after due deliberations recommended that special fee may be paid to such candidates after obtaining the approval of the competent authority.

7. The above recommendation of the Committee to allow special fee to deserving candidates was concurred in principle by the IFD with the advice that NRRDA should evolve some norms for payment of special fee that may be allowed only in cases where the selected candidates possessed strictly higher qualifications and experience than those prescribed in the eligibility conditions for a particular post.

8. Accordingly, a Committee of Directors of NRRDA was constituted by the Director General to make suitable recommendations in this regard. The Committee met on 08.07.2011 and after due deliberations recommended the norms for special fee at varying rates ranging between `1,000/- and `3,000/- for different blends of additional qualifications and standards. It also recommended that the Director General, NRRDA be empowered to decide the grant of special fee in individual cases of support staff in accordance with the approved norms. The recommendations of the Committee were approved by the Hon'ble Minister, Rural Development and President, NRRDA on 13.07.2011.

9. The one year contract with the existing service provider is due to expire on 31.03.2012. While selecting a fresh service provider through the process of competitive bidding, the adequacy of pay package to support staff to be engaged through the service provider is also to be ensured so as to get professionally well qualified and experienced persons who can readily start working on various jobs of NRRDA. However, the quantum of consolidated remunerations was fixed last year and since then the prices have gone up. Further, other organizations are offering better pay packages (25 % to 38 % more than that currently being paid of NRRDA- Statement enclosed at **Appendix-VII**) for similar jobs requiring similar qualifications and experience than that being paid to such persons in NRRDA.

10. A proposal to revise the existing service fees being paid to support staff engaged on contract basis through service provider was accordingly submitted to the Director General, NRRDA for consideration. The DG constituted a Committee of three Directors of NRRDA to look into it and to make suitable recommendations. Accordingly, the

Committee of Directors met on 9th January, 2012 and has since recommended to revise the existing service fees as per **Appendix-VIII**.

11. The recommendations of the Committee are placed before the Executive Committee for its consideration.

c) The Memorandum of Association and Rules & Regulations of NRRDA enjoin that there will be no permanent appointment to the Agency and the personnel will be obtained or engaged on deputation or hired on contract basis. Thus, unlike other government offices, NRRDA does not have any regular officers and staff against its sanctioned posts at various levels nor any pay scales are provided in its rules.

2. In NRRDA, there are following three levels of officers excluding the Director General:

Level-I	Directors
Level-II	Joint Directors/ Coordinator/ Dy. Directors
Level-III	Asstt. Directors/ Finance Officer/ Sr. Admn. Officer/ Accounts Officer/ Hindi Officer

Despite repeated efforts, only eight posts of officers could be filled through deputation as on date leaving the remaining posts to be filled on contract basis. Currently, out of 25 officers in position in NRRDA, 17 of them are retired officers engaged on contract basis.

Further, there are two retired central government employees, one of them engaged as Executive Assistant and the other as Staff Car Driver on contract basis in NRRDA.

3. The retired officers engaged in NRRDA had been requesting for an upward revision in their monthly consolidated remuneration on the following grounds:

- the above remunerations were fixed in the light of pre- 1st January, 2006 structure of pay but subsequently the pay structure in Central Government was revised with effect from 1st January, 2006 with a multiplier of 1.86 to then existing pay,
- cost of living has increased manifold since 2007, and
- other Government organizations are offering more attractive remunerations/ packages to the retired Government employees engaged on contract basis (statement appended).

4. Accordingly, on the recommendations of IFD, Ministry of Rural Development, 20 % increase in the existing emoluments of the retired officers was allowed by the General Body of NRRDA in its meeting held on 24th August, 2011 with the stipulation that henceforth such employees would be engaged on contract basis directly by the NRRDA without going through the service provider. The General Body also extended the facility of reimbursement of actual charges of post paid mobile phone bills subject to a maximum of Rs.800 per month plus taxes to retired employees appointed as Assistant Director or equivalent. In its meeting held on 11th August, 2011, the Executive Committee of NRRDA, however, desired that a fresh proposal for rationalizing the terms and conditions of retired officers be submitted that could be made effective from 1st April, 2012.

5. The retired employees have been expressing their feelings about inadequacy of the

	<p>20 % increase in their emoluments on the ground that at the time of fixing consolidated monthly remuneration of Rs.17,000/ 19,000 to retired employees in NRRDA in the year 2007, the rate of Dearness Allowance payable to Central Govt. Employees was 6 % which has now gone up to 58 %. Even after increase of 20 % in the remuneration with effect from 03.08.2011, the present remuneration (Rs.20,400/ 22,800) still remains quite inadequate. They keep looking around for better packages.</p> <p>6. Further, since the work relating to application of Govt. rules, regulations and procedures in respect of various kinds of entitlements, fixation of pay, procurement of goods and services, recruitment/ deputations etc. require knowledge and experience in Govt. functioning, there is an imperative need to engage experienced retired Central Govt. employees of the level of Assistant/ Sr. Auditor/ Sr. Accountant or equivalent on contract basis with attractive pay package.</p> <p>7. In compliance to decisions of the Executive Committee taken in its meeting held on 11th August, 2012, a proposal on rationalization of terms and conditions of retired officers as well as retired Group ‘C’ employees was submitted to the Director General, NRRDA for consideration. The DG constituted a Committee of three Directors of NRRDA to look into it and to make suitable recommendations. Accordingly, the Committee of Directors met on 9th January, 2012 and has since recommended to revise the existing remuneration as per Appendix-IX</p> <p>8. The recommendations of the Committee are placed before the Executive Committee for its consideration.</p>
<p>Item No. 8</p>	<p>Constitution of Standing Advisory Technical Committee of NRRDA.</p>
	<p>An Expert Committee was appointed by DG, NRRDA for suggesting measures for achieving economy in construction and improving Geometrics of Rural Roads. Committee submitted its recommendations separately for hill areas and plain areas which have been accepted by competent authority and issued to the States for implementation. He desired on file that this Expert Committee (Appendix-X) should now be continued as Standing Advisory Committee of NRRDA and the matter be put up to Executive Committee for its consideration and approval.</p> <p>The matter came up for discussion in the meeting taken by Hon’ble Minister (RD) on 09.01.2012 during the power point presentation made by McKinsey & Company on : ‘Gearing up for the future’. In the meeting, it was resolved to constitute an Internal Technical Committee consisting of Director(Tech) and Director(P-III) to coordinate with Standing Advisory Committee in all technical matters.</p> <p>Accordingly, the matter is submitted before the Executive Committee for consideration and approval of the Executive Committee.</p>
<p>Item No. 9</p>	<p>Any other item with the permission of the Chair.</p>
