

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

**Agenda for the 27th Meeting of the Executive Committee scheduled for
27th November 2012**

Item No.1	Confirmation of the proceedings of the 26th meeting of the Executive Committee and action taken thereon.												
	<p>Proceedings of the previous meeting held on 5th July 2012, placed at Appendix-I, were circulated amongst the members of the Executive Committee vide letter No. F-20011/1/2004-F&A dated 25th July 2012. 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: 15%;"><i>Item No.1</i></td> <td>Confirmation of the proceedings of the 25th meeting of the Executive Committee and action taken thereon.</td> </tr> <tr> <td><i>Item No.2</i></td> <td>Approval of Actual expenditure during the year 2011-12.</td> </tr> <tr> <td><i>Item No.3</i></td> <td>Approval of Annual Account of NRRDA for 2011-12. No further action is called for.</td> </tr> <tr> <td><i>Item No.4</i></td> <td>Approval of Annual Report of NRRDA for the year 2010-11. Annual Accounts for 2011-12 were adopted. No further action is called for.</td> </tr> <tr> <td><i>Item No.5</i></td> <td>ATR on Mckinsey Report ATRs are enclosed at Appendix-II.</td> </tr> <tr> <td><i>Item No.6</i></td> <td>Ratification of the amendment of provisions relating to honorarium and TA entitlements of NQM in "Honorarium and TA Bye Laws for NQMs 2006". The Executive Committee after due deliberation resolved to recommend the amendments in the "Honorarium and TA Bye Laws for NQMs 2006", approved by the Secretary(RD) and Vice President NRRDA revising the rates of honorarium and TA entitlements of NQMs with effect from 1st July 2012.</td> </tr> </table>	<i>Item No.1</i>	Confirmation of the proceedings of the 25th meeting of the Executive Committee and action taken thereon.	<i>Item No.2</i>	Approval of Actual expenditure during the year 2011-12.	<i>Item No.3</i>	Approval of Annual Account of NRRDA for 2011-12. No further action is called for.	<i>Item No.4</i>	Approval of Annual Report of NRRDA for the year 2010-11. Annual Accounts for 2011-12 were adopted. No further action is called for.	<i>Item No.5</i>	ATR on Mckinsey Report ATRs are enclosed at Appendix-II .	<i>Item No.6</i>	Ratification of the amendment of provisions relating to honorarium and TA entitlements of NQM in "Honorarium and TA Bye Laws for NQMs 2006". The Executive Committee after due deliberation resolved to recommend the amendments in the "Honorarium and TA Bye Laws for NQMs 2006", approved by the Secretary(RD) and Vice President NRRDA revising the rates of honorarium and TA entitlements of NQMs with effect from 1 st July 2012.
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Item No.2	Ratification of empanelment of new 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 by an independent Selection Committee on the basis of laid down criteria. The composition of the Selection Committee is given below:</p> <p><u>Selection Committee</u></p> <p>Secretary General, Indian Roads Congress - Chairman</p> <p>Director, Indian Academy of Highway Engineers - Member</p> <p>Representative of Central Road Research Institute – Head Flexible Division - Member</p> <p>Director General (Retd.) – Shri S.C. Sharma, Ministry of Road Transport & Highways - Member</p> <p>Dr. Praveen Kumar, Professor, Deptt of Civil Engg., Indian Institute of Technology, Roorkee - Member</p> <p>Dr. C.S.R.K. Prasad, Head Transportation Divn., Deptt. of Civil Engg., National Institute of Technology Warangal - Member</p> <p>Director (P-III), National Rural Roads Development Agency - Convener</p> <p>During its meeting held on 24th August, 2012 for empanelment of new NQMs, the Selection Committee perused the coded CVs of 22 candidates and made the following recommendation:</p> <table border="1" data-bbox="371 1608 1497 1982"> <thead> <tr> <th data-bbox="371 1608 451 1711"></th> <th data-bbox="451 1608 563 1711">Code No.</th> <th data-bbox="563 1608 772 1711">Name of the Candidate</th> <th data-bbox="772 1608 963 1711">Designation</th> <th data-bbox="963 1608 1094 1711">Deptt.</th> <th data-bbox="1094 1608 1497 1711">Recommendation of the Committee</th> </tr> </thead> <tbody> <tr> <td data-bbox="371 1711 451 1854">1</td> <td data-bbox="451 1711 563 1854">1/1/12-13</td> <td data-bbox="563 1711 772 1854">Shri Manoj Upadhyay</td> <td data-bbox="772 1711 963 1854">Superintending Engineer</td> <td data-bbox="963 1711 1094 1854">UP, PWD</td> <td data-bbox="1094 1711 1497 1854">Recommended subject to recommendation of the State Govt.</td> </tr> <tr> <td data-bbox="371 1854 451 1982">2</td> <td data-bbox="451 1854 563 1982">2/1/12-13</td> <td data-bbox="563 1854 772 1982">Shri Baldev Raj Chanana</td> <td data-bbox="772 1854 963 1982">Superintending Engineer</td> <td data-bbox="963 1854 1094 1982">BRO</td> <td data-bbox="1094 1854 1497 1982">Recommended subject to recommendation of the State Govt.</td> </tr> </tbody> </table>		Code No.	Name of the Candidate	Designation	Deptt.	Recommendation of the Committee	1	1/1/12-13	Shri Manoj Upadhyay	Superintending Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.	2	2/1/12-13	Shri Baldev Raj Chanana	Superintending Engineer	BRO	Recommended subject to recommendation of the State Govt.
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1	1/1/12-13	Shri Manoj Upadhyay	Superintending Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.														
2	2/1/12-13	Shri Baldev Raj Chanana	Superintending Engineer	BRO	Recommended subject to recommendation of the State Govt.														

3	3/1/12-13	Shri Brijendra Singh	Chief Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.
4	4/1/12-13	Shri G.M. Kandhare	Secretary,PWD	Maharashtra, PWD	Recommended
5	5/1/12-13	Shri Baldev Singh	Superintending Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.
6	6/1/12-13	Shri B. Shyam babu	Engineer-in-Chief	Andhra Pradesh (PR)	Recommended
7	7/1/12-13	Shri Rajendra Prasad Shrivastava	Chief Engineer	MP, Water Resources	Not recommended
8	8/1/12-13	Shri Shailendra Kumar	Chief Engineer	UP, Lok Nirman Vibhag	Not recommended
9	9/1/12-13	Shri Jawaid Sami Kidwai	Superintending Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.
10	10/1/12-13	Shri Ram Naresh Singh	Chief Engineer	UP, PWD	Not recommended
11	11/1/12-13	Shri Ashok Kumar Jain	Chief Engineer	UP, PWD	Not recommended
12	12/1/12-13	Shri Ajay Kumar	Chief Engineer	UP, Irrigation Deptt.	Not recommended
13	13/1/12-13	Shri Arun Prakash Shukla	Superintending Engineer	UP, PWD	Not recommended
14	14/1/12-13	Shri Shikher Chand Jain	Chief Engineer	MP, PWD	Recommended subject to recommendation of the State Govt.
15	15/1/12-13	Shri Suresh Chandra Rai	Superintending Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.

16	16/1/1 2-13	Lt. Col. Vishamber Lal (Retd.)	Director (MES)	RRDA, UP	Not recommended
17	17/1/1 2-13	Shri Afsar Husain	Chief Engineer	UP, PWD	Recommended subject to recommendation of the State Govt.
18	18/1/1 2-13	Col. Arun Kumar Pande	Addl. Chief Engineer	MES	Not recommended
19	19/1/1 2-13	Shri Tejinder Singh Arora	Superintend ing Engineer	J & K Govt.	Not recommended
20	20/1/1 2-13	Shri Suresh Chander	Chief Engineer	MES	Not recommended
21	21/1/1 2-13	Shri Krishan Jit Singh	Chief Engineer	Chandi garh Admn.	Not recommended
22	22/1/1 2-13	Shri shailender Singh Rawat	Superintend ing Engineer	HP, PWD	Recommended subject to recommendation of the State Govt.

In respect of those candidates at Sl. Nos. 1,2,3,5,9,14,15,17 & 22 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. Accordingly, the CVs of these candidates were sent to the respective States for their recommendation. In response, recommendation of the State Govt. of UP for six candidates listed at Sl. Nos. 1,3,5,9,15 & 17, has since been received. Other States have been requested to expedite their recommendations.

Executive Committee may kindly ratify the recommendations of the Selection Committee relating to empanelment of NQMs.

Item No.3 Recruitment of Consultants for RRP-II Project of World Bank.

The World Bank conveyed that RRP-II Project of the World Bank is behind the implementation schedule. It was further conveyed that the performance suggests that the project might not achieve its desired

	<p>outcomes and successfully complete by the closing date of November, 2015. The World Bank further noted that the level of staffing at NRRDA is inadequate to manage a project of this size and emphasized the need for recruiting some consultants to expedite progress and handle all critical areas of implementation of PMGSY-II.</p> <p>In the above backdrop, it was decided to appoint consultants on full time/part time basis. Accordingly, applications have been invited (through advertisement in the Newspapers) from retired officers of the level of Chief Engineer or equivalent for appointment as consultants on full time / part time basis to handle all critical areas of implementation of PMGSY (RRP-II) project of World Bank on the following subjects:</p> <ul style="list-style-type: none"> • Monitoring of DPR preparations and social & environment aspects; • Procurement and Contract Management, PMC, PAC etc.; • Quality control monitoring, training and other issues related to Technical Assistance (TA); and • Progress monitoring and other related issues. <p>The consultants will be paid a lumpsum remuneration of Rs. 1.00 lakh per month and local TA of Rs. 10,000.00 per month. In addition, they will also be paid telephone charges and TA for outstation travels. This is based on market trend of experts and remuneration paid to senior engineers empanelled as National Quality Monitors (NQMs).</p> <p>The last date for receipt of applications is 20th November, 2012.</p> <p>This is for kind information of the Executive Committee.</p>
Item No.4	Overtime Allowance (OTA) to support staff
	<p>The Executive Committee in its 26th meeting held on 5th July, 2012 had resolved (Item No.6 - Recommendation No.10 - (b) Support staff) that the proposal relating to revised consolidated monthly service fee to support staff as recommended by AS&FA Committee and concurred by IFD/ MoRD be placed before the next General Body for its approval. The AS&FA Committee while recommending a revised graded consolidated service fee to various grades of support staff linked with 12 monthly</p>

average increase in the All India Consumer Price Index (AICPI) had inter alia recommended Overtime Allowance (OTA) to these staff at normal rate of wages in deserving cases of extra work actually performed beyond normal office hours up to a maximum of 100 hours per month in exigencies of work. The General Body in its 16th meeting held on 30th July, 2012 while approving the proposal in respect of revised graded consolidated service fee to various grades of support staff delegated its powers to the Executive Committee for deciding the issue related to payment of OTA to support staff. The revised consolidated monthly fee to support staff is effective from 1st July, 2012 i.e. the date from which fresh contract with manpower service provided has been entered into.

Prior to coming into force of revised fee structure with OTA at normal rate of wages up to a maximum of 100 hours per month, the support staff were being allowed OTA at double of the normal rate of wages up to a maximum of 50 hours in a month. In the revised fee structure, though an increase of 14% (12 monthly average increases in AICPI) across the board in the wages of support staff has given some solace to them against the continuing price rise but admissibility of OTA at normal rate of wages has in effect reduced the margin of wage hike considerably.

Rule 25 of the Minimum Wages (Central) Rules, 1950 notified by the Central Government in exercise of powers conferred under Section 30 of the Minimum Wages Act, 1948 enjoins that when a worker works in an employment for more than nine hours on any day or for more than forty-eight hours in a week, he shall in respect of overtime work be entitled to wages, in the case of any employment other than agriculture, at double the ordinary rate of wages. In terms of Rule 23 of the said rules, the 'week' is to be meant a period of seven days with one day rest i.e six working days.

The Committee of Directors of NRRDA constituted by the DG, NRRDA to

	<p>recommend revision of consolidated monthly fee to each of the support staff in the light of graded fee structure approved by the General Body has, in its meeting held on 25.09.2012, recommended that the issue of OTA to support staff may be sent to the Executive Committee for consideration in the light of the Minimum Wages (Central) Rules, 1950.</p> <p>As per the terms and conditions of contract entered into between the NRRDA and the manpower service provider (Section 6 – clause 5.5), the normal working hours for the personnel deployed by the contractor shall be 09:00 AM to 05:30 PM including half an hour lunch from 01:00 PM to 01:30 PM. Thus, each support staff deployed by the manpower service provider in NRRDA is required to work for forty hours in a five days week from Monday to Friday (Saturday and Sunday being holidays) excluding lunch break i.e. total 42 ½ hours in a week.</p> <p>In the light of above, it is proposed that the Executive Committee may consider granting OTA to support staff for working beyond 42 ½ hours in a week in the exigencies of work at double of the ordinary hourly rate of wages up to a maximum of 50 hours in a month.</p>
<p>Item No.5</p>	<p>Increase in initial period of deputation and subsequent spells of deputation from one year to two years</p>
	<p>Para 5(i) of Memorandum of Association of NRRDA enjoins that appointment to various posts in NRRDA will be mainly through deputation mode. The Recruitment Rules for various Level-I and Level-II posts in NRRDA, as adopted by the General Body in its meeting held on 21st January, 2004, do not prescribe any tenure of deputation for officers joining on deputation to NRRDA from Central Govt./ State Govt./ Public Sector Undertakings/ Autonomous Institutions etc. However, officers are being appointed on deputation basis initially for one year with further increase in deputation tenure on year to year basis subject to continued suitability of the officers and concurrence of the lending organizations. The practice of restricting the period of deputation each</p>

time to one year and seeking the concurrence of lending organizations on each occasion even though they may be willing to allow their officers to continue for more years has often been causing administrative problems for the concerned officers as well as for the NRRDA. Moreover, this practice is also not supported by the existing provisions of our Recruitment Rules.

Government of India, Department of Personnel & Training's existing orders as contained in its O.M. No.6/8/2009-Estt.(Pay II) dated 17.06.2010 envisages that the period of deputation/ foreign service shall be as per the Recruitment Rules of the ex-cadre post or 3 years in case no tenure regulations exist for the ex-cadre post. The borrowing Ministries/ Departments/ Organizations may further extend the period of deputation up to fifth year where necessary in public interest.

In National Highway Authority of India (NHAI), the period of deputation is initially for 3-4 years (depending upon the post) to be extended or curtailed subsequently at the discretion of the competent authority.

McKinsey & Company in their January 2012 report on NRRDA's future management has also recommended that NRRDA should induct good professionals to handle expected expansion in scope and scale of activities towards programme implementation. Keeping short period of deputation tenure and thus risking continuity of professionals may not perhaps meet the desired scheme of performance management.

In view of the position, it was considered appropriate that instead of hitherto initial deputation tenure of one year, persons on deputation need to be appointed initially for at least two years to be extended further for a period of two years on each occasion subject to continued suitability of the officers concerned and concurrence of the respective lending organizations. Subject to the ex-post facto approval of the Executive Committee, this has been made applicable to officers joining NRRDA on or after 1st August, 2012.

The decision to increase the initial period of deputation from one year to

	two years and subsequent extension of deputation term from year-to-year basis to each spell of two years subject to concurrence of the lending organizations is placed before the Executive Committee for its approval.
Item No.6	Payment of Special Fee to deserving support staff
	<p>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 regular officers and staff against its sanctioned posts at various levels. As on date, out of 33 support staff in-position, 30 are engaged on contract basis through manpower service provider.</p> <p>In March, 2011, a Committee of Directors of NRRDA constituted by the Director General for selecting the candidates out of the candidates sponsored by the service provider had found that some of the 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 had recommended that in addition to consolidated monthly fee determined as per the laid down criteria, special fee may be paid to such deserving candidates after obtaining the approval of the competent authority. This recommendation 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. 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 Rs. 1,000/- and Rs. 3,000/- for different blends of additional qualifications and standards. It also</p>

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. Based on these norms, four deserving Executive Assistants were granted Special Fee @ Rs. 3,000/- per month with effect from 1st September, 2011.

As the existing contract with manpower service provider was due to expire on 31.03.2012, it was considered desirable that the existing consolidated monthly fee being paid to support staff may be revised from the date of entering into fresh contract with the manpower service provider. A revised graded fee structure for various categories of support staff was accordingly proposed by a Committee of Directors of NRRDA recommending inter alia that in addition to the proposed consolidated monthly fee, the hitherto applicable Special Fee at varying rates ranging between Rs.1,000/- and Rs. 3,000/- for different blends of qualifications and standards may continue to be allowed in exceptionally deserving cases on the basis of assessment made by a duly constituted Selection Committee. These recommendations were placed before the Executive Committee in its 25th meeting held on 10th January, 2012 which further recommended it to be placed before the ensuing General Body meeting. The General Body in its 15th meeting held on 28th January, 2012 approved the proposal in principle and constituted a committee under the chairmanship of the then AS&FA, MoRD for making suitable recommendations.

The AS&FA Committee while recommending that suitable proposals based on All India Consumer Price Index (AICPI) may be sent to IFD, MoRD for concurrence, also resolved to recommend that

- (a) the provision of hitherto admissible Special Fee to some of the support staff may be dispensed with, and
- (b) OTA at the hourly rate of normal wage per day may be allowed up

	<p>to a maximum of 100 hours in a month to staff engaged overtime subject to confirmation of extra office work actually performed beyond the time limit prescribed in OTA Rules.</p> <p>In the light of above recommendations, a proposal was sent to IFD, MoRD suggesting 14 % increase in the existing fee structure based on the 12 monthly average increase in AICPI but without Special Fee component. The same was concurred by the IFD, MoRD and was subsequently approved by the General Body in its 16th meeting held on 30th July, 2012.</p> <p>The dispensing with of Special Fee while casting a disheartening effect on the existing deserving staff who were getting it is simultaneously likely to dampen the spirit of other potential good candidates who could have been motivated for excellence in their office work by grant of adequate monetary incentive in the form of suitable amount of Special Fee as hitherto in vogue.</p> <p>The matter is placed before the Executive Committee to consider the desirability of providing some kind of monetary incentive in the form of Special Fee or otherwise to the genuinely deserving candidates to keep their motivation for excellent performance continued.</p>
Item No.7	Applicability of revised scale of pay to Shri Rajumon K.V., Draughtsman on deputation to NRRDA
	<p>The matter relates to grant of revised pay scale/ grade pay based on recommendations of Sixth Central Pay Commission as applicable to a Draughtsman Grade II under Central Government to a Draughtsman of State Government of Madhya Pradesh who has been inducted on deputation to NRRDA on being declared surplus in his parent organization (a Co-operative Federation under Madhya Pradesh Government) and whose pay scale has not been revised in Fifth and Sixth Pay Commissions as per policy of the parent organization in respect of such surplus employees.</p>

	<p>2. The case of Shri Rajumon K.V. in brief is as below:</p> <ul style="list-style-type: none"> ➤ Shri Rajumon K.V., Draughtsman was declared surplus along with other employees in his parent organization of Madhya Pradesh State Co-operative Oilseed Grower's Federation Limited, Bhopal. On being declared surplus, he went on deputation to M.P. Rural Road Development Authority, Bhopal in May, 2003. ➤ He joined NRRDA on deputation basis as Draughtsman on 17.05.2004. On the date of joining NRRDA, Shri Rajumon was drawing pay of Rs. 1840 in the Fourth Pay Commission's pay scale of Rs.1400-40-1440-50-2340 in his parent organization though the M.P. Government's employees were getting Fifth Pay Commission's pay scales effective from 1st January, 1996. In NRRDA, he was allowed his own pay scale plus Deputation Allowance @ 10% of pay. ➤ In terms of a July, 1999 policy decision of M.P. Government laying down the service terms and conditions for adjustment of and payment of pay and allowances to surplus employees of State Public Sector Undertakings like M.P. Milk Federation and Oilseed Federation, surplus employees were to get old pay scales prevailing prior to Fifth Pay Commission in case such employees were not getting the benefit of Fifth Pay Commission. In the event of their going on deputation, such surplus employees were to be paid their existing pay scale or pay scale applicable to the deputation post, whichever was less. However, they were entitled to Dearness Allowance as applicable from time to time on the pay so admissible. ➤ In the light of above decisions of M.P. Government, Shri Rajumon is being paid pay of Rs. 2190 as admissible under Fourth Pay Commission plus D.A. thereon @316%. In addition, he is also getting Deputation Allowance @10% of pay, Personal Pay of `1800 and Transport Allowance, CCA , HRA and Interim Relief. His
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current emoluments is Rs.15,518/-.

- Considering the financial hardship faced by the official, NRRDA sought some clarifications from M. P. State Co-operative Oilseed Grower's Federation Limited, Bhopal in April, 2012. In their reply dated 05.07.2012, the Federation stated that (a) the pay scale of Shri Rajumon had not been revised under Fifth and Sixth Pay Commissions of the State Government, and (b) Federation's employees on deputation were entitled to admissible pay scales as per July, 1999 policy decisions of M.P. Government with D.A. as applicable from time to time. However, in another set of policy decisions of M.P. Government with regard to admissibility of pay and allowances to surplus employees going on deputation made available to NRRDA with the said letter, it has been stated that the Oilseed Federation's employees on deputation would be entitled to pay scales as applicable in the Federation or in the deputation organization including D.A., CCA, Transport Allowance, Orderly Allowance etc.

3. It has been ascertained that had the pay scale of Shri Rajumon been revised in Fifth and Sixth Pay Commissions of M.P. Government, he would have been presently placed in Pay Band-2 (Rs. 9,300-34,800) with Grade Pay of Rs. 3,200 with effect from 1st January, 2006. On deputation, he would have additionally got Deputation Allowance @ 10% on this pay. However, NRRDA, being an Agency of Government of India, Ministry of Rural Development, follows pay scales and allowances as applicable to Central Government employees. There is no defined scale of pay for a Draughtsman in the Agency. Shri Rajumon had joined NRRDA in May, 2004 in the 4th Pay Commission's pay scale of Rs.1400-2340. Its present replacement pay scale/ Grade Pay with effect from 1st January, 2006 under Sixth Pay Commission in Central Government (CPWD) is Pay Band-2 (Rs.9,300-34,800) with Grade Pay of Rs. 4,200 which is applicable to a Draughtsman Grade II.

	<p>4. In the above circumstances, to mitigate the recurring financial hardship being faced by Shri Rajumon and in the backdrop of NRRDA's recent initiatives to provide incentives to deserving officials on deputation, it is proposed that he may be allowed initial of the pay in Pay Band-2 (Rs. 9,300-34,800) with Grade Pay of Rs. 4,200 (as applicable to a Draughtsman Grade-II of Central Government) on notional basis with effect from 1st January, 2006 and on actual basis with effect from the date of approval of this proposal by the General Body. However, Shri Rajumon won't be entitled to Deputation Allowance with effect from the date he gets actual benefit of revised pay. No arrears on account of notional fixation of pay would be allowed to him.</p> <p>5. The proposal at para 4 above is placed before the Executive Committee for its consideration and suitable recommendation.</p>
Item No.8	Any other item with the permission of Chair

Appendix-I

National Rural Roads Development Agency
Ministry of Rural Development, Government of India
5th Floor, NBCC Tower, Bhikaji Cama Place, New Delhi-66

Minutes of the 26th Meeting of the Executive Committee of the National Rural Roads Development Agency

The 26th meeting of the Executive Committee was held on 5th July 2012 in the Conference Hall, NRRDA, 5th Floor, 15 NBCC Tower, Bhikaji Cama Place, New Delhi. The meeting was chaired by Dr. Pramod Kumar Anand, Joint Secretary (RC) and Director General, NRRDA. The following members were present in the meeting:-

- I. Prof. K. Sudhakar Reddy, Professor, Civil Engineering, Indian Institute of Technology Kharagpur- 721302, West Bengal
 - II. Dr. Ashok Kumar Sarkar, Dean Faculty Div-I, Department of Civil Engineering Birla Institute of Technology & Science, Pilani, Rajasthan.
 - III. Shri B.C. Behera, Dy.Secretary (Finance), Ministry of Rural Development, Krishi Bhawan, New Delhi
 - IV. Smt Manju Rajpal, Dy.Secretary, Ministry of Rural Development, Krishi Bhawan, New Delhi
 - V. Shri R. Chauhan, Director(F&A), NRRDA, New Delhi
 - VI. Dr.I.K. Pateriya, Director (Technical), NRRDA, New Delhi
2. The meeting started with the Chairman welcoming the members.
3. The proceedings of the meeting were as follows:-

Item No.	Discussion and Decisions	Action by
<i>Item No. 1</i>	Confirmation of the proceedings of the 25th meeting of the Executive Committee and action taken thereon:	No action is called

	<p>Director (F&A) informed that the Minutes of the 25th Meeting were circulated to the members and no comments have been received from any of the members of the Executive Committee. The Executive Committee noted the action taken on the proceedings of the previous meeting. In response to a query regarding functioning of OMMAS, Director(F&A) informed that due to the current focus on catching up the huge data entry arrears accumulated over the years, there is a sudden jump in the use of OMMAS by SRRDAs causing heavy pressure on the system. To match the increased pressure on the system following steps have been taken:</p> <ol style="list-style-type: none"> 1. A server has replaced in the last week of June 2012 which increased RAM from 8GB to 32 GB. 2. Additional SAN memory of 150GB has been got allocated to OMMAS from NIC for uploading photographs. 3. Uploading of photographs on OMMAS upto size 4MB are only being permitted and compaction upto 90% has been done. As a result, only 10GB space of the SAN memory stand utilised so far and 140 GB free space is available. <p>The Executive Committee advised the following further steps for improving the systemic performance (of OMMAS) :</p> <ol style="list-style-type: none"> 1. To request C-DAC to post for about three months a senior officer who is competent to provide on-the-spot solution to the OMMAS related problems being faced by SRRDAs and their officials visiting NRRDA. 2. To increase the auto log out time to 15 minutes. <p>While confirming the Minutes, the Executive Committee advised for issuing a reminder to the Ministry of Finance for expediting concurrence to creation of the additional 11 posts in NRRDA.</p>	for.
Item No. 2	Ratification of approval of Director General, NRRDA to re-appropriations carried out and actual expenditure	

	incurred during the year 2011-12.	
	The Committee after due deliberations, ratified the decision of Director General, NRRDA taken on re-appropriation and approved the Actual Expenditure incurred during 2011-12. The Committee also approved the splitting of the head '1.2.1.01- Salary and Allowances' into three heads (i) Deputationist, (ii) Retired officers and (iii) Support Staff/Others and renaming of heads '1.2.207 – Professional Services to the office' as '1.2.2.07- Fee paid' to the Auditors in RE 2011-12 and BE 2012-13.	
Item No.3	Ratification of the decision for extending the term of M/s Rawla & Co. as Statutory Auditors for the year 2011-12.	
	The Executive Committee after due deliberations ratified the decision of Director General for extending the term of the NRRDA Auditors M/s Rawala & Co. for another year on the existing terms & conditions.	
Item No.4	Approval of Annual Account of NRRDA for 2011-12	
	The Committee deliberated and resolved to lay the Annual Accounts and Audit Report of 2011-12 before the General Body for adoption.	
Item No. 5	Approval of Annual Report of NRRDA for the year 2011-12.	
	Director (F&A) gave a brief account of the contents of the draft Annual Report of NRRDA for the year 2011-12. After due deliberations, the Executive Committee approved the draft Annual Report for placing before the General Body. Director General advised Directors of NRRDA to make their suggestions, if any, on better presentation of the activities of 2011-12 in the Annual Report well before placing it in the General Body.	

Item No. 6	ATR on Mckinsey Report	
	<p>The Executive Committee noted the action taken by the different Divisions of NRRDA and made the following observations:</p> <p>Recommendation No. 1 to 3 relating to improvement in quality of DPRs.</p> <p>Director(Tech) informed the Committee that the guidelines for taking up pilot projects using new materials under R&D head have been drafted and will be finalised in a week's time.</p> <p>It was also informed that the guidelines for engagement of consultants for preparation of DPRs and the guidelines for performance evaluation of PTAs/STAs are also being prepared by the concerned committees.</p> <p>C-DAC has been asked to update the proposal module for identification of outliers from the point of view of scrutiny of proposals.</p> <p>STAs / PTAs may also carry out some checks for this States to be addressed for implementing the guidelines in this regard.</p> <p>Members of Executive Committee suggested that equipment mounted vehicles for video monitoring like in HP may be used.</p> <p>Director(Tech) informed the members that a list of equipment is under finalisation. The Members suggested that equipments for moisture measurement, pavement condition survey, PCI details, density gauge and roughometer may be included in the list.</p> <p>Recommendation No. 6 & 7 relating to SQMs</p> <p>The Members advised to engage independent agency wherever short fall of SQMs is there. The</p>	

	<p>Members emphasised upon proper review of ATRs and desired listing of the steps to be followed in this regard.</p> <p>Recommendation No. 10: To enhance NRRDA Technical and professional strength and finalisation of better working conditions:</p> <p>a) Deputationists: The Committee resolved that IFD, MoRD may be requested to expedite their concurrence to the proposal so that the same could be submitted before GB in its forthcoming meeting for approval.</p> <p>b) Support staff: The Committee resolved that the proposal relating to revised consolidated monthly service fee to support staff as recommended by AS&FA Committee and concurred by IFD/MoRD may be placed before the next GB for its approval.</p> <p>c) Retired Employees: The Committee resolved that the proposal relating to service terms and conditions of retired employees engaged by NRRDA on contract basis as recommended by AS&FA Committee and concurred by IFD/MoRD may be placed before the next GB for its approval.</p>	
<i>Item No. 7</i>	Ratification of the amendment of provisions relating to honorarium and TA entitlements of NQM in "Honorarium and TA Bye Laws for NQMs 2006"	
	<p>The Executive Committee after due deliberation resolved to recommend the amendments in the "Honorarium and TA Bye Laws for NQMs 2006", approved by the Secretary(RD) and Vice President NRRDA revising the rates of honorarium and TA entitlements of NQMs with effect from 1st July 2012, to the General Body in its forthcoming meeting for ratification.</p>	

The Meeting ended with a vote of thanks to the Chair

Appendix- II

Action taken on McKinsey Report

Recommendation No.1 Improve DPR Quality by empanelling 10-15 consultants on Quality cum Cost based (QCBA) bids, and mandate the states to invite financial bids from this panel only.	
	Action Taken
	<ul style="list-style-type: none"> • The draft Guidelines (Revised) regarding standard document for empanelment of consultants for DPR preparation have been submitted for approval. • The Guidelines regarding performance evaluation of STAs on the lines of performance evaluation of NQMs have been already approved and circulated to STAs.
Recommendation No. 2: Develop and implement a customized “DPR software” to standardize and tighten the process of DPR checking.	
	<ul style="list-style-type: none"> • The new DPR template being used by ADB and World Bank assisted States has been made mandatory for all the States from February, 2012. A letter has been issued by Director (Technical), NRRDA, informing all the States accordingly. The letter has been uploaded in Circular Section of OMMAS website. • The work of preparation of software for scrutiny of DPRs has been taken up with C-DAC. C-DAC has added some modules in OMMAS for generating reports of inconsistencies in data uploaded in Proposal Module.
Recommendation No. 3: Introduce rating system for STAs (based on objective parameters) and link compensation to the ratings at the next stage.	
	<ul style="list-style-type: none"> • A one-week training programme was organized for the STAs regarding scrutiny of DPRs, at IAHE, Noida during 21st -26th May, 2012. • The annual performance review of PTAs/ STAs will be made operational from next financial Year, based on the scrutiny of DPRs of last one year, after the guidelines for performance evaluation of STAs/ PTAs are made available by the committee as in recommendation1 above. • Based on the performance evaluation of STAs/ PTAs, improved compensation from current levels

	<p>will be proposed.</p> <ul style="list-style-type: none"> • For involving the principal technical agencies in the scrutiny process and R&D activities, a meeting will be arranged with all the PTAs for seeking their views. The meeting has been scheduled on 21.11.12 • For providing financial support for improvement in well equipped laboratories of STAs, file was submitted for approval which was sent to IFD. IFD has not yet concurred the proposal and put up some observations on it.
<p>Recommendation No. 4: Increase the use of Technology in the Quality monitoring process and surveying:</p>	
	<ul style="list-style-type: none"> • Draft Guidelines for taking up Pilot Projects and R & D proposals have been prepared by a Committee as per decision taken in the Workshop held at CRRRI on 18th February 2012. A meeting of the committee, as desired by Secretary (RD) has been scheduled on 21.11.12. • An independent Standing Advisory Committee has been constituted at apex level for NRRDA, consisting of renowned experts from CRRRI, from IRC, IITs as well as eminent professional from Govt./ Corporate Sectors to guide NRRDA about the use of latest technologies and innovative materials in the construction of rural roads under PMGSY programme. • The Committee would also be requested to suggest the use of latest technologies / instruments to improve the quality of road works. After receipt of suggestions, the states will be requested to adopt the same in decentralized manner.
<p>Recommendation No. 5: Creation of Technology cell within NRRDA to bring in latest technologies, and to support the development of softwares.</p>	
	<p>The R&D Cell within NRRDA comprising of officers from NRRDA is being proposed to be formulated at NRRDA level. The file is being submitted to MoRD for approval.</p>
<p>Recommendation No. 6: Annual Performance Review of SQMs</p>	
	<p>Draft guidelines were prepared and circulated to all States for their comments. In response, comments have been received from 17 States. Based on these comments</p>

	<p>P-III Division is in the process finalising the guidelines for performance review of SQMs.</p>
<p>Recommendation No. 7: Augment SQM with a mix of private certification agencies and PSU SQMs (from CPWD/RITES)</p>	
	<p>A Standard Document for outsourcing the 2nd tier of quality monitoring under PMGSY was developed. Copies of the said document were circulated to all the State Govts. requesting them to use option contained in the document for augmenting the 2nd tier with the mix of Private Certification Agencies and PSUs. The State Govts. were also requested to send their specific suggestions, if any, for amending any of the provisions contained in the document.</p> <p>There is a proposal to hold a workshop tentatively during December, 2012 inviting officials of the State Govts. including their CEs, Consultants and SQMs to facilitate detailed discussion on the document. This will enable us to modify the Standard Document as per the requirements of the State Govts.</p>
<p>Recommendation No. 8: Update the existing on-line Reporting system enabling monitoring of the programme at the road level.</p>	
	<ul style="list-style-type: none"> • Updation of OMMAS has been made a pre-condition for submission of proposals before the Empowered Committee. • In the regional review meetings with States, OMMAS status is invariably being discussed as also the mechanism for strengthening the institutional set up required for it. • Good progress has been noticed in reducing the data entry gaps by the States. • States are being imparted guidance and training, wherever requests are received from. • Suggested formats of MIS reports are under development by C-DAC.

Recommendation No. 9: Modification in the SBD clause regarding Sub-contracting

Amendment to the S.B.D has been issued on 22nd Oct. 2012.

Recommendation No. 10: NRRDA might need to add 8 - 10 resources to its staff, over the next 1-2 years, to handle the additional scale and scope of work

(a) Deputationists

The concurrence of IFD, MoRD was obtained and the concurred proposal related to terms and conditions of deputation to NRRDA was placed before the 16th meeting of General Body held on 30th July, 2012. The same was approved by the General Body has been implemented by the NRRDA.

(b) Support staff

The proposal relating to revised consolidated monthly service fee to support staff as recommended by AS&FA Committee and concurred by IFD, MoRD was placed before the 16th meeting of General Body held on 30th July, 2012 and the same was approved by it. Based on AICPI, various grades of support staff has been enhanced by 14% w.e.f. 1st July 2012.

(c) Retired employees

The proposal relating to service terms and conditions of retired employees engaged by NRRDA on contract basis as recommended by AS&FA Committee and concurred by IFD, MoRD was placed before the 16th meeting of General Body held on 30th July, 2012 and the same was approved by it. Revised remuneration has been made effective from 3rd August 2012.
