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भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(जल-भूतल परिवहन मंत्रालय)

अधिसूचना

नई दिल्ली, 11 मार्च 1996

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण (भर्ती, वरिष्ठता और प्रोन्नति) विनियमावली, 1996

एस. एच. ए. आर-12011/1/95-प्रशा.—भारतीय राष्ट्रीय राजमार्ग प्राधिकरण अधिनियम, 1988 (1988 का 68) की धारा 9 के साथ पठित धारा 35 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, भारतीय राष्ट्रीय राजमार्ग प्राधिकरण अधिकारियों और कर्मचारियों की भर्ती, वरिष्ठता और प्रोन्नति का उपबंध करने और सलाहकारों तथा परामर्शदाताओं की नियुक्ति की शर्तों का उपबंध करने के लिए एतद्द्वारा निम्नलिखित विनियम बनाती है, अर्थात्:—

अध्याय-I

प्रारंभ

1. संक्षिप्त नाम और प्रारंभ:—(1) इन नियमों का नाम भारतीय राष्ट्रीय राजमार्ग प्राधिकरण (भर्ती, वरिष्ठता और प्रोन्नति) विनियमावली 1996 है।

ये सरकारी राजपत्र में प्रकाशन की तारीख से लागू होंगे।

2. अनुप्रयोग:—अध्याय II के उपबंध अनुसूची में निर्दिष्ट सभी पदों के लिए लागू होंगे और अध्याय III के उपबंध इन विनियमों के अधीन प्राधिकरण द्वारा नियुक्त सलाहकारों और परामर्शदाताओं पर लागू होंगे।

परन्तु ये विनियम दैनिक मजदूरी वाले कामगारों पर लागू नहीं होंगे।

3. परिभाषाएं:—इन विनियमों में जब तक संदर्भ से अन्यथा अपेक्षित न हो:—

(क) "अधिनियम" का अभिप्राय भारतीय राष्ट्रीय राजमार्ग प्राधिकरण अधिनियम 1988 (1988 का 68) से है।

(ख) "प्राधिकरण" का अभिप्राय अधिनियम की धारा 3 के तहत गठित भारतीय राष्ट्रीय राजमार्ग प्राधिकरण से है।

(ग) किसी पद अथवा पदों की किसी श्रेणी के संबंध में "नियोक्ता प्राधिकारी" का अभिप्राय प्राधिकरण के किसी ऐसे प्राधिकारी अथवा किसी अधिकारी

NATIONAL HIGHWAYS AUTHORITY OF INDIA

MINISTRY OF SURFACE TRANSPORT

NOTIFICATION

New Delhi, the 11th March, 1996

THE NATIONAL HIGHWAY AUTHORITY OF INDIA

(RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 1996

N.H. AR-12011/1/95-Admn.—In exercise of the powers conferred by Section 35 read with Section 9 of the National Highways Authority of India Act, 1988 (68 of 1988), the National Highways Authority of India hereby makes the following regulations providing for the recruitment, seniority and promotion of officers and employees and terms and conditions of employment of advisers and consultants, namely :—

CHAPTER I

PRELIMINARY

1. Short title and commencement.—(1) These regulations may be called the National Highways Authority of India (Recruitment, Seniority and Promotion) Regulations, 1996.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application.—Provisions of Chapter II shall apply to all posts specified in the Schedule and the provisions of Chapter III shall apply to Advisers or Consultants appointed by the Authority under these regulations :

Provided that the provisions of these regulations shall not apply to daily rated workers.

3. Definitions.—In these regulations, unless the context otherwise requires :—

(a) "Act" means the National Highways Authority of India Act, 1988 (68 of 1988) ;

(b) "Authority" means the National Highways Authority of India constituted under Section 3 of the Act ;

(c) "Appointing Authority" in relation to a post or a category of posts means the Authority or any officer or employee of the Authority to whom the powers of making appointment to the said posts or category of posts have been delegated.

(d) "Chairman" means the Chairman of the Authority.

(e) "daily rated worker" means a worker appointed by the Authority to attend to casual nature of work for a period not exceeding ninety days at a time ;

(f) "national highway" means a national highway which has been vested in or entrusted to the Authority by the Central Government ;

(g) "Officer or employee" means an officer or employee of the Authority appointed in accordance with the provisions of Chapter-II.

(h) "Schedule" means the Schedule annexed to these regulations ;

(i) "Scheduled Castes" and "Scheduled Tribes" have the same meaning as assigned to them in clauses (24) and (25) of article 366 of the Constitution of India ;

(j) "Selection Committee" means a committee constituted by the Chairman to consider selecion of officers or employees with composition specified in regulation 12.

CHAPTER II

TERMS AND CONDITIONS OF EMPLOYMENT OF OFFICERS AND EMPLOYEES

4. Classification of posts.—All posts in the Authority shall be classified as follows :

(1) Group A—All posts carrying a pay or a scale of pay with a maximum of not less than Rs. 4000.

(2) Group B—All posts carrying a pay or a scale of pay with a maximum of not less than Rs. 2900 but less than Rs. 4000.

(3) Group C—All posts carrying a pay or a scale of pay with a maximum of over Rs. 1150 but less than Rs. 2900.

(4) Group D—All posts carrying a pay or scale of pay the maximum of which is Rs. 1150 or less.

5. Appointment.—(1) The name of the post to which this Chapter applies, its number, classification and scale of pay attached thereto shall be as specified in columns 1 to 4 of the Schedule.

(2) The method of recruitment to the said posts, age limit, qualifications, and the grades from which selection is to be made shall be as specified in columns 5 to 8 of the said Schedule.

6. Relaxation.—(1) The upper age limit specified in column 6 of the Schedule may be relaxed, in the case of officers and employees by the Chairman upto a maximum of three years, where the minimum experience specified in column 7 of the said Schedule is 10 years or more and upto a maximum of two years where the minimum experience specified in column 7 is 5 to 9 years.

7. Maintenance of roster.—For the purpose of determining whether a particular post is to be filled from amongst candidates belonging to the reserved category or general category, a roster shall be maintained in the Authority.

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8. Probation.—Every person appointed to a post specified in column 1 of the Schedule by the method of direct recruitment or by promotion shall be on probation for a period of one year.

Provided that the Authority or the appointing authority, as the case may be, may extend the period of probation for a further period of six months.

9. Confirmation.—(1) Where a probationer has successfully completed the period of probation or the extended period specified in regulation 8, he shall be confirmed in the post in which he was on probation.

(2) Where a probationer is declared unfit for the post in which he was on probation after the expiry of the period of probation or the extended period, he shall, if he is having a lien on a lower post, be reverted to that post and if he has no such lien, be discharged.

10. Age of superannuation.—(1) All officers and employees shall superannuate when they attain the age of fifty-eight years.

Provided that the Authority may retire any officer or employee on, or at any time after, the completion of fifty five years of age or thirty years of total service if in the opinion of the Authority the services of such officer or employees are no longer required in the interest of the Authority.

(2) An officer or employee, who attains the age of superannuation on any day other than the first day of any calender month, shall retire on the last day of month in which he completes this age of superannuation.

(3) Subject to the provisions of sub-regulation (2) of regulation 11, an officer or employee may also, if he so desires, and subject to the other terms of appointment to the contrary, if any, retire from service on completion of fifty years of age.

(4) When an officer or employee retires from service either under the proviso to sub-regulation (1) or sub-regulation (3), the Authority may consider grant of compensation on such scale and terms as may be determined by it from time to time. The Authority while determining the terms shall take into account all relevant factors including the balance of service left to a retiring employee.

11. Termination : (1) The Authority may terminate the services of any Officer or employee by giving him three months notice in writing of by paying him three months emoluments in lieu thereof. Where services of such officer or employee have not been confirmed and where such officer or employee is on probation, by giving him one month's notice in writing or by paying one month's emoluments in lieu thereof.

(2) An officer or employee may resign, leave or discontinue from the service of the Authority by giving three months notice in writing of his inention to resign, leave or discontinue the service of the Authority.

Provided that the Authority may, in its discretion, dispense with the requirement of giving three months notice or reduce the period in appropriate cases.

(3) In the case of selection of candidates to a Group "A" post, the Chairman shall be Presiding Officer thereof and the Member (Admn.), the Director General (Road Development) or the Assistant Director General nominated by him and another Member of the Authority nominated by the Chairman shall be its members.

(4) In the case of selection of candidates belonging to Group "B" "C" and Group 'D" posts, a Member nominated by the Chairman shall be its presiding officer and the General Manager (Admn.) Deputy General Manager (Admn.) and another Group "A" offiflicer of appropriate discipline shall be its Members :

Provided that in each Selection Committee an Officer of appropriate rank belonging to the Scheduled Caste or Scheduled Tribe shall also be inducted as a Member in case no member of the selection committee belongs to the Scheduled Caste or Scheduled Tribe.

12. Advertisement of vacancies : (1) All vacancies in the Authority shall be circulated among eligible Officers, and employees and in addition notified in the following manner, namely :—

(a) In relation to Group A or Group B posts, it shall be notified by advertisement in at least two newspapers.

(b) In relation to Group C posts, by notifying the vacancy by advertisement in at least one newspaper and also by notifying the Staff Selection Commission requesting it to nominate at least five candidates against each vacancy.

(c) In relation to Group D posts, by notifying the local Employment Exchange to nominate at least five candidates against each vacancy.

(2) On receipt of application or nomination (including) applications for eligible officers and employees, as the case may be, the same shall be placed before the Selection Committee for final selection on the basis of written test or interview, or both and the said committee shall prepare a panel of three candidates against each vacancy with its recommendations to the Appointing Authority ;

Provided that in assessing the eligibility or suitability of an officer or employee or an applicant on transfer on deputation terms, due regard should be given to the length of service and the degree of proficiency in the existing grade.

(3) The panel of selected candidates shall remain operative for one year from the date of selection to be adjusted in case of any future vacancy occurs during the period.

(4) The crucial date for determining the upper age limit specified in column 6 of the Schedule shall be the closing date for receipt of application from candidates.

14. Disqualifications : No person :

(a) who has entered into or contracted a marriage having a spouse living ; or

(b) who having a spouse living has entered into or contracted a marriage with any person,

shall be eligible for appointment to any post or grade ;

Provided that the Chairman may, if he is satisfied that such marriage is permissible under the personal law of such person and the other party to the marriage and there are other grounds for so doing, exempt such person from the operation of this sub-regulation.

(2) No application for any post in the Authority shall be entertained unless the applicant is a citizen of India or a subject of Nepal or Bhutan,

(3) Any person who directly or indirectly attempts to influence any member of the Selection Committee or any other officer of the Authority or suppresses any material fact in relation to his candidature or provides any false statement or particulars shall be liable to be disqualified for selection to any post or grade.

15. Seniority : (1) There shall be a common seniority list for all technical posts and a common seniority list for all non-technical posts.

(2) The seniority of officers or employees shall be in the order in which they are recommended by the Selection Committee.

(3) The seniority of persons initially appointed on deputation and subsequently absorbed in the Authority shall be reckoned from the date of their initial appointment. If two or more persons in the same grade get absorbed in the Authority on the same date, their inter se seniority shall be determined with reference to their seniority level in their parent cadre.

(4) A copy of the common seniority list shall be supplied to each officer and employee.

(5) In case of any dispute regarding inter se seniority of officers in the common seniority list, the decision of the Chairman shall be final.

16. Saving : Nothing in this Chapter shall, affect reservation, relaxation of age limit and oother concessions required to be provided for candidates belonging to the Schedule Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

CHAPTER—III

TERMS AND CONDITIONS OR EMPLOYMENT OF ADVISERS|CONSULTANTS

17. Appointment of Advisers|Consultants : (1) For the efficient discharge of its functions under section 16 of the Act, the Authority may, from time to time, appoint as many advisers|consultants as it may consider necessary in accordance with the provisions of this Chapter.

(2) The adviser|consultants to be appointed shall only be in relation to some specified jobs of a specialised nature where advisory functions or consultancy services may be required in the performance of all or any of the functions of the Authority.

(3) In particular and without prejudice to the generality of the preceding sub-regulations, such appointments may be made in connection with :

(a) the survey, development, maintenance or management of a National Highway ;

(b) construction of offices or workshops and establishment and maintenance of hotels, motels, restaurants and rest rooms at or near a national highway ;

(c) construction of residential buildings and township for the employees of the Authority.

(d) regulation and control on plying of vehicles on a national highway and management thereof.

(e) handling of all suits or other legal proceedings by or against the Authority, including the suits and legal proceedings against the Central Government which have been transferred to the Authority under section 12 of the Act .

(f) compulsory acquisition of land required by the Authority under the Land Acquisition Act, 1894 (1 of 1894).

(g) any other matter which the Authority feels it desirable that such matters should be handled by an advisor or a consultant.

18. Conditions for employment : Matters relating to period of engagement and the fee to be paid to the advisers consultants shall be decided by the Authority and a contract shall be entered into with the prospective adviser|consultant before a particular job is entrusted to it.

Provided that no Adviser or Consultant (not being a firm of Advisers|Consultants) who is above the age of 62 years shall be engaged by the Authority.

19. Decision to appoint Advisers|Consultants to be taken by the Authority :—All questions relating to appointment of an adviser|consultant including the terms and conditions or their employment shall be decided by the Authority.

20. Advisers|consultants not to be public servants Provision of section 27 of the Act, relating to public servants shall not apply in case of an adviser or a consultant appointed by the Authority.

21. Provisions of Chapter-II not to apply :—No provision of Chapter-II of these regulations shall apply to an adviser or a consultant appointed by the Authority under this Chapter.

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SCHEDULE

Name of the Post	No. of Posts	Classification of post	Scale of Pay (In Rs.)	Method of Recruitment
1	2	3	4	5
General Manager Technical)	6 (Six)	Group A	4500-5700	Transfer on deputation/promotion/ Direct recruitment

Age limit (In respect of direct recruit only)	Educational and other Qualifications required	In case of promotion or Deputation/Transfer-Grade from which promotion/Deputation/Transfer to be made
6	7	8
48 years	Educational Qualification Essential : (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University. Desirable. Post Graduate Degree in Civil Engineering in the field(s) relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience : Should have put in at least 12 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commercial Organisation of repute and should be working in a analogous post or the post next below or equivalent for at least 3 years on a regular basis. Desirable : Should be well versed in the filed of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; Financial Appraisal of Projects; Detailed Designing, Techno-financial reviews; Evaluation of Tenders; Contract Management Monitoring Liaison with major construction agencies/Govt., Bodies Performance Appraisal of Major Highways/ Bridge Projects.	By promotion from candidates holding the post of a Dy. G.M. (Tech.) on a regular basis for a period of at least 3 years. By Deputation/transfer from candidates already on the panel of Director in the Govt. of India and having the Educational qualifications stipulated in Col. 7 or from candidates holding analogous posts in a Central/State Govt. Deptt,. Autonomous Body/Public Sector Undertaking or with 3 years regular service in the scale of Rs. 3700-5000 or equivalent in the Organisation. Period of Deputation : Not more than 5 years but may be entered with the approval of Central Govt.

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Name of the Post	No of Posts	Classification of post	Scale of Pay (In Rs.)	Method of Recruitment
1	2	3	4	5
Dy. General Manager (Technical)	5 (Five)	Group A	3700-5000	Transfer/deputation/ promotion/direct recruitment

Age limit (In respect of direct recruit only)	Educational and other Qualifications required	In case of promotion or Deputation/Transfer-Grade from which promotion/Deputation/Transfer to be made
6	7	8
45 years	Educational Qualification Essential (Tech) on a regular basis for a (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University Desirable : Post Graduate Degree in Civil Engineering in the field's relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience : Should have put in at least 9 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commercial Organisation of repute and should be working in a analogous post or the post next below or equivalent for at least 3 years on a regular basis.	By promotion from candidates holding the post of Manager Period of at least 4 years. By Deputation/ transfer from candidates already on the panel of Dy. Secy. in the Govt. of India and having the Educational qualifications stipulated in Col. 7 or from candidates holding analogous posts in a Central/ State Govt. Deptt./Autonomous Body/ Public Sector Undertaking or with 3 years regular service in the scale of Rs. 3000-4500 or equivalent in that Organisation. Period of Deputation : Not more than 4 years but may be entered with the approval of Central Govt.

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Desirable : Should be well versed in the field of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; Financial Appraisal of Projects; Detailed Designing, Technc-financial reviews; Evaluation of Tenders; Contract Management; Monitoring Liaison with major construction agencies/ Govt., Bodies; Performance Appraisal of Major Highways/Bridge Projects.

1	2	3	4	5
Manager (Technical)	9 (Nine)	Group A/B	3000-4500	Transfer on deputation/promotion/ direct recruitment.

6	7	8
40 years	Educational Qualification Essential (i) Degree in Civil Engineering from a reputed Institution of Technology or a recognised University. Desirable Post Graduate Degree in Civil Engineering in the field's relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience Should, have put in at least 3 years service in a responsible senior position in a Govt. Deptt./Public Sector Undertaking/Commerical Organisation of repute and should be working in a analogous post or the post next below or equivalent for at least 3 years.	By deputation/transfer from candidates already on the panel of Under Secy. in the Govt. of India and possessing the Eudcational qualifications stipulated in Col. 7 or from candidates holding analogous post in a Central/State Govt. Deptt./ Autonomous Body/Public Sector Undertaking or with 3 years regular service in the scale of Rs. 2200-4000 or 6 years in the scale of Rs. 2000-3500. Period of Deputation Not more than 3 years but may be extended with the approval of Central Govt.

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7
Desirable Should be well versed in the field of Highway/Bridge Engineering dealing with Planning, Pre-qualification of Consultants and Contractors; Financial Appraisal of Projects; Detailed Designing, Techno-financial reviews; Evaluation of Tenders Contract Management; Mointoring Liaison with major construction agencies/Govt., Bodies; Performance Appraisal of Major Highways/Bridge Projects.

1	2	3	4	5
Assistant Manager (Tedhnical)	6 (Six) —	Group B	2000-3500	Transfer on deputation/promotion by driect recruitment

6	7	8
40	Educational Qualification Essential (i) Degree in Civil Engineering from a Institution of Technology or a recognised University. [Desirable Post Graduate Degree in Civil Engineering in the fields relating to Highway Engineering and/or Post Graduate Degree in Management/MBA from an Institute of repute. Experience Should have put in at least 5 yrs. in a supervisory position in a Government Deptt./Public Sector Undertaking/Commercial Organisation of repute.	By deputation/transfer from candidates possessing the qualifications and experience stipulated in Col. 7 or from candidates holding analogous posts in a Central/ State Govt. Deptt./Autonomous Body/PSU or with 3 years regular in the scale next below. Period of Deputation Shall not exceed 3 years but may be extended with the approval of the Central Government.

1	2	3	4	5
General Manager (Administration)	1 (One)	Group 'A'	4500-5700	Transfer on deputation/promotion/ Direct recruitment.

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6	7	8
48 years	Education Qualification Essential (i) Degree of a recognised Univesity. Desirable (i) A degree in law or (ii) Master in Business Administration or (iii) A post graduate diploma in Public adminstration. Experience 12 years experience in a responsible senior position of which at least 3 years in the next below level in Admn. and Estt. work in a Govt. office or Public Body or a commercial organisation of repute. OR Member of an organised Central Govt. service with a minimum experience of 10 years in Admn. & Estt. matters.	Promtoion: Suitable Dy. G.M. possesing requisite qualification with at least 3 years service in the grade By deputation/transfer from candidates already on the panel of Director in the Government of India and having the Professional qualific0tion stipulated in Col. 7 or from officers under Central/State Govt. Deptt. or Autonomous Body or Public Sector undertaking holding analgous posts or with 3 yers. service in the scale next next below or equivalent and possessiug the necessary qualifications prescribed in Col. 7 Period of deputation Shall not exceed 5 years but may be extended with the approval of the Central Govt.

1	2	3	4	5
Deputy General Manager (Administration)	(1 One)	Group "A"	3700-5000	Transfer on deputation /promotion/ Direct recruitment.

6	7	8
45 years	Education Qualification Essential : i) Degree of a Recognised University. Desirable : ((i) A degree in Law or (ii) Master in Business Administration, or (iii) A post graduate diploma in Public Administration. Experience 9 years experience in a responsible senior position out of which at least 2 years in the next below level in Acmn. and Estt. work in a Govt. offiice or Public Body or a commercial organisation of repute.	Promotion : Suitable Manager or an officer of an equivalent grade posssesing roquisite educational qualifications with at least 4 years service in the grade. By deputation/transfer from candidates already on the panel of Dy. Secy. in the Government of India and having the Profossional qualification stipulated in Col. 7 or from Officers under Central/ State Govt. Deptt. or Autonomous Body or Public Sector Undertaking holding analogous posts or with 3 yrs service in the scale next below or equalent and possessing necessary qualification prescribed in Column. Period of deputation : Shall not exceed 4 years but may be extended with the approval of the Central Govt.

1	2	3	4	5
Manager (Administration)	(1 One)	Group "A"	3000—4500	Transfer on deputation/promotion Direct recruitment.

6	7	8
35 years	Eductiion Qualification Essential : (i) Degree of Recognised University. Desirable : (i) A degree in Law or (ii) Master in Business Administration or (iii) A post graduate diploma in Public Administration. Experience : At least 5 years experience in a responsible position with Admn. & Estt. work in a Govt. office or Autonomous Body or Public Sector Under taking or a Commercial organisation of repute	Promotion : Suitable personnel in the grade next below with 5 years service in that grade and possessing the educational qualification prescribed in Col. 7 including one of the descable ducational qualifications. By deputation/transfer from candidates already on the panel of Under Secy. in the Govt. of India or from officers under Central/State Govt. Deptt. or Public Sector Undertaking holding an analogous posts; or a post next below or equivalent thereto dealing with Admn. and Estt. work for at least 5 years and possessing the necessary qualification stipulated in Col. 7. Period of Deputation : Shall not exceed 3 years but may be extended with the approval of the Central Govt.

Name of the Post	No. of Posts	Classification of post	Scale of Pay (in Rs.)	Method of Recruitment
1	2	3	4	5
General Manager (Finance and Accounts)	1 (One)	Group "A"	4500—5700	Transfer on deputation/promotion/ Direct recruitment.

Age limit (In respect of direct recruit only)	Educational and other qualifications reauired	In case of promotion or Deputation/ Transfer-Grade from which promotion/ Diputation/Transfer to be made.
6	7	8
48 years	Educational Qualification Essential : (i) Degree of a recognised University, (ii) Professional qualification such as :— (a) Final exam. of the Institute of Chartered Accountants of India or (b) Final exam of the Institute of Cost and Works Accountant of India.	By promotion from candidates holding post of Dy. General Manager on a regular basis for a period of atleast 2 years. By deputation/Transfer from candidates empanelled for Director in the Govt. of India and having the professional

7	8
OR (c) Degree in Business Management with Finance as the major subject. OR (d) Member or any organised Accounts Service of the Central Government. Experience : Atleast 12 years service in aresponsible position in the finance/accounts deptt. related to major infrastructural project of the Govt. of India or a Govt. Undertaking or an Autonomous Body or a Commercial Organisation of repute. Desirable : Should be well versed with the Financial Rules and Accounting procedures to be followed for major projects in particular, approval of tenders, processing of contractor's claims and other contractual matters.	qualifications stipulated in Col. 7 holding an analogous post in a Central/ State Govt. Deptt. or Autonomous Body or Public Sector Undertaking or with 4 years regular service in the scale of Rs. 3700-5700 or equivalent. Period of Deputation : Shall not exceed 5 years but may be extended with the approval of the Central Government.

Name of the Post	No. of posts	Classification of post	Scale of Pay (in Rs.)	Method of Recruitment
1	2	3	4	5
Dy. General Manager (Finance and Accounts)	1 (one)	Group "A"	3700,5000	Transfer on deputation/promotion/ Direct recruitment.

Age limit (in respect of of direct recruit only)	Educational and other Qualifications required	In case of promotion or deputation/ Transfer—Grade from which promotion/ deputation/transfer to be made
6	7	8
45 yrs.	Educational Qualification Essential: (i) Degree of a recognised University (ii) Professional Qualification such as :— (a) Final exam. of the Institute of Charterd Accountants of India or (b) Final exam of the Institute of Cost and Works Accountant of India.	By promotion from candidates holding post of a Manager on a regular basis for a period of atleast 4 years. By deputation/Transfer from candidates empanelled for Director in the Govt. of India and having the professional qualification stipulated in Col. 7 holding an analogous post in a Central/State

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6	7	8
	or (c) Degree in Business Management with Finance as the major subject. or (d) Member of any organised Accounts Service of the Central Government. Experience : Atleast 12 years service in a responsible position in the finance/accounts deptt. related to major infrastructural project of the Govt. of India or a Govt. Undertaking or an Autonomous Body or a Commercial Organisation of repute. Desirable : Should be well versed with the Financial Rules and Accounting procedures to be followed for major projects in particular, approval of tenders, processing of contractor's Claims and other contractual matters.	Govt. Deptt. or Autonomous Body or Public Sector Undertaking or with 4 years regular service in the scale of Rs. 3000-4500 or equivalent. Period of Deputation : Shall not exceed 4 years but may be extended with the approval of the Central Government.

1	2	3	4	5
Manager (Finance and Accounts)	1 (One)	Group "A"	3000-4500	Transfer on deputation/promotion/ Direct recruitment.

6	7	8
40 yrs	Educational Qualification Essential : (i) Degree of a recognised University (ii) Intermediate Chartered Accountant; or (iii) Intermediate Cost Accountant; or (iv) SAS Exam. of the Indian Audit and Accounts service. Experience : At least 8 years service in an Accounts Department of the Govt. of India/ Autonomous Body/Public Sector Undertaking dealing with construction or contract works in or a Commercial Undertaking of repute.	Promotion: Suitable officials possessing the requisite qualifications with atleast 5 years service in the grade next below. By deputation/transfer from candidates already on the panel of Under Secretary in the Govt. of India or from officers under Central/State Govt. Deptt. or Autonomous Body or Public Sector Undertaking holding an analogous post; or a post next below or equivalent thereto dealing with Accounts work for at least 5 years and possessing the necessary qualifications stipulated in Col. 7.

1	2	3	4	5
Accounts Officer	1 (One)	Group "B"	2375-3500	Transfer on deputation/promotion/ Direct recruitment

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