

GOVERNMENT OF INDIA
MINISTRY OF ROAD TRANSPORT AND HIGHWAYS

LOK SABHA
STARRED QUESTION NO. 249
ANSWERED ON 04TH JANUARY, 2018

INCENTIVE SCHEME FOR FASTER COMPLETION OF PROJECTS

*249. SHRI ASHOK SHANKARRAO CHAVAN:
SHRI GAJANAN KIRTIKAR:

Will the Minister of ROAD TRANSPORT AND HIGHWAYS

सड़क परिवहन और राजमार्ग मंत्री

be pleased to state:

- (a) whether the Government has decided to start an incentive scheme for its officials for faster completion of the various projects before the scheduled time;
- (b) if so, the details along with the aims and objectives thereof;
- (c) the names of the projects where the said scheme has been implemented so far;
- (d) the details of the criteria fixed under the scheme including the officials who are covered/likely to be covered thereunder; and
- (e) the other steps taken/being taken by the Government to save/check time and cost overruns?

ANSWER

THE MINISTER OF STATE IN THE
MINISTRY OF ROAD TRANSPORT AND HIGHWAYS

(SHRI MANSUKH L. MANDAVIYA)

(a) to (e) A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO. 249 ANSWERED ON 04TH JANUARY, 2018 ASKED BY SHRI ASHOK SHANKARRAO CHAVAN AND SHRI GAJANAN KIRTIKAR REGARDING 'INCENTIVE SCHEME FOR FASTER COMPLETION OF PROJECTS'

(a) to (e): No, Madam.

However, the NHAI, in order to expedite implementation of project, especially the Bharatmala Pariyojana, has issued a Policy Circular regarding an incentive scheme for its officials. The scheme not only envisages completing the projects earlier than the scheduled time, but also aims at savings on account of cost overruns due to time delays. The scheme aims to reward hardworking meritorious officials and to act as a catalyst to motivate other officials to work more efficiently. Under this scheme, cash incentives and other rewards such as Certificates, Trophy, Appreciation letters, etc., are proposed be given to the NHAI Officials to complete the assigned task in a time bound manner to expedite implementation of projects. A copy of the scheme introduced by the NHAI is enclosed for information.



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(सड़क परिवहन और राजमार्ग मंत्रालय)

दूरभाष / Phone : 91-11-25074100/25074200
फैक्स / Fax : 91-11-25093507 / 25093514

National Highways Authority of India

(Ministry of Road Transport and Highways)

प्लॉ-5 एबं 6, सेक्टर-10, ड्वरका, नई दिल्ली-110075

G-5 & 6, Sector-10, Dwarka, New Delhi-110075

**NHAI / Policy Guidelines / Mechanism for providing performance based
incentive to officials in NHAI/ 2017**

No.18.29/2017, Dated the 11th December, 2017

(Decision taken by Executive Committee in the meeting held on 29.11.2017 on Agenda Item No.326.25 & File
No.11013/1/2k/Env)

Sub: Mechanism for providing performance based incentive to officials in NHAI

With the approval of the Competent Authority it has been decided to grant performance based incentive to officials in NHAI with a view to expedite implementation of projects, especially Bharatmala. The categories under which the incentives will be provided are given below:

- i. Best Project of the year.
- ii. Best Managed Highway of the year.
- iii. Award of Projects (For HQ)
- iv. Completion of Project (For RO/PD)

The criteria, methodology for selection of eligible officials, and the quantum of incentives are given as under:

1. Criteria, Methodology and Quantum of Incentive:

1.1 Best Project of the year:

Periodicity (Calendar year)

1.1.1 Methodology for selection:

- (i) Each RO would recommend Projects for grant of Incentive for consideration of concerned Member. The RO can recommend maximum projects upto 10% of the total projects under implementation in his jurisdiction. The recommendations may be based on the following broad parameters:
 - i. Length of the Project
 - ii. Quantum of Budget
 - iii. Timely Award
 - iv. Timely completion of pre-construction activities (Land acquisition, environmental and other clearances, Utility Shifting etc.)
 - v. Timely completion of the project
 - vi. Quantum of disputes
 - vii. Degree of Difficulties and constraints (terrain and location, support from State Govts. shortage of Staff etc.)
 - viii. Feedback from other stakeholders in the project including the Contractor / Concessionaire consultants etc.

- (ii) Apart from the above parameters, RO may consider other parameters also which he thinks are important in judging the project.
- (iii) Based on the recommendation of the RO, concerned Member would recommend some projects deemed fit for consideration of the Committee of Members. The concerned Member would also recommend the name(s) of officers associated with the project, to whom the grant of incentive is deemed justified, in consultation with the concerned RO and CGM.
- (iv) The Committee of Members would recommend nominations for best projects for grant of incentive, along with the name of the Officers, for consideration and approval of Executive Committee (EC).

1.1.2 Quantum of Incentives: Each Officer, as approved by the EC, would get an amount of Rs 25,000/-per project as performance based incentive.

1.2 Best Managed Highways of the year:

Periodicity (Calendar year)

1.2.1 Methodology for selection:

- (i) Each RO would recommend Projects for grant of Incentive for consideration of concerned Member. The RO can recommend maximum projects upto 10% of the total projects under operation in his jurisdiction. The recommendations may be based on the following broad parameters:
 - i. Quality of Road
 - ii. Quality of Toll Plaza (e.g. time taken, working lanes, basic amenities etc.)
 - iii. Availability of facilities (for users, vehicles, medical facilities, eatery facilities, recreation facilities etc.)
 - iv. Safety features
 - v. Overall appeal (plantation, illumination, signages etc.)
 - vi. Degree of Difficulties and constraints (terrain and location, support from State Govts. shortage of Staff etc.)
 - vii. Feedback from other stake holders of the project including feedback from the Contractor / Concessionaire and the consultants
- (ii) Apart from the above parameters, RO may consider recommending other parameters also which he thinks are important in judging the project.
- (iii) Based on the recommendation of the RO, concerned Member would recommend some projects deemed fit for consideration of the Committee of Members. Member would also recommend the names of Officers associated with a project for grant of incentive in consultation with the concerned RO and CGM.

- (iv) The Committee of Members would recommend nominees for best project highway projects for grant of incentive, along with the names of the Officers, for consideration and approval of Executive Committee (EC).

1.2.2 Quantum of Incentive: Each Officer, as approved by the EC, would get an amount of Rs 25,000/-per project as incentive.

1.3 Timely Award of project :

Periodicity (Bi annual in April and October)

1.3.1 Methodology for selection:

- (i) Each CGM in the HQ would recommend Projects for grant of Incentive for consideration of concerned Member based on the time taken in award of projects.
- (ii) Based on the recommendation of the CGM, concerned Member would recommend some projects deemed fit for consideration of the Committee of Members. Member would also recommend the names of Officers associated with the nominated projects for grant of incentive in consultation with CGM.
- (iii) The Committee of Members would recommend shortlisted nominees of projects for grant of incentive, along with the name of the Officers, for consideration and approval of Executive Committee (EC):

1.3.2 Quantum of Incentive:

Category	Quantum of Incentive
Completion of Process from commencement of DPR to the Award of Project within 9 months time period	Rs 25,000/- per Officer as per recommendation of the Member
Completion of Process from commencement of DPR to the Award of Project within 6 to 9 months time period	Rs 35,000/- per Officer as per recommendation of the Member
Completion of Process from commencement of DPR to the Award of Project within 6 months of time period	Rs 50,000/- per Officer as per recommendation of the Member

1.4 Completion of Projects:

Periodicity (Calendar year)

1.4.1 Methodology for selection:


- (i) Each RO would recommend Projects completed in time for grant of Incentive for consideration of concerned Member.

- (ii) Based on the recommendation of the RO, concerned Member would recommend some projects deemed fit for consideration of the Committee of Members. Member would also recommend the names of Officers associated with the projects eligible for grant of incentive in consultation with RO.
- (iii) The Committee of Members would recommend shortlisted nominations for grant of incentive, along with the names of the Officers, for consideration and approval of Executive Committee (EC).

1.4.2 Quantum of Incentive:

Category	Quantum of Incentive
Completion of Project within scheduled time	Rs 25,000/- per Officer based on the recommendation of the Member
Completion of Project within 90% of the scheduled time and PCC/PCOD issued	Rs 35,000/- per Officer based on the recommendation of the Member
Completion of Project within 80% of the scheduled time and PCC/PCOD issued	Rs 50,000/- per Officer based on the recommendation of the Member

2. The Committee of Members can recommend any number of Projects/Officers which they find deserving for grant of Incentive.
3. Apart from the above cash incentives, the following incentives will also be considered:
- Certificates/Trophy/Appreciation Letter to Concessionaire, Consultants and Officers of NHAI
 - Felicitation of Officers, who received maximum incentive in a year, during NHAI day/Any other major event
 - Priority for Foreign Training


(A.K. Sadhu)

Chief General Manager (Coordination)

To

All Officers and Employees of HQ/ ROs/ PIUs/ CMUs/ Site Offices.

Hindi Officer for translation in Hindi.