

**RW/NH-33066/25/2018-S&R(P&B)**  
**Government of India**  
**Ministry of Road Transport & Highways**  
 No.1, Parliament Street, Transport Bhavan, New Delhi-110001

Dated: 20<sup>th</sup> September, 2022

To,

1. The Chief Secretaries of all State Governments/UTs.
2. The Principal Secretaries/ Secretaries of all States/ UTs PWD dealing with National Highways, other centrally sponsored schemes and state schemes.
3. The Chairperson, National Highways Authority of India (NHAI), G-5&6, Sector-10, Dwarka, New Delhi-110075.
4. The Managing Director, National Highway Infrastructure Development Corporation Ltd., 3<sup>rd</sup> floor, PTI Building, Parliament Street, New Delhi-110001.
5. Director General (Border Roads), Seema Sadak Bhawan, Ring Road, New Delhi - 110010.
6. All Engineer-in-Chief and Chief Engineers of all States/ UTs PWD dealing with National Highways, other centrally sponsored schemes and state schemes.
7. All ROs and ELOs of the Ministry

**Subject: Remuneration of professional staff claimed by the consultancy firms.**

Madam/Sir,

Based on complaint under Public Interest Disclosure and Protection of Informers (PIDPI) resolution regarding functioning of professional staff in the consultancy firm engaged by MoRTH/NHAI/NHIDCL, Central Vigilance Commission (CVC) has advised this Ministry to consider various modifications in relevant clauses of contract document of consultancy services. It has been noticed that remuneration paid by the consultancy firms to their professional staff are much less than the remuneration claimed by the firms from the Ministry or its executing agencies. Making profit on remuneration is part of business model of consultancy firms, however payment of much less remuneration to key personnel than that claimed by the consultancy firms under a contract is highly undesirable because it leads to engagement of inferior and incompetent professional staff on the projects.

2. To streamline the remuneration paid by consultancy firms to their professional staff following modification in the "Document for request for proposal (RFP) for appointment of Authority's Engineer" issued by Ministry vide letter dated 15.02.2019 is hereby made:

S.No.	Reference	Existing	Modified
1.	Appendix C-1 "Financial proposal submission form", Para 1	We, the undersigned, offer to provide the consulting services for the above in accordance with your Request for Proposal dated [Date], and our proposal. Our attached financial proposal is for the sum of [Amount in words and figures]. This amount is exclusive of the local taxes	We, the undersigned, offer to provide the consulting services for the above in accordance with your Request for Proposal dated [Date], and our proposal. Our attached financial proposal is for the sum of [Amount in words and figures]. This amount is exclusive of the local taxes which we have



Cont - 2/-

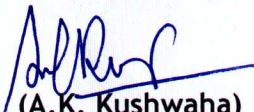


		which we have estimated at (Amount in Words and Figures).	estimated at (Amount in Words and Figures).  The percentage of overhead charges on the remuneration as mentioned in Serial no. 1 of Appendix C-2 (Summary of cost) w.r.t. the professional staff shall be [Amount in words and figures].
2.	Clause 6.2 (b) (i) (2) of SCC	Payment shall be released as per rates quoted in Appendix C3- Breakup of Local currency costs.	Payment shall be released as per rates quoted in Appendix C3- Breakup of Local currency costs.  However, proof of remuneration paid to professional staffs in previous month shall be submitted alongwith current month's bill. The remuneration to professional staff shall be paid by the Authority's Engineer after adjusting overhead charges as mentioned in Appendix C-1 "Financial proposal submission form"

3. Similar modifications shall be made in the relevant clauses of IE/PMC/DPR consultancy document before inviting all bids in future.

4. This is issued with the approval of Competent Authority.

Yours faithfully,

  
(A.K. Kushwaha)

Superintending Engineer  
For Director General (RD) & SS

Copy to:

1. All Technical Officers at MoRTH Headquarter.
2. Secretary General, Indian Roads Congress.
3. Director, IAHE, NOIDA.
4. PPS to Secretary (RTH), PPS to DG (RD) & SS, PPS to AS&FA, PPS to all ADGs/ASs, PPS to all JSs.
5. NIC-with request to upload on the Ministry's portal under 'Circulars' & e- office Notice Board.