



INFRASTRUCTURE CONSULTANTS ASSOCIATION OF INDIA

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Ref. No. ICAI/chairman/NHAI/2023-24/199

Date 09.06.2023

To,
The Chairman,
National Highways Authority of India
G-5 & 6, Sec.-10, Dwarka
New Delhi - 110075
Email: chairman@nhai.org

**Sub: 1. Mandatory Training Course for the Personnel of Consultants, Contractors, IEs & AEs.
2. Reduction in remuneration for not achieving threshold level of attendance by key personnel and sub professional in defined groups.
3. Review of Existing Policy of allotment of number of assignments to one consultants which does not distinguish by Turnover beyond 60 Crores.**

Ref: GM(T) SRD&Q NHAI HQ Email dated 06.06.2023

Sir,

The Infrastructure Consultants Association of India has been formed to collectively raise the issues of concern of its members under the banner of "Infrastructure Consultants Welfare Committee". Presently, we have more than 250 members on its roll and our registration No.01/01/01/24554/12 dated 07.01.2012. We have been taking up various issues relevant to Member Consultants regarding consultancy services with various Government Authorities and have been able to successfully resolve some of complex issues which had been impeding in the smooth discharge of services. We are also actively involved in providing guidance and resources to young consulting engineers and architects through various training programs and organizing workshop. We are thus actively contributing in the development of Infrastructures of our country in the different fields of engineering.

2. Now, we draw your kind attention towards the recent circular dated 06.06.2023 of NHAI HQ wherein it is made mandatory to undergo 2 weeks training for key personnel and certain sub professional of Consultancy firms, Contractors and Concessionaire at IAHE, NOIDA. It is felt that if key personnel and sub professional remain absent from their deployment place for 2 weeks for undergoing trainings outside their area of works, it will invite deductions as per contractual provisions. Also there would be considerable expenditure on travelling, lodging etc. Hence association suggests that the training should be conducted at respective RO levels to avoid infructuous expenditure and deductions on account of absence of Key Personnel.

3. Sir, we draw your kind attention towards NHAI Policy Guideline No.NHAI/Policy Guidelines/Consultancy/2022 issued vide Policy Circular No.10.2.32/2022 on dated 05.12.2022 related to issue of clarification regarding reduction of remuneration for attendance less than 90% of Key Personnel/Sub Key Professional for Civil Projects on undergoing projects or at O&M stage. Sir, the above Policy Guidelines states as follows:-

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- (i) In case the Team Leader cum Senior Highway Engineer has not been made available for 90% of the stipulated time in the month excluding permissible casual leave then only 80% of the monthly payment of all the Key Personnel during the month shall be released.
- (ii) For Resident Engineer/Bridge Engineer/other Key Personnel the mentioned reduction shall be done in the payment of remuneration of all Key Personnel during the month.
- (iii) In case of other Key Personnel the average availability across the group shall be considered for calculation.
- (iv) In case of Sub Professional Staff average availability across the Sub Professional shall be considered and reduction in payment of all Sub Professional shall be done at the rates specified.

Sir, we have already drawn your kind self attention vide our letter no. ICAI/Chairman/NHAI/23-24/21 dated 11.04.2023. A copy of our letter dated 11.04.2023 is annexed herewith for your kind ready reference.

We request that the penal provision for not achieving the prescribed attendance in sets of key personnel and sub professional may kindly be removed as already there are various provisions for reduction in remuneration in Consultancy Contract Agreements.

4. We now invite your kind attention towards the existing provision of evaluation of bid capacity required for participation in bids invited for IEs, AEs, SQC etc. There is no distinction in the invitation of bids for AEs and IEs project beyond 60 Crores. All the consultants whose average annual turnover from consultancy business is greater than 60 Crores are treated on same platform. Thus a consultancy firm can be considered for allotment of 30 AEs & IEs in a year irrespective of turnover beyond 60 Cr. The Association therefore pleads that suitable increase in allotment of maximum number of works may kindly be considered for consultants having annual turnover beyond 60 Crores. The Association has already requested your good self to increase the allotment quota of number of IEs & AEs consultancy assignment vide letter no. ICAI/Chairman/NHAI/22-23/688 dated 12.11.2022. A copy of our letter dated 12.11.2022 is attached for your kind perusal please.

The Association therefore most respectfully requests your good-self to kindly look into the genuine problems of the consultants and take favorable decision so that the consultancy firms may survive in fierce competitive environment having huge salary bills of existing highly technical work force.

With due regards,

Thanking you,

Yours sincerely,

For Infrastructure Consultants Association of India

(M.L. Gupta)
Secretary Encl.

Encl: As above copy of letters

1. Our letter no. ICAI/Chairman/NHAI/23-24/21 dated 11.04.2023
2. Our letter no. ICAI/Chairman/NHAI/22-23/688 dated 12.11.2022