



सत्यमेव जयते

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)

National Highways Authority of India

(Ministry of Road Transport and Highways, Government of India)

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NHAI/Policy Guidelines/Administration/2024

Policy Circular No. 1.3.1.30 dated 16th January, 2024

{Decision taken on EC through Circulation on E-File No.236532/ E-Office File No. NHAI/Misc.Agenda/2024-Admin.IIIA (Comp. No. 236154)}

Sub: Provision for Service Bond in case of Direct Recruitment made by NHAI - Reg.

It has been decided that substantial time and resources are utilized for making Direct Recruitment to the various posts and resignation from the candidates after joining NHAI, not only adversely affects the manpower planning, but also the progress of works. Therefore, in order to protect the interests of NHAI, a Service Bond, as detailed below, shall be obtained from the candidates who are selected on Direct Recruitment basis:-

- A candidate who is selected to any Group-A post in NHAI on Direct Recruitment basis will be required to furnish a Service Bond for an amount of Rs.5 lakhs.
- A candidate who is selected to any Group-B or Group-C post in NHAI on Direct Recruitment basis will be required to furnish a Service Bond for an amount of Rs.3 lakhs.
- This amount will be required to be deposited by the selected candidate(s) with NHAI, if he/she resigns from the service of NHAI before three years of joining NHAI or if his/her services are terminated due to misconduct within three years of his/her joining.

2. A draft Service Bond shall be prepared in consultation with the Legal Division and circulated with the approval of Member (Admn.) shortly.

3. All advertisements and offers of appointment issued for posts to be filled on Direct Recruitment will contain the condition for furnishing of Service Bond by the selected candidates and they will have to submit the Service Bond on a NJSP of Rs.100/- (duly attested by the Notary Public or the Oath Commissioner) to NHAI at the time of their joining.

4. This issues with the approval of Competent Authority.


16/01/24
(Sanjay Kumar Patel)
General Manager (Coord.)

To:

All Officers & Employees of NHAI HQ/ ROs/ PIUs/ CMUs/ Site Offices

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