



# 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)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली - 110 075 • G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष/Phone : 91-11-25074100 / 25074200



### NHAI/Policy Guidelines/ Public Funded/2023

### Policy Circular No.9.2.37/2023 dated 10<sup>th</sup> November, 2023

{Decision taken on E-Office File No. NHAI/Manthan/interpretations/Clause/2023-24 (Comp. No. 213951)}

#### Sub: Engagement of Personnel by Contractor in EPC Projects -reg.

In the EPC projects, the Contractors are required to design and execute the projects. Therefore, it is essential that the EPC Contractors deploy qualified and experienced professional for design and execution.

2. Clause 4.4 of the EPC document provides that *"The Contractor shall ensure that the personnel engaged by it or by its Subcontractors in the performance of its obligations under this Agreement are at all times appropriately and adequately qualified, skilled and experienced in their respective functions in conformity with Good Industry Practice."*
3. The qualifications of respective personnels considering Good Industry Practice are enclosed at **Annexure-A**.
4. All ROs and PIUs shall ensure the deployment of the personnel as per Annexure-A on the projects under their jurisdiction.
5. This issues with the approval of Competent Authority.

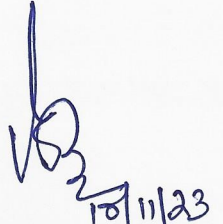
Encl.: As stated above

To:

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

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(Sanjay Kumar Patel)  
General Manager (Coord.)

Professionals	Minimum qualifications	Experience
Project Manager	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post-Graduation in Management / Construction / Transportation/Highway Engineering/ Structural Engineering or equivalent specialized stream of civil engineering</li> <li>Essential Software experience (MS Projects or primavera)</li> </ul>	<ul style="list-style-type: none"> <li>At least 15 years of experience in handling road projects, rail, metro high speed rail project.</li> <li>At least 5 years of experience in handling road projects.</li> </ul>
Pavement Engineer	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post-Graduation in Highway Engineering</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 years of experience in design and supervision of road projects.</li> </ul>
Quality Manager	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post Graduation in Management / Construction / Transportation/Highway Engineering/ Structural Engineering or equivalent specialized stream of Civil Engineering.</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 years of experience in supervision of road projects, rail, metro high speed rail project.</li> </ul>
Bridge Engineer	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post-Graduation in Structural Engineering or bridge Engineering</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 years of experience in supervision of Structures in road projects, rail, metro high speed rail project.</li> <li>Supervised a bridge/structure of length at least 75% of largest structure.</li> </ul>
Design Director	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post-Graduation in Civil Engineering (Highways / structures / Traffic and transportation/soil mechanics and foundation engineering / Construction Management / Transportation) {AICTE Approved}</li> <li>Essential Software experience at least 2 (MX Road, 3D Civil, 12 D, Staad Pro, BIM, IIT Pave)</li> </ul>	<ul style="list-style-type: none"> <li>At least 15 years of experience in supervision of road projects.</li> <li>At least 5 years of experience in designing in road projects. Presence in design of at least 1 project with 50% of length or minimum of 25 km.</li> </ul>
Safety Manager	<ul style="list-style-type: none"> <li>Graduate in Civil Engineering and preferably Post-Graduation in Traffic/ Transportation/Safety Engineering or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>At least 10 years of experience in supervision of safety in road projects, rail, metro high speed rail project.</li> </ul>