



नेशनल प्रोजेक्ट्स कन्सट्रक्शन कारपोरेशन लिमिटेड

(भारत सरकार का उद्यम)

National Projects Construction Corporation Limited

(A Govt. of India Enterprise)

MINIRATNA : CATEGORY-I COMPANY केन्द्रीय कार्यालय : प्लॉट नं148,सेक्टर 44, गुरुग्राम - 122003 (हरियाणा)

ISO 9001: 2015

Corporate Office: Plot No. 148, Sector-44, Gurugram - 122003 (Haryana)

Ref. No.500160/2023/ 3249

Date: 24/01/2024

OFFICE ORDER

Sub: Amendments in NPCC Recruitment Rules, 2012

The Board of Directors of NPCC, in their 345th Meeting held on 22nd Nov., 2023 has accorded approval to following amendments in NPCC Recruitment Rules 2012(Modified), amended in 2016, keeping in view the dynamic business scenario and current requirement:

A. Under clause 8.0 reg. Methods and principles of Recruitment, in sub Clause 8.2 reg. Recruitment from outside, in para 8.2(iv):

Panel of selected candidates (kept in reserve), which normally, shall not exceed 50% of the number of vacancies, will remain alive for a period of one year or next recruitment action, whichever is earlier.

Stands deleted.

AND

In Sub Clause 8.19 reg. final selection of candidates, para 8.19.3 as under:

The panel/merit list so prepared will be subject to the approval of the competent authority and will remain valid for a period of six months from the date of such approval. If required the competent authority may extend the validity of the panel for a further period not exceeding six months or next recruitment action for this post whichever is earlier.

Stands replaced by

Maximum number of waitlisted candidates in panel for any post shall be kept equal to the number of vacancies for each post advertised. This panel shall be used in case selected candidate doesn't join / resigns after joining /expires after joining, and then offer letter shall be issued to the waitlisted candidate. This panel shall remain valid for a period of one year from the date of approval of the Competent Authority.

B. Under clause 8.0 reg. Methods and principles of Recruitment, In sub-clause, 8.16 reg. screening of applications, para 8.16.3 as under :

Normally, no relaxation will be allowed in the prescribed job specifications. However, if suitable candidates with the required job specification are not available, and the post(s) in question needs to be filled up on urgent basis in the interest of business exigencies, the competent authority may relax the specifications prescribed as a one time measure in order to facilitate filling up of such post(s) with relaxed job specifications or can be offered next lower grade post as per vacancy.

Stands repealed.

C. Under clause 8.0 reg. Methods and principles of Recruitment, in sub clause 8.18 reg. selection committee, para 8.18.4 is modified as under :

In continuation to para 8.17.1 above, the following Selection Committees would assess the suitability of the Candidates:

EXISTING	MODIFIED AS
<p>[A] For Selection In Grade E-7 & above (below board level posts):</p> <ol style="list-style-type: none"> 1. CMD-Chairman 2. Directors-Member (2 Nos.) 3. Outside expert (from relevant field)-Member 4. HR Representative-Co-ordinator 	<p>[A] For Selection in Grade E-8 posts:</p> <ol style="list-style-type: none"> 1. Dir. (Fin.) NPCC/ WAPCOS in Finance discipline, & Dir.(Engg.)NPCC/Dir(C&HRD), WAPCOS, in others- Chairman 2. Director(any other)- Member (1 No.) 3. Outside expert (from relevant field)- Member 4. HR Representative- Co-ordinator
<p>[B] For Selection in Grade E-5 & E-6 posts:</p> <ol style="list-style-type: none"> 1. CMD-Chairman 2. Directors-Member 3. Outside expert (from relevant field)-Member 4. HR Representative-Co-ordinator 	
<p>[C] For Selection upto Grade E-4 posts In Executive Cadre:</p> <ol style="list-style-type: none"> 1. Director (respective discipline)-Chairman 2. One Executive Director/ GGM-Member 3. Outside expert (from relevant field)-Member 4. HR Representative-Co-ordinator 	<p>[B] For Selection in Grade E-7 posts to MT:</p> <ol style="list-style-type: none"> 1. Senior most Below Board Level officer-Chairman(respective discipline) 2. Atleast one step above the post for which recruitment is to be carried out-Member 3. Outside expert (from relevant field)-Member 4. HR Representative- Co-ordinator
<p>[D] For Selection Management Trainees In Executive Cadre:</p> <ol style="list-style-type: none"> 1. Director (respective discipline)-Chairman 2. One Executive Director/ GGM/GM-Members 3. Outside expert (from relevant field)-Member 4. HR Representative-Co-ordinator 	
<p>[E] For Selection of Non - Executive posts:</p> <ol style="list-style-type: none"> 1. ED-Chairman 2. GM-Members 3. Rep. HR- Co-ordinator 	<p>[C] For Selection of Non - Executive posts:</p> <ol style="list-style-type: none"> 1. ED/GGM/GM/JGM-Chairman (respective discipline) 2. DGM/SM-Member 3. Rep. HR- Co-ordinator

Note : For All posts:

Representatives of SC/ST & Minority to be associated from within or outside organization, as the case may be to ensure fair representation and interest of the category.

Stands modified as:

Note : For making recruitment to 10 (Ten) or more vacancies in any level of posts, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to Minority Community in selection committees. Further, one of the members of the selection Committee, whether from the general category or from the minority community or from the SC/ST/OBC community should be a lady failing which a lady member should be co-opted on the committee. Further where the number of vacancies against which selection is to be made is less than 10 (Ten), effort should be made in finding the SC/ST, OBC officer and the minority committee officer and a lady officer, for inclusion in such Committees.

D. Under Clause 18.0 reg. Additions/Alterations & Tenure, Sub Clause 18.2:

Notwithstanding whatever is contained in these rules, CMD, NPCC/Board may at its discretion relax any of the provisions of these rules.

Stands modified as

Notwithstanding whatever is contained in these rules, CMD, NPCC/Board may at its discretion relax any of the provisions of these rules. In case, any relaxations are made in the recruitments with the approval of Appointing Authority/CMD, same shall be informed to the Board.

E. Total Min. experience required for any post, as mentioned in NPCC Recruitment Rules

Stands replaced by

post educational/professional qualification experience.

F. Under qualification in Finance discipline in certain posts:

ICWA

is mentioned. **Same stands known as**

CMA

G. Under qualification in all posts of Finance discipline in executive cadre, including MT, following is inserted:

Knowledge of GST and Ind AS is desirable.

H. In Annexure A, following clause under Executives and clause No.6 under Note :

All qualifications should be from University/Institute recognized by UGC/AICTE.

Stands modified as :

All qualifications should be in full-time/part-time and regular/distance mode from any University/Institution recognized by UGC/AICTE or any Indian/foreign University/Institution which has been granted equivalence/recognition by AIU.

I. In Annexure A, following Clause No.1 under Note :

The above are general indications of qualifications and experience required. The Company with approval of Appointing Authority may make appropriate changes in the case of individual recruitments that may be warranted by the needs of the company and jobs from time to time.

Stands modified as :

The above are general indications of qualifications and experience required. The Company with approval of Appointing Authority may make appropriate changes in the case of individual recruitments that may be warranted by the needs of the company and jobs from time to time. In case, any relaxations are made in the recruitments with the approval of Appointing Authority/CMD, same shall be informed to the Board.

J. In Annexure A, following clause No.2 under Note:

For all Executive level position, the incumbent should have worked minimum two years in the next below pay scale or grade and for Nonexecutive-Position minimum three years in next below level. For internal candidates, it should be one year & two year in Executive & Non-Executive cadre respectively.

Stands modified as :

- 2(i) **For all regular posts of Executive cadre and Non Executive cadre, candidates working in regular cadre or on contractual basis in payscale, in NPCC/other Government/Semi-Government Organizations/Public Sector Undertakings/ Autonomous Bodies/Govt. Institutions, should have minimum Two years' experience in next below pay scale in IDA/equivalent CDA pay scale/equivalent. Candidates, who are working in such organizations on contractual basis on consolidated remuneration, should be drawing CTC as applicable to non-government/ private sector candidates as elaborated in clause 2(ii) below.**

- (ii) Further, the applicants working on contractual basis on consolidated remuneration, in NPCC/other Government/ Semi-Government Organizations/Public Sector Undertakings/Autonomous Bodies/Govt. Institutions OR in non-government / private sector, should be drawing CTC equivalent to next below pay scale of the post advertised in NPCC, for at least two years, on the cut-off date specified in advertisement. CTC shall comprise of NPCC's Basic Pay (i.e. Minimum of the next below pay scale), DA, Perks, HRA, Leave encashment, Gratuity and EPF applicable to minimum of next below pay scale, of the post advertised in NPCC, on the cut-off date specified in the advertisement. Total CTC amount arrived at, after calculation as above, shall be mentioned post wise in each post advertised. Form 16, duly signed by authorized officer, shall be required from candidates claiming such CTC, if applicable.

K. In Annexure A, clause No. 8 is inserted under Note, as below:

For all posts, only Indian nationals shall be eligible to apply.

Except the above changes/modifications, rest of the clauses in NPCC Recruitment Rules 2012(amended in 2016), shall remain unchanged.

The aforesaid amendments shall be effective from the date of issuance of this Office Order.

This is issued with the approval of the Competent Authority.


24/1/2024

(JASMINE DHAR SINGH)
GENERAL MANAGER (HR)

CC:

1. All Zonal Managers, NPCC Ltd., for circulation among employees within their Zone(s) please.
2. All Divisional Heads, NPCC Ltd., C.O. Gurugram/Regd. Office, New Delhi, for circulation among employees within their Division(s) please.
3. JGM(IT), NPCC Ltd., C.O. Gurugram, with request to upload this Office Order on NPCC website.

OSD TO CMD/PS TO DE/DF/CVO