

No. RW/NHVI-50(3)/83-Vol II

Dated the 4th February, 1988

To,

The Chief Engineers of State Public Works Deptts. and Union Territories dealing with National Highways and Other Centrally Financed Schemes; The Director General (Works), Central PWD; The Director General Border Roads

Subject: Staffing of State Highway Departments with well selected engineering personnel — Implementation of the Report of the Special Committee

This Ministry has been deeply concerned over the inadequate performance in service of some major bridges on National Highways and accordingly set up a Special Committee under the aegis of Indian Roads Congress of bridge experts to recommend measures for ensuring greater professionalism in construction practice and security of major bridges. Report of this Committee giving specific and general recommendations has been accepted by this Ministry for its implementation. The only one specific recommendation on supplemental measures for design, detailing and durability of important bridge structures has already been circulated *vide* this Ministry's letter of even no. dated the 13th January, 1988. One of the general recommendation on the subject cited above as given by the Committee is reproduced hereunder:

"The project organisation for building important bridges should be staffed with well selected engineering personnel having the right expertise, motivation and leadership. Special attention should be paid to their career management, training and incentives for doing good work".

2. About "project organisation" the Committee has observed as under in their Report:

"The organisational structure of a project is recognised as an important parameter in quality assurance of structure. With the intrinsic constraints of current organisational framework of Highway Departments, it may not be feasible to have a separate project management for important bridges. However, a beginning should be made in this direction. As important bridges are essentially high technology intensive works, there is need for employing engineering personnel with right expertise, motivation and leadership. Creation of a separate cell/wing with appropriate training, career management and incentive would promote the availability of desired level of expertise in the highway administration.

3. It is suggested that suitable action may please be taken immediately for implementation of the above recommendations of the Special Committee.
4. The receipt of this communication may please be acknowledged.