

F.No. G-25011(1)/2026 B&A
Government of India
Ministry of Heavy Industries
B&A Section

GPOA Tower 3, Netaji Nagar, New Delhi

Dated: 15th July, 2026

CIRCULAR

Advertisement for engagement of Consultants (Young Professional and a retired Central Government Officer as consultant) in the Ministry of Heavy Industries (MHI) on Contract Basis

The Ministry of Heavy Industries (MHI) intends to engage two **Consultants (One Young Professional, and one retired Central Government Officer)** on contractual basis to undertake specific, time-bound assignments of the Ministry. This engagement offers an excellent opportunity to work closely with senior officials, gain valuable insights into policy formulation and implementation, and contribute meaningfully to key initiatives of the MHI.

2. The candidates possessing the requisite qualifications and relevant work experience will be considered for the engagement. The details regarding the position, eligibility criteria, required experience, terms and conditions, duration of engagement are provided below.

1	Name of Post	Consultant (Young Professional)	Consultant (a retired Central Government Officer)
2	Number of Vacancy	01	01
3	Mode of Recruitment	Contractual Basis	
4	Period of Engagement	Initial tenure of engagement shall be for a fixed period of one year, which may be extended by one year, for providing high quality services on specific work as per requirement of the concerned Division. However, continuation beyond the first and subsequent year would be contingent on a satisfactory Annual Performance Review (APR) based on clearly defined Key Performance Indicators, as per MHI O.M dated 27.08.2024 (Annexure I) .	

[Signature]
16/07/2026

[Signature]
'Receipt'

5	Nature of Duties/ Job Description	The nature of duties includes, but is not limited to: • Matters related to Budget and Accounts. • Issues related to C&AG Audit Paras; • Examination & vetting of EFC/SFC Notes/ GTE proposals; • Examination of Cabinet/CCEA Notes of various Divisions as well as inter-ministerial; • Financial advice cases of CPSEs, autonomous bodies and attached offices beyond delegated powers;	The nature of duties includes, but is not limited to: • Scrutiny of the C&AG Audit Paras and ATNs thereon. • Half Yearly Inspection Report of MHI • Audit Reports of the CPSEs • Internal Audit by Internal Audit Wing of Pr. Accounts Office, Min. of Heavy Industries. • PAC Paras/Reports and ATRs thereon • DRPSC Paras/Reports • Updation of APMS Portal • Coordination with Monitoring Cell, DoE • Monitoring of outstanding Utilization Certificates in coordination with PAO. All correspondences with O/o C&AG/Monitoring Cell/PAO related to audit matters
6	Qualification and Experience	• CA/ICWA/MBA Finance/ Post Graduate in Commerce; • Having 1 year of post-qualification experience of Corporate Accounting, Analysis of Financial Reports of CPSEs, Companies Act and Government Accounting and Budgeting; • Working Knowledge of MS	Preference - Retired as Senior Accounts Officer or above in any organised Accounts Department of Central Government with experience in Accounts and Audit work.

		Advance Excel/PowerPoint.	
7	Upper Age limit	Not above 32 years as on 30.09.2026	Not above 62 years as on 30.09.2026
8	Place of Posting	GPOA Tower 3, Netaji Nagar, New Delhi.	
9	Remuneration	Rs 70,000/- per month.	As per Department of Expenditure's O.M. No. 3-25/2020-E.IIIA dated 09.12.2020 (Annexure II) (As amended from time to time).
10	Selection Process	Applicants fulfilling the qualification including required experience will be shortlisted through screening process and invited for personal interview through hybrid mode or in person, as decided by the Ministry.	
11	Medical	Prior to appointment, the selected candidates will have to submit a Medical Fitness Certificate of sound health from a recognized Physician/ Medical Practitioner. During the tenure of engagement, the Consultant or their dependents will not be entitled to any medical compensation from the Ministry.	
12	Terms and Conditions (T&C)	As per guidelines issued by the Ministry of Heavy Industries vide OM dated 27.08.2024.	As per guidelines issued by the Ministry of Heavy Industries vide OM dated 27.08.2024 (Annexure I) And Department of Expenditure's O.M. No. 3-25/2020-E.IIIA dated 09.12.2020 (Annexure II) (as amended from time to time).

3. Submission of Application: Interested candidates may email the duly signed application in the prescribed format given at **Annexure-III** alongwith all relevant documents in a single PDF to the email IDs (dirfin.mhi@gov.in /vandanakalra-cwc@nic.in) with the subject **"Application for the Post of Consultant (Young Professional)" or "Application for the Post of Consultant (Retired Central Government Officer as a Consultant)"** whichever is applicable within 30 days from the date of publication of the advertisement on the MHI website i.e. www.heavyindustries.gov.in.

Contd./.....

Digitally signed by
VANDANA KALRA
Date: 15-07-2026
13:37:01

(Vandana Kalra)
Under Secretary to the Govt. of India
Tel. No. 011-26113512

To:

1. All Ministries/Departments of Government of India.
2. Department of Personnel & Training {CS-I (Coordination Division)},
GPOA Tower -3, Netaji Nagar, New Delhi for uploading on its website
for wide publicity.
3. Admin, Ministry of Heavy Industries, for uploading on Ministry of
Heavy Industries' website.

Annexure-III

**APPLICATION FORM FOR ENGAGEMENT OF CONSULTANTS
(YOUNG PROFESSIONAL and Retired Central Government
Officer) IN THE MINISTRY OF HEAVY INDUSTRIES ON
CONTRACT BASIS**

- 1 Full Name Recent Photograph
(In Capital Letter)
- 2 Date of Birth*
(DD/MM/YYYY)
- 3 Age (as on 30.09.2025)
- 4 Sex (Male/Female)
- 5 Father's Full Name
- 6 Mother's Full Name
- 7 Nationality
- 8 Correspondence Address
- 9 Permanent Address
- 10 Email ID
- 11 Educational Qualification* starting from Diploma/10+2 (*Attach a Separate Sheet*)

Sl. No.	Name of the Course	Subject/ Specialisation	College/ University/ Institute	Year of Passing	Marks (% & Division)

- 12 Post Qualification Work Experience* (*Attach a Separate Sheet*)

Sl. No.	Name of organisation & details of HoD (address, email & contact number)	Post held	Key responsibilities & achievements	Areas of Expertise/ Skills	Job Period (YYYY)	Reasons for Resignation* (*For YPs only)

- 13 Reasons for seeking engagement [*Briefly describe in minimum 250 words- why you are interested and how your skills align with the Ministry's objectives.*]

*Note: Legible self-attested copies of birth certificate, educational qualifications & work experience certificates should be attached with main application, otherwise the application shall be rejected.

Declaration: I hereby declare that all the information provided above

is true and correct to the best of my knowledge and belief. I understand that any misrepresentation may lead to disqualification. I am willing to abide by the terms and conditions of engagement prescribed by the Ministry.

Thanking You,

Yours sincerely,

Date:

Place:

(Signature of the Applicant)

Name:

Mobile:

Annexure-I

No.A-45011/9/2019-Admn (19578)

Government of India
Ministry of Heavy Industries

Dated 27th August 2024

Subject: Procedure and Guidelines for Engagement of Senior Consultants/ Consultants Grade-2/ Consultants Grade-1/Young Professionals in Ministry of Heavy Industries.

In supersession of 'Procedure and Guidelines for engagement of Technical/ Professional Consultants in the Ministry of Heavy Industries' dated 21st October 2021, the following guidelines and procedures are being prescribed for the engagement of Senior Consultants/ Consultants Grade-2/ Consultants Grade-1/ Young Professionals in the Ministry of Heavy Industries until such time as these guidelines are amended or new guidelines are issued. The engagement of such Consultants will be done by the concerned Divisions based on their own requirement approved by Secretary, MHI. These guidelines will come into effect from the date of issue.

1. Educational Qualifications, Age, Experience and Remuneration

1.1 Educational Qualification: In general, the following qualifications are required. However, any specific Educational Qualifications may be prescribed as per actual requirement of the Divisions.

Essential - Master's Degree in relevant subject or BE/B.Tech or 2 Years PG Diploma in Management or LLB or CA or ICWA or possessing any Professional Degree earned after a study of 4 years or more acquired after 10+2.

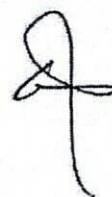
Desirable - Persons with M.Phil., M.Tech. M.S., LL.M, Ph.D, additional qualifications, research experience, published papers and post qualification experience in the relevant field would be preferred.

1.2 The Consultants are grouped into the following categories:

Name of the Position	Experience in Years*	Upper Age**	Remuneration (₹)
Young Professional	1	32 years	70,000
Consultant Grade - 1	3-8	45 years	1,00,000
Consultant Grade - 2	8-15	50 years	1,45,000
Senior Consultant	15 years & above	62 years	2,65,000

* Experience includes upto 3 years for Ph.D. holder, provided no work experience is counted during those 3 years.

** In case of retired Government servant, the ceiling of age limit may be relaxed. The remuneration will be regulated in terms of DoE's O.M. dated 09.12.2020. Accordingly, a fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged during the term of the contract. There will be no annual increment/percentage increase during the contract.



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2. **Medical**

- 2.1 Prior to appointment as technical consultant, the individual consultant will have to submit a statement of Good Health from a recognized physician.
- 2.2 In the event of death, injury or illness of any Individual Consultant which is attributable to the performance of engagement on behalf of MHI under the terms of the Consultancy Contract while the Individual Consultant is traveling at the expense of MHI or is performing any responsibilities under the Consultancy Contract in any offices or premises of MHI or Government of India, the Individual Consultant or the Individual Consultant's dependents, as appropriate, shall not be entitled to any compensation.

3. **Duration of Engagement**

- 3.1 Individual Consultants will be engaged for a fixed period of two years which may be extended by one year i.e., 2+1 years for providing high quality services on specific projects as per requirement of the concerned Divisions. However, their continuation in their respective position beyond the first and subsequent years would be contingent on a satisfactory Annual Performance Review based on clearly defined Key Performance Indicators. Extension beyond five years may be considered under exceptional circumstances with the approval of Secretary (HI). However, no extension will be given beyond the age of 65 years.
- 3.2 Professionals with requisite qualification and experience as prescribed would be engaged as Individual Consultants. Retired Government servants who fulfill the eligibility criteria with requisite experience in the relevant sector/field can also participate through the competitive process in line with rule 177 of GFR, 2017.
- 3.3 All other matters such as publishing of advertisement for applications, constitution of selection panel, appointment of selected candidates and their subsequent extensions, increase of remuneration (up to 5% of the remuneration) etc. shall be done with the approval of the concerned Additional Secretary/Joint Secretary/Economic Adviser of the Division concerned.
4. **Availability of Funds:** Availability of funds for incurring expenditure for release of remunerations of Consultants should be confirmed by the concerned Division before seeking approval of competent authority for hiring the Consultants. In case said expenditure is proposed to be incurred from Secretariat Head 'Professional Services', the availability of funds may be checked from GA Division.

5. **Enhancement of Remuneration**

- 5.1 The remuneration may be reviewed after completion of one year on annual basis. The enhancement of remuneration may be based on the following criteria:

Performance	Enhancement in Remuneration
Performed only routine/assigned work	Nil
Individual Consultants who made significant contribution in their domain and have shown exceptional quality in providing the desired output as expected by higher authorities on the assigned/specific task.	Upto 5% of the remuneration with approval of AS/JS/EA of concerned Division
In exceptional cases, where any Individual Consultant has demonstrated exemplary performance in his/her domain and has made significant contribution in policy making and his or her articles have been published in reputed journals/magazine/newspaper or has authored books.	Upto 10% of Remuneration with approval of Secretary (HI)



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NOTE: The criteria based on which 10% enhancement is recommended should be spelt out and brought out in the recommendations made by the Committee constituted by the Division concerned, while evaluating the performance of the Individual Consultant.

- 5.2 The total enhancements in remuneration shall not exceed 10% annually in any case.
- 5.3 Notwithstanding anything mentioned above, in no case shall the remuneration of any Consultant exceed 1.20 times of the initial remuneration.
- 5.4 Engagement criteria may further be defined for specific positions depending on the specific requirements and circumstances.
6. **Allowances:** The Individual Consultant will not be entitled to any allowances such as TA/DA, CCA, HRA, CGHS, Medical Reimbursement or any other relief, etc. However, the individual Consultant, who may require to undertake domestic official tours with due approval, will be allowed the following reimbursement of or grant of advance for official expenditure as given below: -

Position	Mode of Journey	Reimbursement of Hotel, Taxi and Food Bills
Young Professional/ Consultant Grade - 1	By Air in Economy Class or by Rail in AC Two Tier	Hotel accommodation of up to Rs.2250/- per day; taxi charges of up to Rs.338/- per day for travel within the city and food bills not exceeding Rs.900/- per day shall be allowed.
Consultant Grade - 2/ Sr. Consultant	By Air in Economy Class or by Rail in AC Two Tier	Hotel accommodation of upto Rs.4500/- per day; taxi charges for AC taxi upto 50 Kms within the city and food bills not exceeding Rs.1000/- per day shall be allowed.

In case of retired Government Servant engaged as Consultants, the TA/DA will be as per their entitlement at the time of his/her retirement.

7. Selection Process

- 7.1 The concerned Division of MHI will constitute a Screening Committee comprising the following to shortlist eligible applicants from applications received through advertisement on various mediums.

Director/Deputy Secretary of concerned Division	Chairman
Under Secretary of concerned Division	Member
SO of concerned Division	Member

- 7.2 The Screening Committee shall shortlist the eligible applicants and recommend a panel of eligible candidates.
- 7.3 The shortlisted applications shall be placed before a Selection Committee with the following composition:

An Additional Secretary/ JS or equivalent officer of concerned Division	Chairperson
Representative of AS&FA/ IFW	Member
JS/Economic Adviser/CCA - for Consultant Gr.2 and Sr Consultant only	Member
Director/ DS of concerned Division	Member
Under Secretary of Concerned Division	Member Secretary

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- 7.4 The Selection Committee may include an outside expert(s) on case-to-case basis in addition to the above members for selection of appropriate YP/ Consultant.
- 7.5 The Selection Committee may devise its own method for selection of suitable candidates as per the requirement. The Selection Committee shall recommend the name of suitable candidate(s) for engagement along with list of reserve candidates with a validity period of one year from the date of finalization of panel.
- 7.6 In certain exceptional cases and in the exigency of time and with full justification, selection can also be considered from a single source as per rule 194 of GFR, 2017 with the concurrence IFW and approval of SHI.
8. **Remuneration:** The consolidated remuneration will be released by MHI on the basis of biometric attendance registered by the Individual YP/Consultant or on certification by concerned Division in the prescribed format (Annexure-I).
9. **Working Hours:** The Consultant may follow the normal working hours as prescribed [i.e. 09:00 AM to 05:30 PM]. However, as per the exigency s/he has to sit late to complete the time bound work or may have to attend office on holiday/weekends.
10. **Leave:** Individual Consultants shall be entitled to leave at the rate of one day for each completed month with no accumulation of leave beyond a calendar year. Balance leaves not availed cannot be carried forward to the next year. Further, leave up to one month may be considered without remuneration with the approval of concerned JS/AS. However, in exceptional cases for professional development, training etc., this condition may be relaxed by Secretary (HI). In case of retired Government Servants, leave will be admissible in terms of the Department of Expenditure O.M. No.3-25/2020-E.IIIA dated 09.12.2020.
11. **Private Assignment:** The Consultant shall not be allowed to take up any other assignment during the period of contract with this Ministry.
12. **Telephone:** The Consultant will not be entitled to residential telephone facilities/mobile bill reimbursement.
13. **Staff Car Facility:** The Consultant will not be allowed to use Staff Car for private purposes and also for journey between residence and office.
14. **Accommodation:** The Consultant will not be entitled to any residential accommodation from the Central Government Pool.
15. **Tax Deduction at Source:** The Income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at source before effecting the payment, for which the MHI will issue TDS Certificate/s. Goods and Service Tax, as applicable shall be admissible to the Individual Consultants. The MHI undertakes no liability for taxes or other contribution payable by the Individual Consultant on payments made under this Consultancy Contract.
16. **Police Verification:** Police verification of the Individual Consultants shall be mandatorily done by the concerned Division as per the latest instructions issued by MHA. In case the police verification is received as negative, the Consultancy Contract of Individual Consultant shall cease to exist with immediate effect without any notice.
17. **Standards of Conduct**
- 17.1 The Individual Consultants shall neither seek nor accept instructions from any authority external to MHI in connection with the performance of their obligations under the Consultancy Contract. The Individual Consultants shall not take any action that may



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adversely affect the interests of MHI during their engagement in respect of the performance of the Contract or otherwise related to their obligations under the Contract. The Individual Consultants shall perform their obligations under the Consultancy Contract with the fullest regard to the interests of MHI. The Individual Consultants are enjoined not to offer any direct or indirect benefit arising from or related to performance of the Contract or the award thereof the Consultancy engagement to any representative, official, employee or other agent of MHI. The Individual Consultants shall comply with all laws, ordinances, rules and regulations bearing upon the performance of their obligations under the Consultancy Contract. In the performance of the Consultancy Contract, the Individual Consultant shall comply with the Standards of Conduct. Failure to comply with the same is grounds for termination of the Consultancy Contract governing the Consultancy.

18. Prohibition of Sexual Exploitation and Abuse

During the performance of the Consultancy Contract, the Individual Consultants shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and any amendment in the law made consequently read with any rules or regulations issued in this regard by Government of India. Violation of the said provisions will constitute a breach of the terms of the Consultancy Contract and will attract penal provisions, including the termination of the contract. In addition, nothing herein shall limit the right of MHI to refer any alleged breach of the foregoing standards of conduct to the relevant statutory authorities for appropriate legal action.

19. Title Rights, Copyrights, Patents and Other Proprietary Rights:

19.1.1 Title to any equipment and supplies that may be furnished by MHI to the Individual Consultants for the performance of any obligations under the Consultancy Contract shall rest with MHI, and any such equipment shall be returned to MHI at the conclusion of the Consultancy Contract or when no longer needed by such Individual Consultant. Such equipment, when returned to MHI, shall be in the same condition as when delivered to the Individual Consultant, subject to normal wear and tear, and the Individual Consultant shall be liable to compensate MHI for any damage or degradation of the equipment that is beyond normal wear and tear.

19.1.2 MHI shall be entitled to all intellectual property and other proprietary rights, including, but not limited to, patents, copyrights and trademarks, with regard to products, processes, inventions, ideas, know-how or documents and other materials which the Individual Consultant has developed for MHI under the Consultancy Contract and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the Consultancy Contract, and the Individual Consultant acknowledges and agrees that such products, documents and other materials constitute works made during the engagement for MHI. Subject to the foregoing provisions, all maps, drawings, photographs, mosaics, plans, reports, estimates, recommendations, documents and all other data compiled by or received by the Individual Consultant under the Consultancy Contract or as result of such Consultancy Contract shall be the property of MHI that shall be made available for use or inspection by MHI at reasonable times and in reasonable places. It shall be treated as confidential and shall be delivered only to MHI's authorized officials on completion of work under the Consultancy Contract.

19.2 **Confidential Nature of Documents and Information:** The Individual Consultant shall be subject to the provisions of the Indian Official Secrets Act, 1923. The Individual Consultants shall not, except with the previous sanction of MHI or in the bona fide discharge of their duties, publish a book or a compilation of articles or participate in TV/



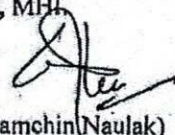
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Radio broadcast/ Social Media or contribute an article or write a letter in any newspapers or periodical either in their own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast or letter relates to subject matter assigned to them by MHI. The Individual Consultant is prohibited from sharing any material that was created as part of the Consultancy or received during the engagement at the MHI from external agencies or from within MHI. In the event of premature termination or completing the Consultancy Contract, the Individual Consultant shall duly handover all related documents, communications, reports etc. to the reporting officer, while, the obligations of the provisions of The Official Secrets Act, 1923 shall remain effective for all intents.

20. Force Majeure and other Conditions

- 20.1 Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, or any other acts of a similar nature or force, provided that such acts arise from causes beyond the control and without the fault or negligence of any Individual Consultant.
- 20.2 The Individual Consultants acknowledge and agree that, with respect to any obligations under the Consultancy Contract that they must perform in or for any areas in which MHI is engaged in, preparing to engage in, or disengaging from any peacekeeping, humanitarian or similar operations. Any delay or failure to perform such obligations arising from or relating to harsh conditions within such areas or to any incidents of civil unrest occurring in such areas shall not, in and of itself, constitute force majeure under the Consultancy Contract.
- 21. Termination:** The MHI can terminate the Consultancy Contract at any time without prior notice and without providing any reason for it. MHI reserves the right to terminate the services of an Individual Consultant at any stage, in the event of failure in the performance of the assigned task or in the case of a failure to observe the prescribed standards of conduct as set out in para 17 of these Guidelines. However, in the normal course, MHI will provide one month's notice to the Individual Consultant. The Individual Consultant can also seek for termination of the Consultancy Contract upon giving one month's notice to the MHI.
- 22. Conflict of Interest:** The Individual Consultants shall be expected to follow all the rules and regulations of the Government of India which are in force. They will be expected to display utmost honesty, secrecy of office and sincerity while discharging their duties. In case, the services of any Individual Consultant are not found satisfactory or found in conflict with the interests of the MHI /Government of India, his/her engagement will be liable for discontinuation without assigning any reason.

This issues with the concurrence of IFD and with the approval Secretary, MHI


(Khamchin Naulak)
Under Secretary to the Govt of India
Tel No.2306 3189

To;

- 1) PSO/PPS to AS&FA/AS(Auto)/JS (HEI)/EA/CCA
- 2) All Directors/Deputy Secretaries/Joint Directors of MHI
- 3) All Sections of MHI through e-Office Notice Board
- 4) Guard File

Copy to: PSO/PPS to Secretary (HI)

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Annexure-I

PERFORMANCE REPORT

I certify that the performance of Shri/Smt./Ms. _____, presently working
in _____ Section/Division is found satisfactory during the month of _____,
20____.

2. He / She has availed _____ day leave during the
month of _____, 20____ and attended office on all other working days. Aadhar based
attendance details are enclosed.

Name :

Designation:



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Annexure-III

**APPLICATION FORM FOR ENGAGEMENT OF CONSULTANT (GRADE-2) IN THE MINISTRY OF
HEAVY INDUSTRIES ON A CONTRACT BASIS**

1 Full Name
(In Capital Letter)

Recent Photograph

2 Date of Birth*
(DD/MM/YYYY)

3 Age (as on 31.10.2025)

4 Sex (Male/Female)

5 Father's Full Name

6 Mother's Full Name

7 Nationality

8 Correspondence Address

9 Permanent Address

10 Email ID

11 Educational Qualification* starting from Diploma/10+2 (Attached a Separate Sheet)

Sl. No.	Name of the Course	Subject/ Specialisation	College/ University/ Institute	Year of Passing	Marks (% & Division)

12 Post Qualification Work Experience* (Attached a Separate Sheet)

Sl. No.	Name of organisation & details of HoD (address, email & contact number)	Post held	Key responsibilities & achievements	Areas of Expertise/ Skills	Job Period (YYYY)	Reasons for Resignation

13 Reasons for seeking engagement [Briefly describe (in not less than 500 words) why you are interested for the post & how your skills & experience align with the Ministry's objectives.]

*Note: Legible self-attested copies of educational qualifications, work experience certificates & other supporting documents must be attached with main application, otherwise the application shall be rejected.

Declaration: I hereby declare that all the information provided above is true and correct to the best of my knowledge and belief. I understand that any misrepresentation may lead to disqualification. I am willing to abide by the terms and conditions of engagement prescribed by the Ministry.

Thanking You

Yours sincerely,

Date:
Place:

(Signature of the Applicant)
Name:
Mobile:

F. No. 3-25/2020-E.IIIA
Government of India
Ministry of Finance
Department of Expenditure

Dated the 9th December, 2020

Office Memorandum

Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

The undersigned is directed to say that Ministries/Departments appoint retired Central Government employees on contract basis, including as Consultants on contract basis. However, at present there are no uniform guidelines for regulation of remuneration in such cases.

2. The existing instructions of Department of Personnel and Training, as contained in their Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended from time to time, provide for regulation of pay in case of re-employment. However, the instructions of Department of Personnel & Training as contained in their OM No. 26012/6/2002- Estt (A) dated 9.12.2002 provides that re-employment beyond the age of superannuation of 60 years shall not be permissible. Also, as per their OM No. 3(3)/2016-Estt (Pay II) dated 1.5.2017, the pay plus gross pension on re-employment is not to exceed Rs.2,25,000/-, i.e. Pay Level 17 as applicable to an officer of the level of Secretary to the Government of India.

3. Aforementioned instructions of Department of Personnel & Training on pay fixation in case of re-employment apply only to persons appointed on re-employment. These are not applicable to persons employed on contract basis except where the contract provides otherwise. Accordingly, in cases of appointment of retired Central Government employees on contract basis after the age of superannuation at 60 years, the instructions on pay fixation on re-employment will not directly apply.

4. Department of Personnel & Training has also informed that they are in the process of drafting a Note for Committee of Secretaries (CoS) regarding guidelines for engagement of retired Government servants as Consultant in Government Ministries and Department. In view of this, till Department of Personnel and Training finalizes their guidelines, there is a need to regulate remuneration in such cases of contract appointment of retired Central Government employees on a uniform basis. The matter has, therefore, been considered and it has been decided that regulation of remuneration in case of appointment of retired Central Government employees on contract basis, including as consultants, shall be regulated as provided hereinafter.



5. At the outset, such appointments shall not be made as a matter of practice and must be kept at a bare minimum. Such appointments may be made only in the justified exigencies of the official work where public interest is served by appointment of the retired employee. While making such appointments, adequate functional necessity with clear grounds must be placed before the appointing authority.

6. Remuneration

6.1 A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment / percentage increase during the contract period.

Example

An employee retired in the Pay Level 13 and the pay at the time of retirement was Rs. 1,55,900. Thus, the basic pension will be Rs. 77,950. If the employee is appointed on contract basis, including as Consultant, the remuneration shall be fixed at Rs.77,950 (1,55,900-77950).

6.2 The basic pension to be deducted from the last pay drawn shall be the pension as fixed at the time of retirement and as such, if the employee has availed of the commuted value of pension, the commuted portion of pension shall also be included in the portion of pension to be deducted. Thus, in the above example, if 40% of pension was commuted, the commuted portion shall be Rs. 31,180 (40% of 77,950) and the pension actually drawn shall be Rs. 46,770. However, the amount of pension to be deducted from the last salary shall be Rs 77,950.

6.3 No Increment and Dearness Allowance shall be allowed during the term of the contract.

7. Allowances

7.1 House Rent Allowances

No HRA shall be admissible.

7.2 Transport Allowance

An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. However, retired employees engaged as consultants may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.



7.3 Leave of absence

Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.

8. Term of Appointment

8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the contract appointee, provided it shall not be extended beyond 5 years after superannuation.

8.2 The consultant shall sign an agreement of confidentiality with the Government of India containing a clause on Ethics and Integrity.

9. Exemptions

The terms of appointment provided for in these orders shall not apply to cases and to the extent where the Appointments Committee of Cabinet has allowed special terms OR where special provisions have been allowed with the approval of the Department of Personnel & Training OR Department of Expenditure.

10. These orders shall apply to appointments made in the Central Government and shall be effective from the date of issue of the orders, until further orders or until instructions are issued by DoPT regulating remuneration of retired Government employees on their engagement as consultants. The past cases shall not be reopened in the light of these orders until the normal term of those past cases. Any relaxation of the above will be required to be referred to Department of Expenditure.



(B.K. Manthan)
Deputy Secretary

To,

All the Ministries and Departments of the Government of India as per the standard list.