

No.26012/6/87-Estt(A)

Government of India

Ministry of Personnel, Public Grievances & Pensions

Department of Personnel & Training

New Delhi, the 13 April 1988.

OFFICE MEMORANDUM

Subject:- Grant of extension/re-employment to Central Government employees beyond the age of superannuation-Clarification regarding.

The undersigned is directed to invite the attention of the Ministry of Finance etc. to the instructions contained in this Department's O.M.No.26011/1/77-Estt(B) dated the 18th May, 1977 which stipulate that extension/re-employment of Central Government officers beyond the age of superannuation should be resorted to as very rarely and in exceptional circumstances purely in the public interest. Since the expression "extension re-employment" has given rise to an impression that the terms "extension" and "re-employment" could be used interchangeably, a need has been felt to distinguish the cases in which retention of the services of Government servant beyond the date of his superannuation is to be treated as "extension of service" as also those in which it shall be treated as "re-employment".

2. The question has been examined carefully by the Government of India and the following decisions have been reached:-

- (i) where the services of a Government servant beyond the age of his superannuation are required in the same cadre post which he is holding at the time of superannuation, then such retention shall be treated as "extension of service";
- (ii) Any proposal for retaining the services of a Government servant in the parent cadre beyond the normal age of superannuation in a post different from the one which he was holding at the time of superannuation, should be strongly discouraged. If, however, such retention is for very exceptional reasons considered to be unavoidable, the same shall be treated as "re-employment"; and
- (iii) where the services of a Government servant on deputation to an ex-cadre post or holding an ex-cadre post are required by the competent authority beyond the date of his superannuation in his parent service, then such retention, be it on the post he was holding at the time of superannuation or in any other post shall for all purposes be treated as "re-employment".

In cases where the services of a Government servant are to be retained beyond the age of superannuation for reasons other than in public interest or where such proposals do not satisfy the criteria/conditions as laid down in the Office Memorandum cited above, the matter shall be referred to the Department of Personnel and Training for seeking specific clarification about the manner in which such retention is to be regulated.

3. The Ministries/Departments are requested to bring these instructions to the notice of all concerned.

(S.K. PARTHASARATHY)
JOINT SECRETARY TO THE GOVT. OF INDIA

To

All Ministries/Department /Offices as per standard list.