

F.No.21/07/2019-CS-I(P)  
Ministry of Personnel, Public Grievances Pension  
Department of Personnel & Training  
(C.S.I Division)  
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2<sup>nd</sup> Floor, 'A' wing,  
Lok Nayak Bhawan,  
Khan Market, New Delhi  
Dated 4<sup>th</sup> November, 2019

**OFFICE MEMORANDUM**

**Subject:- Engagement of retired Government Employees as Consultant in  
the Department of Posts through advertisement.**

The undersigned is directed to circulate the Office Memorandum No. 31-5/2017-PE-II dated 23.10.2019(along-with enclosures) received from Ministry of Communications (Department of Posts) who have invited applications from the Government Servants from the Central/States Govt./Autonomous Bodies who have retired from the services for engagement as consultant.

- 2. In case of any further clarification, applicants are requested to contact the concerned Ministries/Departments.

*S. K. Das Gupta*  
(Sanjay Kumar Das Gupta)

Under Secretary to the Government of India  
Tele:- 24629412

To,

All Ministries/Departments (through DOPT's website)

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3.1

No. 31-5/2017-PE-II  
Government of India  
Ministry of Communications  
Department of Posts  
Establishment Division

Sansad Marg, Dak Bhawan,  
New Delhi - 110001.

Dated: the 22<sup>nd</sup> October, 2019  
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**Office Memorandum**

Subject: Engagement of retired Government Employees as Consultant in the Department of Posts through advertisement.

The Department of Posts proposes to engage retired government employees as consultant in Department of Posts (HQ), Dak Bhawan, Sansad Marg, New Delhi - 110001.

2. DoPT is requested to upload the enclosed notification on their website for wider publicity.



(S.B. Vyavahare)

Assistant Director General (Estt.)

Email ID : sope2posts@gmail.com

Tel: 011-23044823

To,

The Director (CS-I)  
Department of Personnel & Training,  
Lok Nayak Bhawan, New Delhi - 110003.

20/10/19  
US (Coord)

So(C)/ShKK  
28/10/19  
US(C)

(323)

No. 31-6/2017-PE-II  
Government of India  
Ministry of Communications  
Department of Posts  
Establishment Division

Sansad Marg, Dak Bhawan,  
New Delhi - 110001.

Dated: the 23<sup>rd</sup> October, 2019

**Notification**

Subject: Engagement of retired Government Employees as Consultant in the Department of Posts (HQ), Dak Bhavan, New Delhi through advertisement.

The Department of Posts invites applications from the Government servants from the Central/State Govt./Autonomous Bodies who have retired from the services for engagement as consultant as under: -

Sl No.	Name of Post/Scale	No. of vacancy	Eligibility Criteria, Experience & Period of engagement	Age Limit	Remuneration Per Month
	1	2	3	4	5
1	Under Secretary or Equivalent	1 (one)	<b>1. Educational Qualification:</b> Graduation in any discipline or equivalent. <b>Period:</b> Six months <b>Experience:</b> The candidate should have worked as Under Secretary or equivalent for a minimum period of 2 years in the pay matrix level-11. The Candidates with less than two years' experience will not be entertained.	Should not have attained the age of 65 years.	Rs. 50,000/- p.m Conveyance allowance of Rs. 3,000 p.m

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## 2. General Terms & Conditions

**Note 1** - The total monthly remuneration and the Pension drawn by the consultant shall not be more than the Last Pay Drawn by him calculated at the current rates of Dearness Allowance.

**Note 2** - Enhanced remuneration may be paid to deserving officials on case to case basis with the approval of Secretary, Department of Posts on account of special expertise/ experience in the concerned field.

3.2 **Allowances:** Consultants shall not be entitled to any kind of allowance or accommodation facility e.g. Dearness Allowance, Transport Facility, Residential Accommodation, Personal Staff, CGHS, and Medical Reimbursement etc. However, Conveyance Allowance shall be paid at the rates mentioned in the table above [Para 3,1].

3.3 **TA/DA:** No TA/DA shall be admissible for joining the assignment or on its completion, Foreign travel of Consultants is not permitted at all. However, should they require to travel inside the country in connection with the official work of the Department, TA/DA as admissible to a regular employee of the same grade, he/she retired from, will be paid to him/her after obtaining approval of the competent authority.

3.4 **Drawal of Pension:** A retired Government officer/official appointed as consultant shall continue to draw pension and the dearness relief on pension during the period of his engagement as consultant, His/her engagement as Consultant shall not be considered as a case of re-employment.

3.5 **Leave:** Consultants shall be eligible for Eight (08) Days leave in a calendar year on pro rata basis. No remuneration for the period of absence in excess of the admissible leave will be paid to Consultants. Also, un-availed leave shall neither be carried forward to next year nor encashed.

3.6 **Tax Deduction at Source [TDS]:** TDS as admissible shall be deducted from the monthly remuneration of Consultants. A TDS certificate shall be issued by the concerned DDO on demand.

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3.7 **Working Hours:** Consultants may follow the normal working hours as prescribed [i.e. 09:00 AM to 05:30 PM), However, as per the exigency one has to sit late to complete the time bound work. Attendance would be made through Biometric Attendance System.

#### 4. **QUALIFICATION AND EXPERIENCE OF CONSULTANTS**

4.1 He/ She should be a Retired Employee of Central Government/ State Government/ PSU /Autonomous Body having considerable experience of functioning of Central Government Ministries/ Departments.

4.2 He/ She should have effective communication and interpersonal skills with a strong flair for in-depth examination relating to Policy Matters/ Administration/ Finance/ Any other Requisite Field.

#### 5. **AGE-LIMIT**

Normally, the maximum age limit for all categories of Consultants will be 65 years. However, engagement beyond 65 years and upto 70 years may be resorted to in deserving cases with the approval of Secretary (Posts) keeping in view his/ her good health & level of expertise.

#### 8. **PERIOD OF ENGAGEMENT AND EXTENTION OF TENURE**

8.1 The initial engagement of a person as Consultant shall be for the period as given in the Terms of Reference (ToR) or one year, whichever is less. After expiry of initial term, engagement may be extended, based on requirement of the Division and performance of Consultant(s) concerned, with the concurrence of AS&FA & approval of Secretary (Posts) for a maximum period of one year at a time and not more than 3 terms including initial engagement. Relaxation may be given in deserving cases.

8.2 Such extension proposals should not be sent to Establishment Division. The concerned Divisions may directly submit such proposals to AS&FA for concurrence

and approval of Secretary (Posts) or Minister-in-charge in case of Joint Secretary and above. The final outcome of such proposals may be intimated to Establishment Division.

8.2 The appointment of Consultants would be on full-time basis and they would not be permitted to take up any other assignment during the period of Consultancy in the Department of Posts.

8.3 The appointment of Consultants is of a temporary (non-official) nature against the specific jobs.

8.4 The engagement of Consultants can be terminated by the Department at any time without assigning any reason thereof by giving them 15 Days' notice. However, in case a Consultant wishes to resign, he will have to give 15 days' advance notice or remuneration in lieu thereof before resigning from the engagement.

**9. ENGAGEMENT OF EXISTING CONSULTANTS WORKING IN DEPARTMENT**

The existing consultants in the Department will continue as per their existing entitlements/ remuneration till they complete their sanctioned tenures. Such consultants, who are already engaged, after completion of their tenure, will be suitably adjusted in the new grades as per these guidelines, on request of the consultant.

**10. CONFIDENTIALITY OF DATA AND DOCUMENTS**

10.1 The Intellectual Property Rights (IPR) of the data collected as well as deliverables produced for the Department shall remain with the Department.

10.2 No one shall utilize or publish or disclose or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purpose of his assignment or during the course of, assignment for the Department without the express written consent of the Department.

10.3 The consultant shall be bound to hand-over the entire set of records of assignment to the Department before the expiry of the contract and before the final payment is released by the Department.

**11 CONFLICT OF INTEREST**

11.1 The Consultant appointed by the Department shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Department nor will he indulge in any activity outside the terms of the contractual assignment.

11.2 The Consultant will not be entitled for any benefit/compensation absorption/regularization of service with this Department.

**12. TERMINATION OF ENGAGEMENT**

Department may terminate the engagement in following conditions: -

- i. The Consultant is unable to address the assigned work;
- ii. Quality of the work is not to the satisfaction of the Department;
- iii. The Consultant fails in timely achievement of the milestones as finally decided by the Department;
- iv. The Consultant is found lacking in honesty and integrity.

Note: The Department reserves the right to terminate the engagement, by serving fifteen (15) days' written notice on the Consultant, Termination shall be effected on the day right after the completion of fifteen (15) days of delivery of such notice.

**13. COMPETENT AUTHORITY FOR TERMINATION OF ENGAGEMENT.**

- i) The Head of concerned Division, in case of Consultant upto level-13.
- ii) Secretary (Posts), in case of Consultant at Joint Secretary Level or above.

**14. REVIEW OF GUIDELINES**

These guidelines may be reviewed as and when the circumstances so warrant with the approval of the Secretary (Posts).

**15. RIGHTS OF THE DEPARTMENT**

The Department has the right to cancel the advertisement, and not go for engagement of Consultant, at any stage. It may accept or reject any or all applications, without giving any reasons therefor, whatsoever.

xii. Guidelines for the submission of the application

The duly completed application in prescribed proforma at Annexure-I should be sent to email ID [sope2posts@gmail.com](mailto:sope2posts@gmail.com) by **06<sup>th</sup> November, 2019** with subject bearing **"Application for the consultant POST"**. No other mean of submission of application will be entertained. Any application received after the last date of submission will not be entertained. The application should be submitted with the following self-attested scanned documents in PDF format: -

- a) Copy of retirement notification
- b) Copy of Pension Payment Order (PPO)
- c) Certificate in support of educational qualification & experience

xiii. The professional liability insurance will be as per Para-6.26(vii) of Manual of procurement of consultancy and other services -2017. This engagement will be regulated as per the Operating Instructions issued by this Department.



(S.B.Vyavahare)

Assistant Director General (Estt.)

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