

A-11012/3/2021-Estt.
Government of India
Ministry of Panchayati Raj
(Establishment Section)

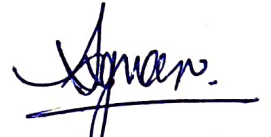
11th Floor, Jeevan Prakash Building,
25- K.G. Marg, New Delhi
Dated the 08th July 2025

OFFICE MEMORANDUM

Subject: Engagement of One Adviser (Retd. JS & above Level Officer) in Ministry of Panchayati Raj- regarding

Ministry of Panchayati Raj (MoPR) proposes to engage **One Adviser (Retd. JS & above Level Officer)** on contract basis. A Vacancy Circular in this regard is enclosed.

2. In order to give wide publicity to the advertisement, DoP&T is requested to kindly upload the same on their official website.



(Subhash Sangwan)
Under Secretary to the Government of India
Tel: 011-23315693

To

Under Secretary, CS I Division
Department of Personnel & Training
Lok Nayak Bhawan, Khan Market
New Delhi

No. A-11012/3/2021-Estt.
Government of India
Ministry of Panchayati Raj
(Establishment Section)

11th Floor, Jeevan Prakash Building,
25- K.G. Marg, New Delhi
Dated the 08th July, 2025

OFFICE MEMORANDUM

Subject: Inviting applications from retired Governments Officers of Joint Secretary & above level for engaging as Advisor in the Ministry of Panchayati Raj on contractual basis.

Ministry of Panchayati Raj invites applications from retired Governments Officers not below the rank of Joint Secretary Level for engagement as Advisor on contractual basis initially for one year which is extendable on year to year basis as per the requirement of the Ministry. The details are as under:

| | |
|------------------------------------|---|
| Name of the post | Advisor |
| Number of the post | 01 |
| Period of engagement | initially for one year which is extendable on year to year basis as per the requirement of the Ministry |
| Job Location | Ministry of Panchayati Raj, 11th Floor, Jeevan Prakash Building 25, K.G. Marg, New Delhi |
| Work experience | An expert having experience of handling various GIS/Geo-spatial technology related projects. |
| Age eligibility | Not more than 63 years on last date of application submission. |
| Remuneration | Last basic pay drawn minus basic pension plus Transport Allowance as applicable. |
| Terms & Conditions of the Contract | <ol style="list-style-type: none">I. The engaged Advisor will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose to any unauthorized person(s) any information/data that may come to their notice during the period of their engagement as Advisor(Retd) in the Ministry. All such documents will be the property of the Government.II. He will not utilize or publish 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.III. The Intellectual Property Rights (IPR) of the data collected as well as deliverables produced for the Ministry shall remain with the Ministry.IV. He will be completely accountable for any advice or any service rendered by them during his engagement in this Ministry in view of norms of ethical business and |

| | |
|--|---|
| | <p>professionalism.</p> <p>V. He must act, at all times in the interest of Ministry of Panchayati Raj and render any advice/service with professional integrity</p> <p>VI. He will maintain highest standards of integrity, transparency, competitiveness, courtesy and efficiency while working as Advisor (Retd) in this Ministry.</p> <p>VII. The Advisor (Retd) so appointed shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Ministry nor they indulge in any activity outside the terms of the contractual assignment.</p> <p>VIII. He will maintain unconditional devotion to duty adherence to the rules such as punctuality, office discipline and decorum, positive attitude towards work as well as due courtesy to the superior</p> |
|--|---|

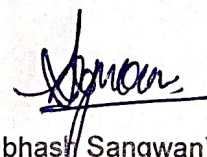
Terms and Conditions:

The terms and conditions of engagement of the Adviser is regulated as per the Guidelines for engagement of Retired Government Officers at the level of Joint Secretary and Above as Consultants/Advisers in MoPR issued vide this Ministry's OM no. A-11012/3/2021-Estt dated 4th August, 2021 and subsequent Addendum of even no. dated 18th January, 2023 and revised from time to time. The same may be referred in the Ministry website www.panchayat.gov.in

Submission of Application:

The applications are to be submitted through e-mail at subhash.sangwan@nic.in, with the subject "Application for post of Adviser (Retd. JS & above Level Officer)", within 21 days from the date of publication of the advertisement.

Incomplete application not supported with self-attested relevant documents will not be entertained.



(Subhash Sangwan)

Under Secretary to the Government of India

Tel: 011-23315693

Copy to:

1. DoP&T with the request for uploading on the website of DoP&T to give wide publicity.
2. NIC Cell for uploading on MoPR Website
3. PPS to JS(Governance)

No. A -11012/3/2021-Estt
Government of India
Ministry of Panchayati Raj
(Establishment Division)

11th Floor, Jeevan Prakash Building,
25- K.G.Marg, New Delhi
Dated the 16 January, 2023

ADDENDUM

Subject: Guidelines for engagement of Retired Government Officers at the level of Joint Secretary and above as Consultants/ Advisers in Ministry of Panchayati Raj.

Ministry of Panchayati Raj, vide O.M. of even number dated 04.08.2021 (copy enclosed), has issued the Guidelines for engagement of Retired Central Government Officers at the level of Director/ Deputy Secretary/ Under Secretary/ Section Officer as Consultant in the Ministry of Panchayati Raj.

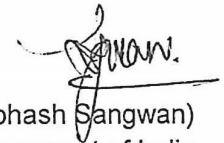
2. Now, as per demands arisen for engagement of such Officers retired above the level of Director as Consultant in MoPR, the Guidelines dated 04.08.2021 are hereby extended to the engagement of Retired Government Officers at the level above Director i.e Joint Secretary, Additional Secretary, Secretary and above as Consultant/Adviser/Expert in Ministry of Panchayati Raj.

3. For engaging Consultant at the level of JS and AS, a Consultancy Evaluation Committee under the Chairpersonship of Additional Secretary with JS of the concerned Division as member and Dir.(Admin)/DS (Admn) as member convener shall be constituted to assess the suitability of the candidate for the Consultancy position.

4. For engaging Consultant at the level of Secretary/Special Secretary, a Consultancy Evaluation Committee under the Chairpersonship of Secretary with AS and Financial Advisor as members, shall be constituted to assess the suitability of the candidate for the consultancy position.

5. Rest of the terms & conditions of the existing Guidelines dated 04.08.2021 for engagement of Consultant (Retd.) will remain same.

6. This issues with the approval of the Minister (Panchayati Raj) in consultation with IFD vide Diary No.222/IFD/MoPR/2022-23 dated 09.12.2022



(Subhash Sangwan)
Under Secretary to the Government of India
Tel: 23315693

To

- (1) PS to MPR
- (2) Sr. PPS to SPR
- (3) Sr. PPS to AS, PR
- (4) Sr. PPS/PS to JS(APN)/JS(MV)/EA(BKB)
- (5) NIC Cell for uploading on MoPR Website
- (6) KMS

No. A -11012/3/2021-Estt
Government of India
Ministry of Panchayati Raj
(Establishment Division)

11th Floor, Jeevan Prakash Building,
25- K.G.Marg, New Delhi
Dated 04th August, 2021

OFFICE MEMORANDUM

Subject: Guidelines for engagement of Retired Government Officers as Consultants in Ministry of Panchayati Raj.

In supersession of all the existing Orders, the Guidelines for engagement of Retired Government Officers as Consultants in the Ministry of Panchayati Raj (MoPR) will be as follows:

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1. General conditions for engaging Consultants(Retd) : Retired Central Government Officers (level of Director/Deputy Secretary/Under Secretary/Section Officer) would be engaged as Consultants on contract basis in the Ministry of Panchayati Raj for a fixed period for providing high quality services to the MoPR for attending to specific and time-bound jobs in the area of implementation of various policy matters, programmes and general secretariat/administrative work. The engagement of Consultants would be on full-time basis and they would not be permitted to take up any other assignment during the period of their engagement with MoPR.

2. Number of Consultant (Retd) :

The number of Consultants to be engaged may vary depending on the requirements of the MoPR. The actual number of Consultants to be engaged at any point of time will be decided in consultation with IFD and approval of Secretary, Panchayati Raj.

3. Eligibility Conditions :

Retired Central Government Officers (level of Director/Deputy Secretary/Under Secretary/Section Officer) with sound knowledge of matters pertaining to administration/establishment/Legal & court cases/RTI/Parliament matters/ Budget & Finance/ SFC, EFC, Cabinet Note etc, exposure to the implementation of Government programmes relating to the rural sector. The Officers should have working knowledge of Computer applications for routine Office work.

4. Remuneration:

A fixed monthly amount shall be paid as per the extant GOI instructions, arrived at by deducting the basic pension from the last pay drawn at the time of retirement. There shall be no annual increment/ percentage increase during the contract period. No DA and HRA will be admissible during the period of contract.



5. Allowances :

5.1 The Consultant (Retired) shall not be entitled to any allowance such as HRA, dearness allowance, residential telephone, transport facility, residential accommodation, personal staff, CGHS, medical reimbursement, etc.

5.2 Transport Allowance:

An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and 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.
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5.3 The Consultant (Retired) shall not be allowed foreign travel at Government expenses.

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.

7. Drawal of Pension :

A retired Government official engaged as Consultant shall continue to draw pension and the dearness relief on pension during the period of his/her engagement as Consultant. His/her engagement as Consultant shall not be considered as a case of re-employment.

8. Leave:

Paid leave of absence will be admissible @ 1.5 days for each completed month of service. There will be no accumulation of leave beyond a calendar year.

9. Cut-Off Age:

The age of the applicant shall not exceed 63 years as on last date of receipt of application. The age will be relaxed in exceptional cases in the interest of the Government with the approval of the Secretary (PR). However, the maximum period of engagement will be five years beyond date of superannuation.

10. Terms of Engagement:

The initial term of engagement shall be one year and subsequent extension(s) upto five years beyond the date of superannuation, if any, shall be considered on case to case basis depending on the requirements of a specific job and the timeframe for its completion, quality of output. These extension(s) will be done based on the recommendations of the concerned Divisional Head and approval of Secretary (PR). The maximum period of engagement will be five years beyond the date of superannuation. Extension beyond five years of superannuation, if any, required due to the exigencies of

work will be done in deserving cases with the approval of Department of Expenditure and not as a matter of routine.

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

11. Procedure for Selection :

11.1 The requirement of Consultant(Retd) in MoPR will be assessed from time to time by the Establishment Division. A Circular for inviting applications for engagement of Consultants(Retd) will be placed on the website of MoPR and sent to D/o Personnel & Training for wide publicity.

File No. A-11012/4/2021-Estt. (Computer No. 27127) 11.2 All the applications received will be scrutinized, shortlisted and placed before the Consultancy Evaluation Committee (CEC) in MoPR. The CEC after interaction with the shortlisted candidates, recommend a panel, including appropriate number of waitlist of sufficient number of suitable candidates. The composition of the CEC shall be as under:-

- | | | | |
|-------|----------------------------------|---|-------------|
| (i) | Additional Secretary, PR | - | Chairperson |
| (ii) | All the Divisional Heads in MoPR | - | Member(s) |
| (iii) | DIR/DS (IFD), MoPR | - | Member |

11.3 The Establishment Division shall submit recommendations of the CEC for seeking approval of Secretary (PR). Thereafter, offer letters will be issued to the selected candidates.

12. Ministry, in case of extreme urgency may consider engagement of Consultant(s)(Retd) on nomination basis up to a maximum period of one year, as per the extant GOI Rules, without following the procedure laid down in para 11, with the concurrence of IFD and approval of Secretary (PR). This engagement will be limited to 30% (maximum number three) of the total Consultants(Retd) engaged by the Ministry, at any point of time and will be over and above the Consultants(Retd) engaged by the Ministry.

13. Terms & Conditions of the Contract :

(i) Consultant(Retd) will be required to examine cases/ proposals, policy issues, Court cases, in the light of Central Government rules and regulations, prepare briefs, presentations and analyze the proposals assigned to them by their controlling officers.

(ii) Working Hours shall normally be from 09.00 a.m. to 5.30 p.m. during working days. However, in exigencies of work, they may be required to sit late and may



be called on Saturday / Sundays or other holidays. No compensatory leave will be granted for working during holidays.

(iii) They will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose to any unauthorized person(s) any information/data that may come to their notice during the period of their engagement as Consultant in the Ministry. All such documents will be the property of the Government.

(iv) They will not utilize or publish or part with to a third party, any part of the data or statistics or proceedings or information collected for the purpose of their assignments or during the course of, assignment for the Department without the express written consent of the Department.

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

File No. A-11012/21/2021-Estt. (Computer No. C27127) Vigilance Commission Circular NO. 01/01/2017 dated 23.01.2017 and Circular No. 08/06/2011 dated 24.6.2011. They will be completely accountable for any advice or any service rendered by them during their engagement in this Ministry in view of norms of ethical business and professionalism.

(vi) They must act, at all times in the interest of Ministry of Panchayati Raj and render any advice/service with professional integrity.

(vii) They will maintain highest standards of integrity, transparency, competitiveness, courtesy and efficiency while working as Consultant in this Ministry.

(viii) The Consultant(Retd) so appointed shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Ministry nor they indulge in any activity outside the terms of the contractual assignment.

(ix) They will maintain unconditional devotion to duty adherence to the rules such as punctuality, office discipline and decorum, positive attitude towards work as well as due courtesy to the superior.

14. Vigilance Clearance:

Vigilance Clearance will be sought in respect of Consultant(Retired) before engagement as per CVC guidelines issues from time to time

15. Performance Appraisal :

A Half-yearly Performance Appraisal of the Consultants would be undertaken through a format prescribed at Annexure-I in order to bring objectivity in the assessment of performance. Assessment would be done by the controlling officer of the Division and countersigned by the Head of Division. The Division shall forward the Half-yearly Assessment of the performance of the Consultant to Establishment Division.



16. Termination of Engagement :

MoPR may terminate a contract if:

- The Consultant is unable to address the assigned works.
- Quality of output on the assigned works is not to the satisfaction of the Ministry.
- The Consultant fails in timely achievement of the milestones as finally decided by the Ministry.
- The Consultant is found lacking in honesty and integrity.
- The MoPR reserves the right to terminate the contract, by giving one month's notice to the Consultant.
- Consultant can leave the contract by giving a notice for a period of not less than one month. Notice period can be curtailed with the approval of Secretary (PR) on the recommendation of concerned Division Head.

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17. Rights of the Ministry

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

18. This issues with the approval of the Minister, Panchayati Raj. The concurrence of IFD was conveyed vide Diary No 61/IFD/MoPR/2021-22 dated 23.07.2021.



(Puneet Sharma)

Under Secretary to the Government of India

Tel: 23373813

To

- (1) PS to MPR
- (2) PS to MoS, PR
- (3) PPS to SPR
- (4) PPS to AS, PR
- (5) Sr PPS/PS to JS(RY)/JS(KSS)/JS(APN)/EA(BKB)
- (5) NIC Cell for uploading on MoPR Website
- (6) KMS

Annexure

Half-yearly Performance Report of Consultant(Retd)

Period: From.....to

Part-I: Basic Details

| | |
|-----------------|--|
| Name | |
| Date of Joining | |
| Division | |

File No. A-11012/4/2021-Estt. (Computer No. 27127)

Part-II: Performance Appraisal

| Brief Description of task | Deliverables | Actual Achievements |
|---------------------------|--------------|---------------------|
| | | |
| | | |

III. Please mention significant contribution, personal achievements, other accomplishments, if any.

IV. Remarks.

Controlling Officer
(DIR/DS/US)

Countersigned by Head of the Division

