

CENTRAL ELECTRICITY AUTHORITY
(Admn. Coordination Section)

Sewa Bhawan, R.K. Puram

New Delhi - 110066

Dated: the 10th November, 2023

No. 12/01/2022-Admn.Coordination/ 560-61

OFFICE MEMORANDUM

Subject:- Engagement of retired Officers as Consultants in CEA-Reg.

A notice has been published in Newspapers calling for application from retired/retiring Government employees for engagement as Consultants in CEA in various Divisions/Section. It is mentioned in the Notice that full details are available in the circular on CEA's website on www.cea.nic.in.

2. In view of the above, It is requested that the enclosed circular may be uploaded in the CEA's website urgently to give wide publicity to the matter.



(Dinesh Kumar)

Section Officer (Admn.Coord)

Telephone No. : 011-26732516

To



Director (IT)
Central Electricity Authority
Sewa Bhawan, New Delhi-110066

Copy to :

Under Secretary (CS.I Division), Department of Personnel & Training (M/O Personnel, Public Grievances & Pension), 2nd Floor, A Wing, Lok Nayak Bhawan, Khan Market, New Delhi with the request to kindly upload the Circular on DoPT's website for wide publicity.

Terms of reference for Engagement of Consultants in the CEA (HQ), New Delhi

Applicable for Central Government Officers/officials (retired/retiring in next 3 months)

1. JOB requirement As per Detailed Terms of Reference

i) Fields	1) TECHNICAL AREAS OF : Planning, Design & Engineering, Construction & monitoring of Thermal, Hydro or Renewable Projects, Grid operation, Distribution, Planning, Transmission, Power System, Tariff & Financial Studies, Cyber security. 2) Administration, Record management, GeM Procurement, Budget & Accounts, Legal matters, Financial Matters, IFD, Pension.
ii) Educational Qualification	Minimum Qualification: for Technical – Graduation/Diploma in Engineering in any Stream(Except Electronics & Civil), for Administration – Graduation/Senior secondary (10+2) in any steam, minimum five years of Experience of working in relevant area, Proficiency in IT skills, Noting/Drafting, excellent knowledge of Rules, FR&ST etc.
iii) Duration	The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. The term can be extended further depending on the requirement. The engagement can be terminated at any time without assigning any reasons after a notice period of 7 days from either side.
iv) Age Limit	Candidates should have not crossed the age of Sixty-four (64) as on 01.01.2024 , however, preference will be given to the officers who retired from service in the last one/two years. Officers retiring in next three months (i.e. by 29.02.2024) may also apply.
v) Pay Level	Central Govt. Officers Retired / Retiring in Pay Level 7 to 13 may apply.

2. Entitlements of Consultants: Remuneration and other allowances, leave rules etc. shall be governed by ministry of finance, Department of Expenditure OM No. 3-25/2020-E.IIIA dated: 09.12.2020 (copy enclosed).

3. Interested candidate may send their CVs in the enclosed FORMAT completed in all respect by-e-mail/post by 30/11/2023 to the following address:

Director (Administration)
5th floor, Central Electricity Authority
Sewa Bhawan, R.K.Puram, New Delhi-110066
e-mail: ppsectioncea@gmail.com / ajay.arya@gov.in

4. Selection Criteria: Applicant possessing additional qualification and specialized training/experience in the required area shall be given preference.

NOTE: If the candidate selected and offered appointment as Consultant fails to join within the stipulated period, his/her offer as appointment shall stand cancelled and no extension in joining time shall be granted on any ground, whatsoever.

Application format for appointment as consultant in the Central Electricity Authority

Photograph of the applicant

1. Name: _____

2. Father's Name: _____

3. Date of Birth: _____

4. Date of Retirement: _____

5. Basic Pay with level / Grade pay as per 7th / 8th CPC _____

6. Basic Pension (a copy of PPO's is required) at retirement: _____

7. Domicile: _____

8. Dept./Ministry last served: _____

9. Tel./ Mobile No. and E-mail Address: _____

10. Address for Correspondence: _____

11. Educational Qualification:

(i) Technical Qualification (if any):

Sl. No.	Course	Subject	University/ Institute	Year of Passing	Division/Class

(ii) Professional Qualification (if any):

Sl. No.	Course	Subject	University/ Institute	Year of Passing	Division/Class

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12. Work Experience:

Sl. No.	Department/ Ministry Organization	Designation Last held.	Period		Nature of work	Remarks
			From	To		

13. Two References for verification of antecedents:

- (i)
- (ii)

(Signature)

Date _____

(The application should be complete in all respects and no column thereof should be left blank. The incomplete applications will be rejected outright and no communication in regard to these will be issued)

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

Dated the 9th December, 2020

Office Memorandum

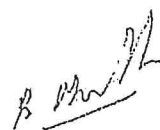
Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

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 (1,55,900-77,950).

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.