

**No. CEA-SY-13-31/17/2026-Admn. Coord.**

Government of India  
Central Electricity Authority  
Admin.Coord Section

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5<sup>th</sup>Floor(N), Sewa Bhawan,  
R. K. Puram, New Delhi-66.

Dated the 01.10.2026

**CIRCULAR**

**Sub.: Engagement of retired Officers as Consultants in CEA – Reg.**

Central Electricity Authority is calling for applications from the interested Government employees, who are retired from pay level 2-12 for engagement as Consultants in CEA in various Divisions/Section.

**Terms of reference for Engagement of Consultants in the CEA (HQ), New Delhi are as follows:**

|                               |                                                                                |
|-------------------------------|--------------------------------------------------------------------------------|
| General Condition/Eligibility | The Candidate(s) should be retired Central Government Officers/officials.      |
| Age                           | Candidates should have not crossed the age of Sixty-two (62) as on 31.10.2026. |

| Qualification                                                                                                                                                            | Pay level    | Number of consultant | Required Work to be handled                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Technical: Graduation in Engineering With the experience of the Relevant area, Proficiency in IT skills, Matters dealing with Make in India Scheme for the Power Sector. | 11 – 12 Only | 2                    | 1) Preparation of Various Monthly Transmission related Reports, Achievement reports, Scrutiny of application under Section 164 of the Electricity Act,2003, Legal cases, Grievances, VIP references etc. Uploading of reports on CEA websites, Arranging of meeting, Preparation of Minutes of Meeting.<br><br>2) To assist in the Works relating to ISTS Projects that are bid through TBCB route (Project-specific RfP & subsequent Clarifications, and Project-specific Cost Appraisal works) and to assist in the Works relating to Standing Committee on Tower Failures and Standing Committee on Transformer & Reactor Failures. |
| Graduation in any discipline With the experience of the Administration, Court cases, RTI, Vigilance, Budget, Cash etc and                                                | 11-12 only   | 2                    | Administration, Budget, Vigilance, Court Cases, Cash etc or any other assignment given.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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| other Relevant area.<br>Proficiency in IT skills.                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                           |   |                                                                                                                                                  |
| Administration :<br>Graduation in any<br>stream with the<br>experience of working<br>in relevant area viz<br>Noting/Drafting,<br>excellent knowledge of<br>Office Procedure Rules,<br>FR&SR, Medical,<br>Leaves, Pension, &<br>Accounts related works<br>etc. | 8-10<br>only                                                                                                                                                                                                                                                                                                                              | 3 | General Administrative Experience.<br>Preference will be given to those with<br>experience of dealing with service<br>matters in Administration. |
| Translation Work                                                                                                                                                                                                                                              | 6-7 only                                                                                                                                                                                                                                                                                                                                  | 1 | Enable to Translation Work for Official<br>Language Division                                                                                     |
| Vigilance Matters                                                                                                                                                                                                                                             | 2 only                                                                                                                                                                                                                                                                                                                                    | 1 | Smooth working experience in Vigilance<br>matters.                                                                                               |
| Duration                                                                                                                                                                                                                                                      | The term of appointment shall ordinarily be for an initial period not<br>exceeding one year which is extendable by another one year. The term<br>can be extended further depending on the requirement. The engagement<br>can be terminated at any time without assigning any reasons after a<br>notice period of 7 days from either side. |   |                                                                                                                                                  |
| Age Limit                                                                                                                                                                                                                                                     | Candidates should not crossed the age of Sixty-two (62) as on 31.10.2026,<br>however, preference will be given to the officers who retired from service<br>in the last one/two years.                                                                                                                                                     |   |                                                                                                                                                  |

3. Entitlements of Consultants: Remuneration and other allowances, leave rules etc. shall be government by Ministry of Finance, Department of Expenditure OM No. 3-25/2020-E.IIIA dated 09.12.2020 (Copy enclosed).

4. Interested candidate may send their CVs in the enclosed FORMAT completed in all respect by-e-mail/post by **19.10.2026** to the following address:

**Director (Administration)**  
**5<sup>th</sup> Floor(North), Central Electricity Authority**  
**Sewa Bhawan, R.K. Puram, New Delhi – 110066**  
**e-mail : [ppsectioncea@gmail.com](mailto:ppsectioncea@gmail.com)/[cea-coord@gov.in](mailto:cea-coord@gov.in)**

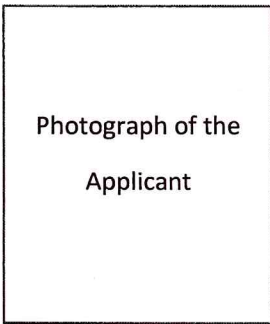
5. Selection Criteria: Applicant possessing additional qualification and specialized training/experience in the required area shall be given preference.

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.

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**Application format for Appointment as Consultant in the Central Electricity Authority**

1. Name : \_\_\_\_\_
2. Father's Name : \_\_\_\_\_
3. Date of Birth : \_\_\_\_\_
4. Date of Retirement : \_\_\_\_\_
5. Basic Pay with level/Grade pay as per 7<sup>th</sup>/8<sup>th</sup> CPC : \_\_\_\_\_
6. Basic Pension (a copy of PPOs 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 |
|---------|--------|---------|----------------------|-----------------|----------------|
|         |        |         |                      |                 |                |

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 (1,55,900-77950).

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.