


F. No. A-41011/3/2016-Estt.
Government of India
Ministry of Chemicals & Fertilizers
Department of Pharmaceuticals

Shastri Bhawan, New Delhi
Dated 3rd April, 2017

CIRCULAR

In view of Rule 177 to Rule 196 of General Financial Rules, 2017, which states that "a Ministry/Department may hire external Professionals and Consultants" the Department has framed a Recruitment Rule for various Posts which is being enclosed.

2. All Attached Office, Autonomous Bodies and P.S.Us, of this Department are hereby directed to ensure strict implementation of this Recruitment Rule during hiring of external Professionals and Consultants.
3. This issue with the approval of Hon'ble Minister (C&F).


(H.K. Mukherjee)
Section Officer (Estt.)
Department of Pharmaceuticals
Tel:- 23381684

Copy to:-

1. Attached Office, Autonomous Body and PSUs of this Department.
2. N.I.C. Division for upload on Website of this Department.

F. No. A-41011/3/2016-Estt.
Government of India
Ministry of Chemicals & Fertilizers
Department of Pharmaceuticals

Shastri Bhawan, New Delhi.

Dated the 3rd April, 2017

Subject: - Guidelines for Hiring of Consultants on contract basis in the Department of Pharmaceuticals, Ministry of Chemicals & Fertilizers.

With the objective of bringing greater transparency and uniformity in the engagement of Consultants, the following guidelines are laid down in exercise of the powers conferred by Rule 177 of General Financial Rules, 2017 for engagement of Consultants in the Department of Pharmaceuticals:-

Technical Consultant

Terms & Conditions:-

- i)
 - a) Candidates shall be hired on contractual basis for a given piece of work or for a period upto 1 year. This term can be extended upto 3 years depending on the performance of the candidate or need of the Department. Thereafter, a fresh advertisement shall have to be made.
 - b) In no case, anyone over 65 years of age shall be hired as Consultant and their services won't be continued beyond 65 years of age.
 - c) Consultant shall be hired through an open advertisement which will give all the necessary details viz. qualifications and the job requirement followed by selection through a Selection Committee set up by the Department.
- ii) The contract can be terminated at any time by the Department giving one month's notice without assigning any reason. The services can also be terminated if the competent authority is dissatisfied with their performance.
- iii) The Consultant shall perform the duties assigned to him. The competent authority reserves the right to assign any duty as and when required. No extra/additional allowance will be admissible in case of such assignment.
- iv) Consultants shall be eligible for 8 days leave during the period of one year beside the Gazetted holidays. However, unavailed leave shall not be carried forward, in case of extension beyond one year.

- v) 'No work no pay' will be applicable during the period of contract, if more than prescribed leave will be taken.
- vi) Basic support like office space, furniture, stationery, computer, access to internet etc. will be provided where needed by the Department so that assigned duties may be handled smoothly.
- vii) Selected Personnel hired as Technical Consultants will be offered appointment letters to get the assignment. They would be required to join within prescribed period as indicated in the appointment letter.
- viii) The Consultant shall not be entitled to any benefit like Provident Fund, Pension, Insurance, Gratuity, Medical Attendance Treatment, Seniority, Promotion etc. or any other benefits available to a Government Servant appointed on regular basis.
- ix) Department will not be responsible if there is any mishappening/untoward incident etc. inside or outside the Department.
- x) The Consultant will not be granted any claim or right or preference for regular appointment to any post in the Government set up.
- xi) The Consultant shall not be entitled to any TA for joining the appointment.
- xii) If any declaration given or information furnished by Consultant proves to be false or if he/she is found to have willfully suppressed any material information, he /she will be liable for removal from such contract and also such other action as the Government may deem necessary.
- xiii) The hiring/contract will be subject to physical fitness and the Consultant is required to submit a certificate to this effect at the time of joining.

Educational Qualification:-

As mentioned in the advertisement for the position, it will be separately approved/decided by the Department for specific work requirement. The Technical qualifications would be specific to the job requirement and would be advertised on a case to case basis.

Experience/Eligibility:-

- i) Retired or working officers under the Central/State Governments/Union Territories/Semi Government Organizations/ Statutory bodies/ Universities/ Public Sector Undertakings/ Autonomous bodies/ Research Institutions recognized by Government, fulfilling the following conditions:-

a) Retired or working at least at the level of Deputy Secretary to the Government of India or equivalent with minimum five years experience in relevant Sector.

OR

b) Retired or working at least from E-4 level or equivalent from Central/ State/ PSUs with minimum five year working experience in relevant Sector.

ii) Persons from private sector may also apply provided they fulfill the minimum qualifications stated in the advertisement.

iii) The Government may vary these conditions to suit its requirements but they must be clearly foretold/ mentioned in the advertisement.

Age Limit:-

The minimum age limit will be 35 years and the maximum age limit shall be 65 years. No person will be hired or the services won't be continued beyond 65 years of age.

Emoluments:-

Consolidated fee upto Rs. 50,000/- per month shall be paid excluding the tax deductible at source (Service Tax). In respect of Retired Govt. Officials, total emoluments paid i.e. Pension + Proposed emoluments should not exceed last pay drawn subject to overall ceiling of Rs. 50,000/- per month.

Non - Technical Consultant (US/ PPS/ SO/ PS Level)

i)

a) Consultants shall be hired on contractual basis for a given piece of work or a period upto 1 year. This term can be extended upto 3 years depending on the performance of the candidate or need of the Department. Thereafter, a fresh advertisement shall have to be made.

b) The Hiring of Consultants shall be through an open advertisement giving all the necessary details viz. qualifications and job requirements followed by selection through a Selection Committee set up by the Department.

ii) The contract can be terminated at any time by the Department giving one month's notice without assigning any reason. His services can also be terminated if the competent authority is dissatisfied with the performance of the Consultant.

- iii) The Consultant shall perform the duties assigned to them. The competent authority reserves the right to assign any duty as and when required. No extra/additional allowance will be admissible in case of such assignment.
- iv) Consultants shall be eligible for 8 days leave during the period of one year besides the Gazetted holidays. However, unavailed leave shall not be carried forward, in case of extension beyond one year.
- v) 'No work no pay' will be applicable during the period of contract, if more than prescribed leave will be taken.
- vi) Basic support like office space, furniture, stationery, computer, access to internet etc. will be provided where needed by the Department so that assigned duties may be handled smoothly.
- vii) The Consultant shall not be entitled to any benefit like Provident Fund, Pension, Insurance, Gratuity, Medical Attendance Treatment, Seniority, Promotion etc. or any other benefits available to the Government Servant hired on regular basis.
- viii) Department will not be responsible if there is any mishappening/untoward incident etc. inside or outside the Department.
- ix) The Consultant will not be granted any claim or right or preference for regular appointment to any post.
- x) The Consultant shall not be entitled to any TA for joining the appointment.
- xi) If any declaration given or information furnished by the appointee proves to be false or if he/she is found to have fully suppressed any material information, he /she will be liable for removal from such contract and also such other action as the Government may deem necessary.
- xii) The hiring/contract will be subject to physical fitness and the Consultant is required to submit a certificate to this effect.

Experience/Eligibility:-

- i) Retired or working officers under the Central/State Governments/Union Territories/Semi Government Organizations/ Statutory bodies/ Universities/ Public Sector Undertakings/ Autonomous bodies/ Research Institutions recognized by Government, fulfilling the following conditions:-

a) Retired or working at least at the level of Under Secretary/ PPS / Section Officer/ Personal Secretary or above to the Government of India or equivalent with minimum three year experience of that position, as the case may be.

OR

b) Retired or working at least from level-8 or above or equivalent from Central/ State/ PSUs with minimum three year working experience in level-8, as the case may be.

ii) The Government may vary these conditions to suit its requirements but they must be clearly foretold/ mentioned in the advertisement.

Age Limit:-

The maximum age limit shall be 65 years. No person will be hired or the services won't be continued beyond 65 years of age.

Emoluments:-

Consolidated fee upto Rs. 40,000/- per month shall be paid excluding the tax deductible at source (Service Tax). In respect of Retired Govt. Officials, total emoluments paid i.e. Pension + Proposed emoluments should not exceed last pay drawn subject to overall ceiling of Rs. 40,000/- per month.

Non - Technical Consultant (ASO/PA Level)

i)

a) Consultants shall be hired on contractual basis for a given piece of work or a period upto 1 year. This term can be extended upto 3 years depending on the performance of the candidate or need of the Department. Thereafter, a fresh advertisement shall have to be made.

b) The Hiring of Consultants shall be through an open advertisement giving all the necessary details viz. qualifications and job requirements followed by selection through a Selection Committee set up by the Department.

ii) The contract can be terminated at any time by the Department giving one month's notice without assigning any reason. His services can also be terminated if the competent authority is dissatisfied with the performance of the Consultant.

- iii) The Consultant shall perform the duties assigned to him. The competent authority reserves the right to assign any duty as and when required. No extra/additional allowance will be admissible in case of such assignment.
- iv) Consultants shall be eligible for 8 days leave during the period of one year besides the Gazetted holidays. However, unavailed leave shall not be carried forward, in case of extension beyond one year.
- v) 'No work no pay' will be applicable during the period of contract, if more than prescribed leave will be taken.
- vi) Basic support like office space, furniture, stationery, computer, access to internet etc. will be provided where needed by the Department so that assigned duties may be handled smoothly.
- vii) The Consultant shall not be entitled to any benefit like Provident Fund, Pension, Insurance, Gratuity, Medical Attendance Treatment, Seniority, Promotion etc. or any other benefits available to the Government Servant appointed on regular basis.
- viii) Department will not be responsible if there is any mishappening/untoward incident etc. inside or outside the Department.
- ix) The Consultant will not be granted any claim or right or preference for regular appointment to any post.
- x) The Consultant shall not be entitled to any TA for joining the appointment.
- xi) If any declaration given or information furnished by the appointee proves to be false or if he/she is found to have fully suppressed any material information, he /she will be liable for removal from such contract and also such other action as the Government may deem necessary.
- xii) The hiring/contract will be subject to physical fitness and the appointee is required to submit a certificate to this effect at the time of joining.

Experience/Eligibility:-

- i) Retired or working officers under the Central/State Governments/Union Territories/Semi Government Organizations/ Statutory bodies/ Universities/ Public Sector Undertakings/ Autonomous bodies/ Research Institutions recognized by Government, fulfilling the following conditions:-

a) Retired or working at least at the level of Personal Assistant/ Assistant Section Officer or above to the Government of India or equivalent with minimum three year experience of that position.

OR

b) Retired or working at least from level-7 or above or equivalent from Central/ State/ PSUs with minimum three year working experience in level-7.

Age Limit:-

The maximum age limit shall be 65 years. No person will be hired or the services won't be continued beyond 65 years of age.

Emoluments:-

Consolidated fee upto Rs. 30,000/- per month shall be paid to Assistant level Consultant and upto Rs. 25,000/- per month to PA level Consultant excluding the tax deductible at source (Service Tax). In respect of Retired Govt. Officials, total emoluments paid i.e. Pension + Proposed emoluments should not exceed last pay drawn subject to overall ceiling of Rs. 30,000/- per month & Rs. 25,000/- per month respectively..

These guidelines have approval of Hon'ble Minister (C&F) and are immediately applicable to the Department and all its attached Offices/Subordinate offices, autonomous bodies and other organizations within the administrative control of the Department.



(H. K. Mallick)
Under Secretary to the Govt. of India
Tel:- 23382096