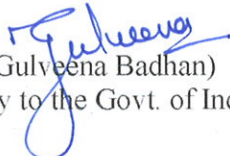


No. A-12018/01/2016- Adm.I(B)  
Government of India  
NITI Aayog

Sansad Marg, New Delhi  
28 July ,2017

**Seeking comments of Stakeholders on framing of draft Recruitment Rules for the Flexi Pool post of Adviser/ Sr. Adviser**

NITI Aayog invites comments from the stakeholders in respect of the attached draft Recruitment Rules for the Flexi pool post of Adviser/Sr. Adviser. Comments may be given in the matter through email at [recruitment-niti@gov.in](mailto:recruitment-niti@gov.in) within 30 days from the date of such hosting on the website of the NITI Aayog.

  
(Gulveena Badhan)  
Under Secretary to the Govt. of India

# NITI AAYOG

## NOTIFICATION

New Delhi, the \_\_\_\_\_

G S.R.— In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules, regulating the method of recruitment to the Flexi pool posts of Adviser/Sr. Adviser in the NITI Aayog, namely:-

**1. Short title and commencement –**

- (1) These rules may be called the NITI Aayog, Adviser Recruitment (Flexi Pool) Rules, 2017.
- (2) They shall come into force on the date of their publication in the Official Gazette.

**2. Number of posts, classification and scale of pay –**

The number of the said posts, their classification and the level in the Pay Matrix attached thereto shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

**3. Method of recruitment, age limit, qualifications, etc –**

The method of recruitment relating to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns (5) to (13) of the said Schedule.

**4. Disqualification -**

No person, -

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of these rules.

**5. Power to relax –**

Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

**6. Tenure for Deputation (including short-term contract)/ Direct Recruitment on contract basis –**

5 years and extendable upto 7 years

**7. Saving –**

Nothing in these rules shall affect reservation, relaxation of the age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, the Scheduled Tribes, Ex-Servicemen and other special categories of persons in accordance with other orders issued by the Central Government from time to time in this regard.

## SCHEDULE

Name of Post	Number of Post	Classification	Level in Pay Matrix	Whether Selection post or Non-selection post
(1)	(2)	(3)	(4)	(5)
ADVISER / SENIOR ADVISER	7 * (2017) *Subject to variation depending on workload	General Central Service, Group 'A' Gazetted, Non-Ministerial	<p><u>ADVISER</u></p> <p>a) For Deputation(including short-term contract): Level – 14 in Pay Matrix (₹ 1,44,200- ₹ 2,18,200)</p> <p>b) For Direct recruitment on contract basis: Consolidated remuneration of Rs.2,65,000/- per month.</p> <p><u>SENIOR ADVISER</u></p> <p>a) For Deputation(including short-term contract): Level – 15 in the Pay Matrix (₹ 1,82,200- ₹ 2,24,100)</p> <p>b) For Direct recruitment on contract basis: Consolidated remuneration of Rs.3,30,000/- per month.</p> <p><u>Note: For both ADVISER and SENIOR ADVISER</u> Officers appointed on contract basis would not be entitled to residential accommodation, official transport, leave encashment or any other allowances as admissible to a regular Government employee. Leave rules applicable to a regular Government employee will not be applicable to a Direct recruit on contract basis. However a Direct recruit on contract basis will be entitled to 8 days' leave on a pro-rata basis in a calendar year.</p>	Selection

Age limit for Direct Recruits	Educational and other qualifications	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation if any?	Method of recruitment whether by direct recruitment or by promotion of by deputation/ transfer and percentage of the vacancies to be filled by various methods
(6)	(7)	(8)	(9)	(10)
<p><u>ADVISER</u> Not less than 35 years and not exceeding 50 years.</p> <p><u>SENIOR ADVISER</u> Not less than 40 years and not exceeding 50 years.</p> <p>[Relaxable for Government servants upto 5 years in accordance with the orders or instructions issued by the Central Government]</p> <p>Note: The crucial date for determining the age limit shall be 1<sup>st</sup> of January of the year in which the advertisement for the post is published.</p>	<p>Educational and other Qualifications are at Annexure 1.</p>	<p>Age: No</p> <p>Educational Qualifications: Yes</p>	<p>Not applicable.</p>	<p>By Deputation (including short-term contract) / Direct Recruitment on Contract basis</p> <p>Note: Those recruited on Direct contract basis have to execute an agreement as per Annexure 2.</p>
<p><b>In case of recruitment by promotion/ deputation transfer, grades from which promotion/ deputation/ transfer to be made.</b></p>				
<p>(11)</p>				
<p><b>(A) Level – 14 in Pay Matrix</b>  <b>I. For Deputation (including short-term contract):</b>  (1) From amongst Officers under the Central Government or State Governments or Union territory Administrations (including their attached and subordinate offices) or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory</p>				

or Autonomous Organisations and other Non-Government Bodies:-

- (a) (i) holding analogous posts on regular basis in the parent cadre or department; or
  - (ii) with two years regular service in posts in Level – 13क in Pay Matrix or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.8,900 or equivalent in the parent cadre or department; or
  - (iii) with three years regular service in posts in Level – 13 in Pay Matrix or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.8,700 or equivalent in the parent cadre or department;
- (b) possessing the educational and other qualifications as prescribed for direct recruitment in column (7).

Note : Where the employees are governed by Industrial Dearness Allowance, their equivalence will be determined as per the Central Government's instructions. In cases where Central or Industrial Dearness Allowance is not applicable, the officer should be holding either a top-level managerial position or should have put in at least three years continuous service at a level comparable to that of Director in the Central Government in terms of duties and responsibilities.

(2) From amongst Associate Professors in Pay Band 4 : Rs.37400-67000 with Academic Grade Pay of Rs.9,000 in the pre-revised scale in any University on regular basis with two years of service in the parent organization and possessing the educational qualifications and experience as prescribed in the Annexure to these rules.

**(B) Level – 15 in Pay Matrix:-**

**I. For Deputation (including short-term contract):**

(1) From amongst Officers under the Central Government or State Governments or Union territory Administrations (including their attached and subordinate offices) or Universities or Recognised Research Institutions or Public Sector Undertakings or Semi-Government or Statutory or Autonomous Organisations and other Non-Government Bodies:-

- (a) (i) Holding analogous posts on regular basis in the parent cadre or department; or
  - (ii) with three years regular service in **Level – 14 in Pay Matrix** or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.10,000 or equivalent in the parent cadre or department; and
- (b) possessing the educational and other qualifications as prescribed for direct recruitment in column (7).

Note : (1) Where the employees are governed by Industrial Dearness Allowance, their equivalence will be determined as per the Central

Government's instructions. In cases where Central or Industrial Dearness Allowance is not applicable, the officer should be holding a top-level managerial position not below the level comparable to that of Joint Secretary in the Central Government in terms of duties and responsibilities continuously for three years.

(2) From amongst Professors in **Level – 14 in Pay Matrix** or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.10,000 in any University on regular basis with three years of service in the parent organisation and possessing the educational qualifications and experience as prescribed in the Annexure to these rules.

**Note (Applicable for both Level – 14 in Pay Matrix and Level – 15 in Pay Matrix):**

1. Mandatory training for a period of 2-4 weeks from recognized institutions will be given for direct recruits on contract basis.
2. Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not exceed five years or as per the instructions issued by the DoP&T on the subject from time to time.
3. The maximum age limit for appointment by deputation (including short term contract) shall not be exceeding 56 years as on the closing date for receipt of applications.

<b>If a Departmental Promotion Committee exists, what is its composition</b>	<b>Circumstances in which Union Public Service Commission is to be consulted in making recruitment</b>
<b>(12)</b>	<b>(13)</b>
<p>(A) Group 'A' Departmental Promotion Committee (for making <b>selection</b>) consisting of :-</p> <p>(1) Member in charge of concerned subject in the NITI Aayog - <b>Chairman</b></p> <p>(2) Chief Executive Officer NITI Aayog - <b>Member</b></p> <p>(3) Three experts as Members from outside the <b>NITI Aayog</b> to be nominated by the <b>Vice Chairman, NITI Aayog</b> from amongst the following:-</p> <p>(a) Secretary in the Ministry or Department of Government of India dealing with the sector / Persons equal in status to Secretary to the Government of India from any Ministry or Department or Public Undertakings/ Professors of</p>	Not applicable

<p>distinction in the relevant institutions</p> <p>Note : Selection shall be made after holding a personal talk with the short-listed candidates and approval of <b>Vice Chairman, NITI Aayog</b> and of the Appointments Committee of the Cabinet shall be obtained to the recommendation of the Departmental Promotion Committee.</p>	
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**[See Column (7) of the Schedule]**

**Essential Educational Qualification**

Masters' Degree in any discipline or MBBS or Degree in Engineering or Technology from a recognised University or "Passed in Sections A and B of the Institution Examinations of the Institute of Engineers (India) or Post Graduate Diploma in Management (Two years)

**Desirable Educational Qualification**

1. Doctorate in any discipline or Master's Degree in Engineering

**Essential Experience**

Sr. Adviser: Minimum 15 years' experience (which shall include upto 3 years for Ph.D. provided no work experience is counted during those 3 years) in formulation, appraisal, execution/ implementation, research, monitoring and evaluation of policy, programme or projects.

Adviser: Minimum 13 years' experience (which shall include upto 3 years for Ph.D. provided no work experience is counted during those 3 years) in formulation, appraisal, execution/ implementation, research, monitoring and evaluation of policy, programme or projects.

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AGREEMENT

ARTICLES OF AGREEMENT made this day of Two Thousand and Seventeen BETWEEN .....son of/daughter of Shri. ....at present residing at ..... Here in after referred to as party of the first part and the PRESIDENT OF INDIA (HEREINAFTER CALLED "THE Government") of the second part.

WHEREAS it has been agreed between the parties that the party of the first part shall be appointed as the..... in the .....with effect from the afternoon of .....For a period of..... years or until further orders on contract basis on the terms and conditions herein contained.

NOW THESE PRESENTS WITNESSETH AND THE PARTIES HERETO RESPECTIVELY AGREE AS FOLLOWS;

1. The Government has agreed to engage the party of the first part and the party of the first part has agreed to serve the Government as <Designation> in the NITI Aayog with effect from the forenoon/afternoon of <Date> of a period of ..... years or until further orders, whichever is earlier, on contract basis on the terms and conditions herein contained. The party of the first part shall submit himself to the orders of the Government and of the officers and authorities under whom he may from time to time be placed by the Government and shall remain in the service subject to the provisions herein contained.

2. The party of the first part shall devote his whole time to his duties and shall, whenever required, proceed to any part in or outside India and perform such duties as may be assigned to him by the Government.

3. The appointment of the party of the first part as <Designation> in the NITI Aayog shall continue for a period of ..... years or until further orders of the Government, whichever is earlier, subject to the provisions contained in the following clause 4.

4. The service of the party of the first part may be terminated by giving one calendar month notice in writing any time during the terms of the appointment under this agreement either by the party of the first part to the Government or by the Government or its authorized officer to the party of the first part without assigning any reasons whatsoever.

5. Remuneration :

- i. The party of the first part shall, from the forenoon/ afternoon of ..... receive a consolidated monthly pay of Rs..... (Rupees only).
- ii. The party of the first part shall not be entitled to residential accommodation, official transport, leave encashment or any other allowances as admissible to a regular Government employee. Leave rules applicable to a regular Government employee will not be applicable to a Direct recruit on contract basis. However a Direct recruit on contract basis will be entitled to 8 days' leave on a pro-rata basis in a calendar year.

6. If the party of the first part is required to travel in the interest of the public service, he shall be entitled

to traveling allowance on the scale provided for in the rules supplementary to the Fundamental rules framed by the Government from time to time in force and applicable to the officers of his class.

7. The party of the first part will not be allowed to join any retirement scheme of the Government of India.

8. In respect of any matter relating to the conduct, discipline and other conditions of service and in respect of which no provisions has been made in this agreement, the provisions of the C.C.S. (Conduct) Rules, 1964 and C.C.S. (C.C.A.) Rules 1965, or any other rules made or deemed to be made under article 309 or contained under article 313 of the constitution shall apply to the party of the first part to the extent to which they are applicable to the service hereby provided for and the decision of the Government as to their applicability shall be final.

9. The stamp duty payable on this agreement shall be borne by the Government.

IN WITNESS WHEREOF the party of the first part and Second part have hereunto set and subscribed their respective hands the day, the month and year first above written.

Executed by Shri           at .....  
in the presence of:-

Witness(1) .

Witness(2) .

Name :

Designation .

Address .

Executed for and on behalf of the

President of India by .....

at New Delhi in the presence of:-

Witness(1) .

Witness(2) .

Name .

Designation .

Address .