

F.No. 12036/2/2023-Admin 1b

Government of India

NITI Aayog

Admin 1b

Sansad Marg, New Delhi

Date 05th 02.2026

OFFICE MEMORANDUM

Subject: Addendum/modification in Consultancy Guidelines dated 07.07.2023.

The undersigned is directed to say that in partial modification of the Consultancy Guidelines dated 07.07.2023, the Competent Authority has approved the following:

A. Para 6.3 (a) shall now be read as:

In case the duration of the Consultancy Contract is for more than one year, the remuneration of Individual Consultants may be reviewed after completion of one year on annual basis. The enhancement in remuneration will be based on their performance during the year after the recommendation of the Performance Review Committee to be constituted duly approved by the CEO, NITI Aayog, as per the following criteria:-

Parameter for Increment Enhancement	Source of Assessment	Evaluation Criteria	Maximum Increment Admissible (%)
APR marks	APAR	< 7.00 → 0% (not eligible for enhancement)	4.50%
		7.00 -7.99 → 3.5 % (Very Good)	
		8.00 - 10.00 → 4.5 % (Outstanding)	
Assesment by the Committee	PPT	Work reflected in PPT.	up to 1%
Attendance	Biometric data	≥ 8:30	1.50%

iGOT trainings	iGOT courses	≥25 in a quarter	1.00%
Significant contribution in Policy making & Publication in reputed journals/magazine/newspaper or authored books	Written endorsement by Reviewing Officer specifying significant contribution in policy making (clearly spelt out and brought out in APAR)	Significant contribution in policy making as endorsed by the Reviewing officer	2.00%
	Publications with proof	Publication	

Increment enhancement in the 9%-10% bracket shall be admissible only in cases where the individual Consultant/YP has both: (i) made a significant contribution in policy making and (ii) published work in reputed journals/magazines/newspapers or authored books in addition to fulfilling other applicable criteria. No enhancement in this bracket will be considered unless both conditions are simultaneously fulfilled.

B. The following provision shall be added to Para 9 of the Consultancy Guidelines, 2023:

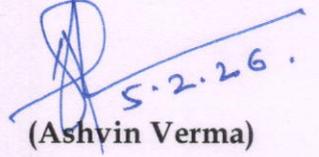
Apart from this, the women Consultant may be eligible for maternity leave as per the Maternity Benefit (Amendment) Act, 2017 issued by Ministry of Labour and Employment vide no S-36012/03/2015-SS-1 dated 12th April, 2017.

No female Consultant/YP shall be entitled to maternity benefit unless she has actually worked in NITI Aayog for a period of not less than 80 days in the twelve months immediately preceding the date of her expected delivery.

Further, the Maternity Benefit shall be granted to all eligible female Consultant/YP as per conditions laid out in OM No. A-12036/2/2023-Admin 1b dated 10.12.2025.

2. All other provisions of the Consultancy Guidelines, 2023 shall remain unchanged.

3. This issues with the approval of AS & FA dated 30.01.2026 and with the approval of the Vice-Chairman, NITI Aayog.


5.2.26.

(Ashvin Verma)

Under Secretary to the Govt. of India

To,

1. PS to Vice Chairman, NITI Aayog
2. PS to MoS (IC), Ministry of Planning
3. PS to Member (VKS)
4. PS to Member (RC)
5. PS to Member (VKP)
6. PS to Member (AV)
7. PS to Member (RG)
8. PSO to CEO
9. All PDs in NITI Aayog
10. PS/PA to Dir (Rectt.)
11. NIC (for standard circulation)