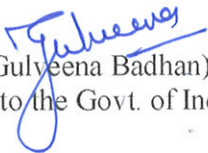


No. A-12018/01/2016- Adm.I(B)  
Government of India  
NITI Aayog

Sansad Marg, New Delhi  
28 July ,2017

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

NITI Aayog invites comments from the stakeholders in respect of the attached draft Recruitment Rules for the Flexi pool post of Joint Adviser/Deputy 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 Joint Adviser and Deputy Adviser in the NITI Aayog, namely:-

**1. Short title and commencement –**

- (1) These rules may be called the NITI Aayog, Joint Adviser and Deputy Adviser (Flexi Pool) Recruitment 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)
JOINT ADVISER	<p>19 * ^ (2017)                      *Subject to <b>variation</b> dependent on workload</p> <p>^ The total number of posts at the level of Joint Adviser and Deputy Adviser are 19 . The number of posts to be operated at each level will be determined.</p>	General Central Service, Group 'A' Gazetted, Non-Ministerial	<p>a) For Deputation(including short-term contract): Level – 13 in Pay Matrix (₹ 1,23,100- ₹ 2,15,900)</p> <p>b) For Direct recruitment on contract basis: Consolidated remuneration of ₹ 2,20,000/- per month</p> <p>Note: 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 required for direct recruits	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>Minimum Age should not be less than 33 years and Maximum Age should not exceed 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>As per Annexure 1 to the Schedule.</p> <p><b>Note 1:</b> Qualifications are relaxable at the discretion of the UPSC, for reasons to be recorded in writing, in case of candidates otherwise well qualified</p> <p><b>Note 2:</b> The qualification regarding experience is relaxable at the discretion of the UPSC, for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes and Schedules Tribes, if at any stage of selection, the UPSC is out of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p>	<p>Age: No</p> <p>Educational Qualifications: Yes</p> <p>Experience: No</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>				

**(11)**

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

Officers of the Central/ State Governments/Union Territories/ Universities/Recognised Research Institutions/Public Sector Undertakings/ Autonomous Organisations:-

(a) (i) Holding analogous posts on regular basis in the parent cadre or department; **or**  
(ii) with five years' service in the grade rendered after appointment thereto on regular basis in posts in **Level 12 in the Pay Matrix** in the parent cadre or department; and

(b) possessing the educational and other qualifications as prescribed for direct recruitment in column (7).

**Note I:** There shall be flexibility to fill up the posts either by Joint Adviser or Deputy Adviser depending upon the eligibility of the applicants.

**Note II:** Mandatory training for a period of 2-4 weeks from recognized institutions will be given for direct recruits on contract basis.

**Note III:** Period of deputation (ISTC) including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organisations/department of the Central Government shall ordinarily not to exceed five years. The maximum age limit for appointment by deputation (ISTC) 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>
(A) Not applicable	Consultation with UPSC necessary on each occasion.

Name of Post	Number of Post	Classification	Level in Pay Matrix	Whether Selection post or Non-selection post
(1)	(2)	(3)	(4)	(5)
DEPUTY ADVISER	19 * ^ (2017) *Subject to <b>variation</b> dependent on workload  ^ The total number of posts at the level of Joint Adviser and Deputy Adviser are 19. The number of posts to be operated at each level will be determined.	General Central Service, Group 'A' Gazetted, Non-Ministerial	a) For Deputation(including short-term contract): Level – 12 in Pay Matrix (₹ 78,800- ₹ 2,09,200) b) For Direct recruitment on contract basis: Consolidated remuneration of ₹ 1,45,000/- per month  Note: 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.	Selection

Age limit for Direct Recruits	Educational and other qualifications required for direct recruits	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)
Minimum Age should not be less than 30	As per Annexure 1 to the Schedule.	Age: No	Not	[By Deputation

<p>years and Maximum Age should not exceed 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><b>Note 1:</b> Qualifications are relaxable at the discretion of the UPSC, for reasons to be recorded in writing, in case of candidates otherwise well qualified</p> <p><b>Note 2:</b> The qualification regarding experience is relaxable at the discretion of the UPSC, for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes and Schedules Tribes, if at any stage of selection, the UPSC is out of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p>	<p>Educational Qualifications: Yes</p> <p>Experience: No</p>	<p>applicable.</p>	<p>(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>
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**In case of recruitment by promotion/ deputation transfer, grades from which promotion/ deputation/ transfer to be made.**

(11)

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

Officers of the Central/ State Governments/Union Territories/ Universities/Recognised Research Institutions/Public Sector Undertakings/ Autonomous Organisations:-

- (a) (i) holding analogous posts on regular basis in the parent cadre or department; **or**
- (ii) with five years' service in the grade rendered after appointment thereto on regular basis in posts in **Level 11 in the Pay Matrix** 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 I:** There shall be flexibility to fill up the posts either by Joint Adviser or Deputy Adviser depending upon the eligibility of the applicants.

**Note II:** Mandatory training for a period of 2-4 weeks from recognized institutions will be given for direct recruits on contract basis.

**Note III:** 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 organization/ department of the Central Government shall



ordinarily not to exceed four years. 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>
(A) Not applicable	Consultation with UPSC necessary on each occasion.

**[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**

Joint Adviser : Minimum 10 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.

Deputy Adviser: Minimum 6 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 .