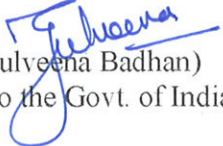


No. A-12018/01/2016- Adm.I(B)  
Government of India  
NITI Aayog

Sansad Marg, New Delhi  
28 July ,2017

**Seeking comments of Stakeholders on framing of draft Recruitment Rules for the Flexi Pool post of Senior Research Officer/ Research Officer/Economic Officer**

NITI Aayog invites comments from the stakeholders in respect of the attached draft Recruitment Rules for the Flexi pool post of Senior Research Officer/ Research Officer/Economic Officer. 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 Senior Research Officer and Research Officer and Economic Officer in the NITI Aayog, namely :-

1. **Short title and commencement:-**

- (1) These Rules may be called the NITI Aayog Senior Research Officer, Research Officer and Economic Officer, (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, Pay Band and Grade Pay:-**

The number of the said posts, their classification, pay band and the grade pay applicable 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 other 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 there are other grounds for so doing, exempt any person from the operation of this rule.

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, for reasons to be recorded in writing, relax any of the provisions of these rules with respect of any class or category of persons.

6. **Tenure for Deputation/Short Terms Contract/Direct Recruitment on Contract basis** – 5 years and extendable to 7 years.

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

## Schedule

Name of the post 1.	Number of posts 2.	Classification 3.	Level in the Pay Matrix 4.
Senior Research Officer(Flexi Pool)	<p>* 28^(2017) *Subject to <b>variation</b> dependent on workload</p> <p>^ The total number of posts at the level of Senior Research Officer and Research Officer and Economic Officer are 28(Twenty Eight). 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): <b>Level 11 in Pay Matrix (₹67,700-2, 08,700).</b></p> <p>a) For Direct recruitment on contract basis: Consolidated remuneration of ₹ 1, 25,000/- 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>
<b>Whether selection or non-selection post 5.</b>	<b>Age limit for Direct Recruit 6.</b>	<b>Educational and other qualifications 7.</b>	<b>Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees 8.</b>
Selection	<p>Minimum Age should not be less than 26 years and Maximum Age should not exceed 35 years for Direct Recruits as on closing date of the advertisement. [Relaxable for Government servants upto 5 years in accordance with the orders or</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</p>	<p>Age : No</p> <p>Educational Qualification : Yes</p> <p>Experience : No</p>

	<p>instructions issued by the Central Government]</p> <p>Note: The crucial date for determining the age limit shall be 1st of January of the year in which the advertisement for the post is published.</p>	<p>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>	
<b>Period of probation if any</b>	<b>Method of recruitment – whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods</b>	<b>In case of recruitment by promotion/ deputation, grades from which promotion/ deputation/transfer to be made.</b>	
9.	10.	11.	
Not Applicable	<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>For Deputation(including short term contract) :</b></p> <p>I. Officers of the Central /State Governments / Union Territories / Universities / Research Institutions / Public Sector Undertakings /Autonomous Organizations.</p> <p>(a) (i) holding analogous posts on a regular basis; <b>or</b>  (ii) with 5 years’ service in post in <b>Level 10 in the Pay Matrix</b>; in the parent cadre or department; and</p>	

		<p>(b) possessing the educational and other qualifications prescribed for direct recruitment in Col.(7).</p> <p><b>Note I:</b> There shall be flexibility to fill up the posts either by Senior Research Officer or Research Officer or Economic Officer depending upon the eligibility of the applicants.</p> <p><b>Note II:</b> Mandatory training for a period of 2-4 weeks from recognized institutions will be given for direct recruits on contract basis.</p> <p><b>Note III:</b> 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 organizations/department of the Central Government shall be for a maximum period of 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.</p>
<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>	
12.	13.	
Not Applicable	Consultation with UPSC necessary on each occasion.	

**SCHEDULE**

Name of the post	Number of posts	Classification	Level in the Pay Matrix
1.	2.	3.	4.
Research Officer(Flexi Pool)	<p>* ^28(2017) *Subject to <b>variation</b> dependent on workload</p> <p>^ The total number of posts at the level of Senior Research Officer and Research Officer and Economic Officer are 28(Twenty Eight). 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): <b>Level – 10 in Pay Matrix (₹56,100- ₹ 1,77,500)</b></p> <p>b) For Direct recruitment on contract basis: Consolidated remuneration of ₹ 1,05,000/- 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>
Whether selection or non-selection post	Age limit for Direct Recruit	Educational and other qualifications	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
5.	6.	7.	8.
Selection	Minimum Age should not be less than 26 years and Maximum Age should not exceed 35 years for Direct Recruits as on closing date of the advertisement.	<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>Age : No</p> <p>Educational Qualification : Yes</p> <p>Experience: No</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 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>	
<b>Period of probation if any</b>	<b>Method of recruitment – whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods</b>	<b>In case of recruitment by promotion/ deputation/short term contract, grades from which promotion/ deputation to be made.</b>	
<b>9.</b>	<b>10.</b>	<b>11.</b>	
Not Applicable	<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>I. For Deputation (including short-term contract) :</b></p> <p>Officers of the Central /State Governments / Union Territories / Universities/Research Institutions / Public Sector Undertakings /Autonomous Organizations.</p> <p>(a) (i) holding analogous posts on a regular basis; or          (ii) with 3 years’ service in post in <b>Level 7 in the Pay Matrix</b>; in the parent cadre or department; and</p>	

		<p>(b) possessing the educational and other qualifications prescribed for direct recruitment in Col.(7).</p> <p><b>Note I:</b> There shall be flexibility to fill up the posts either by Senior Research Officer or Research Officer or Economic Officer depending upon the eligibility of the applicants.</p> <p><b>Note II:</b> Mandatory training for a period of 2-4 weeks from recognized institutions will be given for direct recruits on contract basis.</p> <p><b>Note III:</b> 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 organizations/department of the Central Government shall be for a maximum period of 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.</p>
<p><b>If a Departmental Promotion Committee exists, what is its composition</b></p>	<p><b>Circumstances in which Union Public Service Commission is to be consulted in making recruitment</b></p>	
<p><b>12.</b></p>	<p><b>13.</b></p>	
<p>Not Applicable</p>	<p>Selection on each occasion shall be made in Consultation with the Union Public Service Commission.</p>	



**SCHEDULE**

<b>Name of the post</b>	<b>Nof posts umber</b>	<b>Classification</b>	<b>Level in the Pay Matrix</b>
<b>1.</b>	<b>2.</b>	<b>3.</b>	<b>4.</b>
Economic Officer(Flexi Pool)	<p align="center">*28^(2017)</p> <p>*Subject to <b>variation</b> dependent on workload</p> <p>^The total number of posts at the level of Senior Research Officer, Research Officer and Economic Officers are 28(Twenty Eight). The number of posts to be operated at each level will be determined.</p>	General Central Service Group 'B' Non-Gazetted, Non-Ministerial	<p><b>a)</b> For Deputation (including short-term contract): Level-7 in pay matrix (₹ 44,900-1,42,400)</p> <p><b>b)</b> For Direct recruitment on contract basis: Consolidated remuneration of ₹ 85,000/- 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>
<b>Whether selection or non-selection post</b>	<b>Age limit for Direct Recruit</b>	<b>Educational and other qualifications required for direct recruits.</b>	<b>Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion</b>
<b>5.</b>	<b>6.</b>	<b>7.</b>	<b>8.</b>
Selection	Minimum Age should not be less than 26 years and Maximum Age should not exceed 35 years for Direct Recruits as on closing date of the attachment.	<b>Educational &amp; other qualifications</b>  <b>Essential :</b>	Age : No  Educational Qualification: No. But must possess at least a degree from a recognized university  Experience : No

	<p>(Relaxable for Government servants up to 5 years in accordance with the instructions or orders 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>(i) Post Graduate Degree in Economics or applied Economics or Business Economics or Econometrics from a University incorporated by an act of the Central or State legislature in India or other educational institutes established by an act of Parliament or declared to be deemed as university under section 3 of the University Grants Commission Act, 1956 or a foreign university approved by the Central Government from time to</p>	
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time ; and of a recognized University or equivalent; and

(ii) Two years' experience in research or development or formulation or implementation or appraisal or evaluation of plan projects or schemes or collection, compilation of data or analysis thereof and report writing, examination and social survey projects.

**Note 1:** Qualifications are relaxable at the discretion of the UPSC, for reasons to be recorded in writing, in case of candidates otherwise well qualified.

		<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 Scheduled Tribe, if at any stage of selection, the UPSC is 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>	
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<b>Period of probation, if any</b>	<b>Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods</b>
<b>9.</b>	<b>10.</b>
Not applicable.	<p>[By Deputation (including short-terms 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>
<b>In case of recruitment by promotion/ deputation, grades from which promotion/deputation/ transfer to be made.</b>	
11	

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

Officers of the Central / State Governments / Union Territories / Universities /Recognised Research Institutions / Public Sector Undertakings / Autonomous Organizations.

- (a) (i) holding analogous posts on regular basis in parent cadre or department; **or**  
(ii) with five years' service in the grade rendered after appointment thereto on regular basis in post in **Level 6 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 Senior Research Officer or Research Officer or Economic Officer 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 organisation/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 of the 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>
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**

**SRO:** Minimum 4 years’ experience (which may include up to 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.

**RO:** Minimum 3 years’ experience (which may include up to 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 .