

A-12018/01/2016-Adm. I(B)  
Government of India  
NITI Aayog

Sansad Marg, New Delhi  
Dated 02<sup>nd</sup> March, 2017

**Seeking comments of Stakeholders on framing of draft Recruitment Rules for the post of Adviser/Senior Adviser**

In compliance with DOP&T's instructions contained in O.M. No.AB-14017/61/2008-Estt(R) dated 13<sup>th</sup> October 2015, NITI Aayog invites comments from the stakeholders in respect of following Draft Recruitment Rules for the post of Adviser/Senior 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 publication in the website of the NITI Aayog.

  
(J. Sriram Murthy)

Under Secretary to the Government 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 and in supersession of the Planning Commission (Adviser) Recruitment Rules, 2011 except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules, regulating the method of recruitment to the posts of Adviser in the NITI Aayog, namely:-

**1. Short title and commencement –**

- (1) These rules may be called the NITI Aayog, Adviser Recruitment (Amendment) 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	10* (2017) *Subject to <b>variation</b> depending on workload	General Central Service, Group 'A' Gazetted, Non-Ministerial	<p><b>Level – 14 in Pay Matrix</b> or initial consolidated remuneration of Rs.2,88,400/- per month in r/o Direct Recruits on contract basis. or</p> <p><b>Level – 15 in the Pay Matrix</b> or initial remuneration of Rs.3,64,400/- per month in r/o Direct Recruits on contract basis.</p> <p>-One can choose either normal pay &amp; allowances or Consolidated pay (without house, transport, medical, CPF, EL and any other allowances) - No annual increment in case of consolidated pay - Consolidated pay package will be raised by 25 percent as and when Dearness Allowance for Central Govt. officers goes up by 50 percent. - Govt. employee has to resign or take retirement if opted for consolidated pay</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><b>Not less than 35 years and not exceeding 50 years for Level 14 in the Pay Matrix.</b></p> <p><b>Not less than 40 years and not exceeding 50 years for Level 15 in the Pay Matrix.</b></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 Promotion/ 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></p> <p><b>I. For Promotion:</b></p> <p>From amongst Departmental Joint Advisers in Level – 13 in Pay Matrix or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.8,700 with three years service in the grade rendered after appointment thereto on regular basis and possessing the educational qualifications as prescribed in Annexure 1 to these rules. The term "Departmental Joint Advisers" means and includes only those Joint Advisers who have been appointed in NITI Aayog by promotion or by direct recruitment and does not include those appointed on deputation or contract basis. Mandatory training for a period of 2-4 weeks from recognized institutions will be given on promotion.</p>				

## **II. 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 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 Promotion:**

From amongst Departmental Advisers in **Level – 14 in Pay Matrix** or Pre-Revised Pay Band 4 : Rs.37400-67000 with Grade Pay of Rs.10,000 with three years service in the grade rendered after appointment thereto on regular basis and possessing the educational qualifications as prescribed in Annexure 1 to these rules. The term "**Departmental Advisers**" means and includes only those Advisers who have been appointed in NITI Aayog by promotion or by direct recruitment and does not include those appointed on deputation or contract basis.

Mandatory training for a period of 2-4 weeks from recognized institutions will be given on promotion.

## **II. 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. The departmental officers in the feeder category, i.e. Departmental Joint Advisers and Departmental Advisers of NITI Aayog, respectively, shall not be eligible for consideration for appointment on deputation (including short-term contract). Similarly, non-departmental candidates shall not be eligible for consideration for appointment by promotion. Departmental officers in the feeder category if selected for appointment to the post, it is to be treated as having been filled by promotion; otherwise, the post is to be filled by deputation/short term contract.

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.

If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission is to be consulted in making recruitment
<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 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>	Not applicable



**[See Column (7) of the Schedule]**

**Essential Educational Qualification**

Masters' Degree in any discipline or Degree in Engineering or Technology from a recognised University or Part "A" & "B" of Associate Member of Institute of Engineering (AMIE) 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 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 .....in the With effect from the forenoon/afternoon of ..... of a period of..... years or until further orders 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 .....in the ..... Shall continue for a period of ..... years or until further orders of the, Government, 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 : The party of the first may opt to choose pay as per Govt Salary or consolidated pay as per following terms and conditions :

5.(a) Pay and Allowances as per Central Govt :

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- i. The party of the first shall, from the forenoon/ afternoon..... receive a pay of Rs..... (Rupees only) in Pay Matrix .....minus pension and ad-hoc relief grants, if any, paid or payable by the Central or State Government to the party of the first part subject to the condition that the pay plus pension should not exceed Rs..... S/he shall be entitled for annual increment as per stages in the pay matrix subject to satisfactory performance. S/He shall, in addition, be entitled to receive such compensatory and other allowances as may be prescribed by the Government for the class of officers serving in the equivalent post to which Government has declared the party of the first part to correspond in status or conditions of service. The aforesaid pay and allowances shall be paid to the party of the first part for such time as he shall serve under this agreement and actually perform his duties commencing from the aforesaid date and ceasing on the date of his quitting service or on the date of his discharge there from or on the expiration of his terms of service under this agreement or on the day of his death if he shall die whilst in service. If at any time the party of the first part proceeds on deputation out of India his pay during the period of his deputation shall be regulated by the Central Government rules and orders regarding deputation.
- ii. In case the party of the first part opts to occupy government residential accommodation, he will be eligible for the type and category of accommodation on the same terms as for the class of officers serving in equivalent post, which the Government has declared the party of the first part to correspond in status or conditions of service. This would need concurrence of Ministry of Urban Development. In case the party of the first part resides in his own accommodation, he will be entitled to the House Rent Allowance as admissible.
- iii. The party of the first part will be entitled for leave/ encashment of leave in terms of DOPT's OM No. 12016/3/84-Estt. (L) dated 12th April 1985 as amended by OM No. 12016/1/90-Estt. (L) dated 5th July 1990, OM No. 12016/2/90-Estt. (L) dated 12th July 1999 and OM No 12016/5/2009- Estt.{L} dated 31st January 011.
- iv. The party of the first part will be entitled to travelling allowance and other allowances, as admissible to equivalent class of officers in the Government of India on transfer, for the journey of the party of the first part and his family members for taking over his assignment at the headquarters. The party of the first part will be allowed the same facilities, to settle anywhere in India, on his relinquishing the charge.
- v. The party of the first part shall be eligible for all concessions in relation to medical attendance and treatment that may be prescribed by Government for the class of officers serving in the equivalent post to which the Government may declare the. party of the first part to correspond in status or in conditions

## AGREEMENT

of service, subject to the payment by him of contribution as applicable, under the prescribed rules.

- vi. During his service under these presents, the party of the first part shall be entitled to Leave Travel Concession as admissible under the rules and orders of the Government from time to time in force.
- vii. Notwithstanding anything hereinbefore contained the pay and leave salary admissible under these presents whether payable in India or elsewhere shall be subject to any emergency cut that may be ordered by the Government for the same period and on the same terms as for other officers of the equivalent post and status under the administrative control of the Government.

### 5 (b) Consolidated pay –

- i. The party of the first part shall, from the forenoon/ afternoon..... receive a consolidated pay of Rs..... (Rupees only).
- ii. Consolidated pay package will be raised by 25 percent as and when Dearness Allowance goes up by 50 percent.
- iii. The party of the first part shall not be entitled for Govt accommodation, HRA, staff car, travelling allowances, medical facility, leave encashment, LTC or any other benefits and allowances as admissible to the party opted for Pay and Allowances as per Central Govt as mentioned at clause 5(a).

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.

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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 .