

FINANCE DEPARTMENT

No. 8852/F, dated 12.03.2012
Pen-269/2011

OFFICE MEMORANDUM

Sub: Guidelines relating to re-employment on contractual basis with consolidated remuneration.

Ref: F.D. O.M. No.5554/F dated 16.02.2012.

Government, taking into account the functional necessity, personnel policy and availability of required personnel consider re-employment on contractual basis on payment of consolidated remuneration. Hence, it is considered appropriate and expedient to modify F.D.O.M. No. 5554/F dated 16.02.2012 with the following substitutions:

1. In para 3 of the aforesaid Office Memorandum the following shall be substituted namely:

(a) Government also, at times, re-employs personnel on contractual basis with consolidated remuneration. Ordinarily such re-employment is resorted to against sanctioned posts carrying prescribed scale of pay. In such cases, the consolidated remuneration of the re-employed personnel shall be fixed in terms of Finance Department letter No. 40545 dated 29.08.2009. In other words, the re-employed personnel will be entitled to consolidated remuneration at a rate equal to the minimum of the pay admissible to the regular post against which the re-engagement has been made.

(b) At times, however, the retired Government personnel are re-employed as advisors or consultants even without regular sanctioned posts. In those cases, consolidated remuneration of the re-employed personnel shall be fixed in such a manner so that the sum total of the consolidated remuneration along with his/her pension(including TI on pension) does not exceed the gross pay and allowances drawn by the employee concerned on the date of his/ her retirement. Furthermore, care should be taken in such cases to ensure that the consolidated remuneration of the personnel concerned does not exceed his/her pre-retirement pay as provided in para 4(b) of Finance Department Office Memorandum No. 38242/F dated 09.11.1994.

(c) However, there may be requirement of inducting retired personnel having specialized domain knowledge, experience and expertise for some assignments for a specific tenure. Re-employment of this nature may be considered either against sanctioned posts or in exceptional cases, even without any sanctioned post. With a view to getting the services of retired personnel having appropriate expertise, experience and skill sets for such assignments, it may be necessary to fix their remuneration in these cases, exceeding the limits imposed vide para 3 (a) and 3 (b) above. The terms of contract including consolidated remuneration in such cases may be determined by the Administrative Departments prior concurrence of Finance Department.

2. The Administrative Department shall accordingly submit their proposal on fixation of pay on re-employment officer-wise separately enclosing the copy of the L.P.C and P.P.O of the officer concerned.

The existing orders/circulars on this subject are superseded to the above extent.

Sd/-J.K Mohapatra
Principal Secretary to Government