



भारत प्रतिभूति मुद्रण तथा मुद्रा निर्माण निगम लिमिटेड

Security Printing and Minting Corporation of India Limited

मिनीरत्न श्रेणी-1, सीपीएसई
(भारत सरकार के पूर्ण स्वामित्वाधीन)

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भा.प्र.मु.मु.नि.नि.लि./सतर्कता/72/21 660
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दिनांक 11.06.2021
Date 11.06.2021

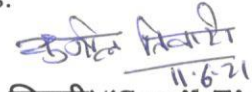
परिपत्र संख्या 06/21/Circular No. 06/21

विषय/Sub:- सेवानिवृत्ति के पश्चात् संविदात्मक रोजगार/असाइनमेंट या परामर्श आदि की पेशकश/स्वीकार करने की प्रक्रिया के संदर्भ में केन्द्रीय सतर्कता आयोग के निर्देश / **Central Vigilance Commission Instructions on procedure for offering/accepting post retirement contractual employments/assignment or consultancy etc**

केन्द्रीय सतर्कता आयोग के दिनांक 03.06.2021 के परिपत्र संख्या 07/05/21 को सूचनार्थ एवं उचित कार्यवाही के लिए इस परिपत्र के साथ संलग्न पाएं जिसके द्वारा केन्द्रीय सतर्कता आयोग ने सेवानिवृत्त सरकारी अधिकारियों को संविदा/परामर्श के आधार पर नियुक्त करने से पहले एक प्रक्रिया को परिभाषित किया है। आगे, आयोग ने संस्थानों को अपने कर्मचारियों के लिए उपयुक्त नियम/दिशा-निर्देश तैयार करने को भी कहा है ताकि यह सुनिश्चित किया जा सके कि सेवानिवृत्ति के बाद निजी क्षेत्र की संस्थाओं से किसी भी प्रस्ताव को स्वीकार करने से पहले, कूलिंग ऑफ अवधि का उनके द्वारा अनिवार्य रूप से पालन किया जाए।

A copy of circular no 07/05/21 dated 03.06.2021 issued by Central Vigilance Commission is enclosed herewith for information and necessary action wherein commission has defined a procedure before engaging a retired government officials on contractual/consultancy basis. Further, Commission has also asked to formulate appropriate rules/guidelines for its employees to ensure that post retirement, cooling off period is mandatorily observed by them before accepting any offer from private sector entities.

संलग्न: यथोपरि।/Encl: As above.


11.6.21

(सुनील तिवारी)/(Sunil Tiwari)

उप मुख्य सतर्कता अधिकारी/Dy. CVO

मुख्य महाप्रबंधक/The Chief General Manager,

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भा.प्र.मु.मु.नि.नि.लि./SPMCIL.

-पृष्ठ संख्या 2 पर जारी-/-Contd at page 2-

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दिनांक 11.06.2021
Date 11.06.2021

प्रतिलिपि/CC:

क) अध्यक्ष तथा प्रबंध निदेशक।/CMD.

ख) निदेशक (तकनीकी/मा.स./वित्त)/Director (Tech/HR/Fin).

ग) मुख्य महाप्रबंधक/महाप्रबंधक/अपर महाप्रबंधक/संयुक्त
CGMs/AGMs/Joint GMs (CHO).

घ) सभी सतर्कता अधिकारी/All Vigilance Officials.

ड) सूचना पटल एवं वेबसाइट/Notice Board & Website.

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सत्यमेव जयते

केन्द्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



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सं./No.....21-VGL-024.

दिनांक / Dated.....03.06.2021

Circular No. 07/05/21

Subject:- Procedure for offering/accepting post retirement contractual employments/assignment or consultancy etc.- reg.

It has been observed that sometimes, government organisations, in order to meet their functional requirement, use the expertise of retired government officials by hiring them on contractual basis, in the capacity of advisor/consultant etc. There is no defined procedure for seeking vigilance inputs before engaging retired government officials from the organisations where such retired officials were employed on full time basis, prior to their retirement.

2. Central Vigilance Commission has observed that the absence of a uniform defined procedure for obtaining vigilance clearance, before engaging retired officials by government organisations, sometimes lead to a situation where officials with tainted past or having cases pending against them are engaged by the government organisations. Such a situation not only leads to unnecessary complaints/allegations of favouritism, but is also against the tenets of fairness and probity which is the basic principle governing the functioning of government organisations.

3. The Commission has therefore decided to formulate a defined procedure before engaging a retired government official on contractual/consultancy basis by government organisations. The procedure to be adopted would include the following steps:-

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- (i) In respect of retired officers belonging to All India Services, Group 'A' officers of Central Govt. or their equivalent in other organizations owned or controlled by Central Govt., before offering employment to them on contractual/consultancy basis, vigilance clearance from the employer organisation, from which the Govt. Officer had retired, should be necessarily obtained.
- (ii) In case a retired officer had served in more than one organisation, vigilance clearance should be obtained from all organisations where the retired officer had served during a period of 10 years prior to his retirement.
- (iii) A communication seeking vigilance clearance may also be sent to Central Vigilance Commission, simultaneously.
- (iv) In case, no reply is received from the erstwhile employer(s) within 15 days of sending communication by Speed Post to them, a reminder may be sent to them for expediting vigilance clearance. However, in case no reply is received from the erstwhile employer within 21 days of sending initial communication to them, it may be considered as 'deemed vigilance clearance' for the person concerned. Later on, if it is found that the ex-employee was involved in any vigilance related matter or was not clear from vigilance point of view, the erstwhile employer organization would be responsible for all consequential actions.
- (v) The retired Govt. officer is to be considered for post retirement engagement only on receipt of vigilance clearance/vigilance inputs, subject to the conditions as given in sub para (i) to (iv) above.
- (vi) All communications regarding vigilance clearance should be sent by Registered Post/Speed Post, followed by emails on official mail ID of the organisation concerned.
- (vii) The procedure for engaging retired government officers should be transparent with equal opportunity to all those, who are willing to offer their services. The post to be filled up on contractual/consultancy basis should at least be advertised on the website of the organisation concerned at appropriate place and should be available in public domain.

4. Further, it has been observed that on some occasions, immediately after their retirement from government organisations, retired officials are taking up full time job/contractual assignments in private sector organisations. Quite often, cooling off period, as prescribed under the rules of organisations concerned, is not observed before taking up such offers. Post retirement acceptance of offer by retired government officials without observing cooling off period, constitutes a serious misconduct on their part.

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5. All government organisations may, therefore, formulate appropriate rules/guidelines for its employees to ensure that post retirement, cooling off period is mandatorily observed by them before accepting any offer from private sector entities. The rules/guidelines should incorporate procedure for seeking/obtaining permission before accepting offer from private sector entities during cooling off period if not in existence. The applicable service/conduct rules should also be revised/modified to ensure that, if required, appropriate action can also be initiated in case of violation of such rules by retired employees.

6. The above instructions may be noted for strict compliance.



(Rajiv Verma)
Officer on Special Duty

To

- (i) The Secretaries of all Ministries/Departments of GoI
- (ii) All Chief Executives of CPSUs/Public Sector Banks/Public Sector Insurance Companies/Autonomous Bodies etc.
- (iii) All CVOs of Ministries/Departments of GoI/CPSUs/Public Sector Banks/Public Sector Insurance Companies/Autonomous Bodies etc.
- (iv) Website of CVC