

CHAPTER II **PERSONNEL POLICIES**

(c) Service Matters

9. DPE/Guidelines/II(c)/9
Policy regarding grant of extension/re-employment of officers beyond the age of their superannuation in posts under the Central Government/Public Sector Undertakings etc.

The instructions as contained in this Department's O.M. No. 26011/1/77-Estt. [B], dated the 18th May, 1977, inter-alia provide that extension/re-employment of Central Government officers beyond the age of their superannuation should be resorted to as very rarely and in really exceptional circumstances, purely in the public interest. The directives of the Prime Minister as communicated with this Department's D.O. Letter No. 27[5]-EO/83 [ACC], dated the 2nd February 1983, also emphasize the need to eschew the tendency of granting extension in service/re-employment to superannuated persons.

2. In this Department's Office Memorandum of even number dated the 23rd July, 1983, it was clarified that the following types of appointments would be outside the scope of the Prime Minister's directives, referred to above:

- Statutory appointments wherein, under the statute, a specific term has been fixed or a different age of retirement has been fixed, like Members of Settlement Commission and Customs and Excise and Gold Control Appellate Tribunals;
- Staff re-employed in Commission of Inquiry;
- Co-terminus appointment of officials re-employed as Ministers' personal staff and other such high functionaries who have been granted Minister's status; and
- Officials re-employed in Organizations where the age of retirement is different from the normal age of superannuation of 58 years.

3. It has now been decided that the following types of appointments would also be excluded from the purview of the Prime Minister's directive, concerning extension/re-employment of officers beyond the age of their superannuation:

- Part-time Chairman and Consultants/Advisers in Public Sector Undertakings/Enterprises; and
- Contract appointments

The appointments in the public Sector Undertakings/Autonomous Bodies/Companies, fully financed by the Government, shall, however, continue to be covered by the Prime Minister's directive and the general instructions referred to above.

4. The Ministries of Finance etc. are requested to bring these instructions to the notice of all concerned.

(DOPT O.M. No. 27[5]-EO/83 [ACC] dated 22/24th September, 1984)