

## **CHAPTER II** **PERSONNEL POLICIES**

### **(g) Vigilance Policies**

**8. DPE/Guidelines/II(g)/8**  
**Strengthening of Vigilance Machinery in Public Sector Undertakings and grant of incentives to Chief Vigilance Officers.**

Kindly find enclosed a copy of Department of Personnel & Training (DOPT)'s OM No. 378/3/98-AVD.III dated the 11th April, 2000 on strengthening of Vigilance Machinery in Public Sector Undertakings and grant of incentives to Chief Vigilance Officers posted in the PSUs which are not located in Metropolitan cities.

This is for your kind information and guidance. A copy of this may kindly be provided to the CVO/Vigilance Branch in your PSU.

**(D.O. No.15(3)/2000/GL-024/DPE(GM) dated 22nd May 2000)**

**(Copy of Department of Personnel & Training's O.M. No. 378/3/98-AVD.III dated 11th April, 2000)**

The undersigned is directed to say that the question regarding strengthening of Vigilance set-up in the Public Sector Undertakings and grant of certain incentives to the CVOs has been under consideration of the Government for some time past.

2. The matter has since been considered and the Appointments Committee of the Cabinet has approved the grant of the following incentives to the Chief Vigilance Officers posted in PSUs which are not located in metropolitan cities:—

#### **I. Grant of Allowances:**

(i) Grant of special allowance @ 15% of the basic pay to the Chief Vigilance Officers/Executive Directors (Vigilance) of the Public Sector Undertakings (PSUs) except those posted in PSUs located in Metropolitan Cities. Those who are granted such special allowance will not be eligible for special pay/ deputation (duty) allowance. Further, the special allowance would be given only to the deputationists posted on a regular basis and not to PSU employees of Vigilance Wing holding additional charge of the post of CVO/ED (Vigilance).

(ii) Appropriate education allowance to be granted by those Public Sector Undertakings, which are located at places other than Metropolitan Cities if such allowances are already available to their own employees of the relevant PSU.

#### **II. Regulation of tenure on shifting from Public Sector Undertaking to Central Staffing Scheme:**

(i) The tenure of a CVO/ED(Vigilance) posted in a PSU located at places other than Metropolitan Cities shall be treated as 50% tenure only, for the purpose of considering such officers for further posting in Government of India under Central deputation; provided the officer has served the PSU as CVO/ED (Vigilance) for atleast three years, and provided further that consideration for appointment to the post at level of Joint Secretary under Central Staffing Scheme will be subject to his empanelment for holding a post at the level of Joint Secretary.

(ii) After an initial term of 3 years as Chief Vigilance Officer/ Executive Director (Vigilance) in a Public Sector Undertaking located at places other than Metropolitan Cities posting in Government of India under Central Deputation to be considered on priority basis subject to the condition that the total tenure including the 50% tenure of CVO/ED (Vigilance) shall not exceed 7 years. The calculation of tenure for CVOs/ ED (Vigilance) for assignments under Central Staffing Scheme is explained in the Annexure.

(iii) The posts of CVOs/ED (Vig) in various Public Sector Undertakings are to be treated as posts not as but similar to, the non-Central Staffings Scheme posts in order to attach officers for manning such posts and, therefore, if an officer occupying a post under the Central Staffing scheme on deputation applies for being considered for appointment as CVO/ED (Vig.) and his request is duly recommended by the Ministry/Department in which he is posted, with the approval of the Minister-in-Charge, at least one year before the expiry of his tenure on the Central Staffing Scheme Post, the officer, if selected, for appointment may be allowed a tenure of 3 years as CVO subject to a maximum of 7 years combined tenure on the Central staffing Scheme post and the post of CVO.

#### **III. Regulation of tenure on shifting from Central Staffing Scheme to Public Sector Undertaking:**

(i) A posting as Chief Vigilance Officer/Executive Director (Vigilance) in a Public Sector Undertaking could be allowed, located at places other than Metropolitan Cities in continuation of a posting with the Government of India, subject to the condition that the total period including the earlier tenure, shall not exceed 7 years. Thus, if an officer has served on a post under the Central Staffing Scheme for 4 years and then proceeds on deputation to a post of CVO in a PSU located at places other than Metropolitan Cities, he will have a tenure of 3 years on the post of CVO subject to an overall ceiling of seven years of combined tenure on the Central Staffing Scheme post and the post of CVO.

#### **IV. Cooling off period:**

Reduction in the "Cooling off" period from 3 years to 2 years for those officers who had worked as Chief Vigilance Officer/Executive Director (Vigilance) in a Public Sector Undertaking located at places other than Metropolitan Cities immediately before the "Cooling off" period or an officer on his posting as such immediately after the "Cooling off" period.

These orders take effect from the date of issue.

#### **ANNEXURE**

For counting the tenure of CVO as half, towards Central tenure, an officer should have served as CVO for at least three years.

On the basis of above, the calculation of tenure for shifting from Public sector Undertaking to Central Staffing Scheme would be as follows:-

(1) CVO for 3 years

1-1/2 years towards Central tenure. If he shifts to a Central Staffing Scheme (CSS) Post, he will get a full tenure of 4 years as DS and 5 years as Director/JS as both would not exceed the normal tenure and would be less than the combined tenure of 7 years.

(2) CVO for 5 years in the same PSU

2-1/2 years towards Central tenure. On a shift to a CSS post, he will get a tenure of 4-1/2 years as Director/JS as both would not exceed the normal tenure or the combined maximum tenure of 7 years. Tenure as Deputy Secretary will, however, be 4 years only.

(3) CVO for 6 years in 2 PSUs for 3 years each

3 years towards Central deputation tenure. On a shift to a Central Staffing Scheme post he can get 4 years as Deputy Secretary and 4 years as Director/JS as both would not exceed the normal tenure or the continued maximum tenure of 7 years.