

भारत सरकार
GOVERNMENT OF INDIA
मत्स्यपालन, पशुपालन और डेयरी मंत्रालय
MINISTRY OF FISHERIES, ANIMAL HUSBANDRY AND DAIRYING
मत्स्यपालन विभाग/ DEPARTMENT OF FISHERIES
केन्द्रीय मात्स्यिकी तटवर्ती इंजीनियरी संस्थान
CENTRAL INSTITUTE OF COASTAL ENGINEERING FOR FISHERY
ईस्रोआवास के सामने, जालहल्ली, बेंगलूर 560 013
Opp. to ISRO Qrts., Jalahalli, Bengaluru-560 013

संदर्भ सं./ Ref No. A.41(11)/2025-CEF

दिनांक/ Dated 02nd April, 2026

CIRCULAR

Sub: Engagement of retired officers of Central/State Government/PSUs/
Autonomous/Statutory bodies as Consultants on contractual basis –
reg.

Central Institute of Coastal Engineering for Fishery (CICEF), a sub-ordinate office under the Department of Fisheries, Ministry of Fisheries, Animal Husbandry & Dairying, Bengaluru invites applications from eligible retired officers of Central/State Government/PSUs/ Autonomous/Statutory bodies for engagement as full time Consultants (02 nos.) on contractual basis.

2. The terms & conditions for engagement of Consultants shall be regulated by the Department of Expenditure OM no. 3-25/2020-E.IIIA dated 09.12.2020. The detailed Terms & Conditions of engagement are enclosed as **Annexure - I**.

3. CICEF reserves the right to accept or reject in part or in full any or all the responses without assigning any reason whatsoever.

4. The retired Government employees engaged as Consultant shall continue to draw pension and dearness relief on pension during the period of engagement as Consultant. The engagement as Consultant shall not be considered as a case of re-employment.

5. Interested candidates must submit their application in the prescribed format enclosed (**Annexure – II**) to – The Director, Central Institute of Coastal Engineering for Fishery (CICEF), Opposite to ISRO Quarters, Jalahalli, Bengaluru – 560013 on or before 20th April, 2026.



(एन. रवि शंकर / N. RAVI SANKAR)
निदेशक /DIRECTOR

Terms and Conditions

1. Eligibility:

- 1.1 The applicant should not have attained the age of 63 years as on the closing date of submission of application and should be in good health for discharging his/her official duties effectively.
- 1.2 The applicant should be retired from the post in Level 13/Level 12/Level 11/Level 10 of the Pay Matrix.
- 1.3 Should possess a Master's/Bachelor's degree in Civil Engineering.
- 1.4 Should have a minimum of 10 years of experience in fishery harbour projects planning, design of maritime structures, preparation of technical drawings, estimation and preparation of detailed project reports/technical reports.
- 1.5 Must have proficiency in Civil Engineering computer applications such as AutoCAD and other relevant design software.

2. Engagement:

- 2.1 The engagement of Consultant will be purely on contract basis and will not confer any right for regular appointment.
- 2.2 The engagement shall be initially for a period of six months which may be extended or terminated as per the requirement and satisfactory performance of the Consultant.
- 2.3 No retired Government Servant shall be eligible for appointment as a Consultant unless there is a gap of fifteen (15) days between his/her retirement and appointment as consultant.
- 2.4 The Consultants shall be required to perform duties as assigned by the Director, CICEF. He/she shall perform the duties to the satisfaction of Director, CICEF.

3. Working Hours and Leave:

- 3.1 The Consultant shall be required to observe normal office timing i.e. 9.30 AM to 6.00 PM with a lunch break of 1.30 PM to 2.00 PM from Monday to Friday. In case of requirement, the Consultant could be called for services on holidays or beyond normal working hours for which no compensatory leave or any compensation will be granted/permitted.
- 3.2 Paid leave of absence may be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.

4. Remuneration and Tax Deducted at Source:

- 4.1 The Consultant shall be paid a fixed monthly amount calculated as under:
Last pay drawn (basic pay) – Basic Pension + Transport Allowance (applicable at the time of retirement)
The amount of remuneration so fixed shall remain unchanged for the term of the contract. Release of monthly remuneration is subject to production of satisfactory performance certificate from the concerned controlling officer.
- 4.2 Income Tax or any other tax will be deducted at source as per Government rules.
- 4.3 The amount so fixed shall remain unchanged for the term of the contract. There will be no annual increment/ percentage increase during the contract period.
- 4.4 Consultants shall not be entitled to any kind of allowance/benefit such as Dearness Allowance, Transport Facility, Residential Accommodation, Personal Staff, CGHS, Medical reimbursement etc. However, should they require to travel inside the country in connection with the official work, he/she would be entitled to TA/DA at the rate commensurate with his/her Grade Pay/Pay Level (as may be applicable) from which he/she retired.

5. Confidentiality of data and Documents:

- 5.1 The Consultant shall sign an agreement of Confidentiality with the Government of India containing a clause on Ethics and Integrity (**Annexure – III**).

6. Conflict of Interest:

- 6.1 The Consultant shall in no case represent or give opinion or advice to others in any matter which adverse to the interest of Government nor will indulge in any activity outside the terms of contractual assignment.

7. Termination of Agreement:

- 7.1 CICEF can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course it will provide one month's notice to the Consultant. The Consultant can also seek for termination of the contract upon giving

one month's notice to CICEF. The termination may be due to any of the following reasons:

- i. The Consultant is unable to address the assigned work.
- ii. Quality of the assigned work not to the satisfaction of the Director, CICEF.
- iii. The Consultant is found lacking in honesty and integrity.

8. Canvassing in any form will lead to disqualification.

N. Ravi Sankar 02/04/2026
(एन. रवि शंकर / N. RAVI SANKAR)
निदेशक /DIRECTOR

ANNEXURE-II

**Application for engagement as Consultant on contract basis in Central
Institute of Coastal Engineering for Fishery (CICEF), Bengaluru.**

Name	
Mother's/ Father's/ Husband's Name	
Date of Birth	
Address for Correspondence	
Permanent Address	
Contact No./Mobile No.	
Email ID	
Educational/ Technical Qualification(s)	
Details of Experience to be attached in proforma appended as "APPENDIX"	
Post held on retirement	
Date of retirement and name of the office where the officer was last working. Enclose a Copy of PPO.	
Special Achievement (if any) along with supporting documents.	
Any other relevant information (use a separate sheet, if necessary)	

The information furnished above is true. I have carefully read the terms and conditions mentioned in **Annexure - I** and they are acceptable to me. I certify that no disciplinary proceedings are pending against me, as on date.

Date:

Signature of the Applicant

Details of Experience

Period	Name of Office/ Organization	Post held and Remuneration (Pay Level)	Description of Duties performed

Date:

Signature: _____

Name:

NON-DISCLOSURE UNDERTAKING/AGREEMENT

To,

The Director,
Central Institute of Coastal Engineering for Fishery (CICEF),
Jalahalli, Bengaluru.

Sir,

I hereby undertake

(i) to treat all the information that come to my knowledge as part of my duties in this Institute as confidential information and keep it strictly confidential.

(ii) not to sell, trade, publish or otherwise disclose to any one in any manner whatsoever including by means of reproduction either in physical, hardcopy, digital or in electronic format.

(iii) to hold such confidential information in trust and confidence both during and after the terms of my engagement.

(iv) not to engage in any other employment/ occupation/ consultancy or any other activity during my engagement with CICEF which would otherwise conflict with my obligations towards CICEF.

(v) to abide by data security policy and related guidelines issued by Department of Legal Affairs.

(vi) not to resort any corrupt practices in any aspect and at any stage during the tenure of engagement.

(vii) to maintain highest standards of ethics & integrity during the period of engagement as Consultant.

2. In the event of my termination of employment for any reason whatsoever, I shall promptly surrender and deliver to the CICEF any records/ material, equipment, documents or data which is of confidential nature.

3. I shall keep CICEF informed of any change in my address or contact details during the period of my engagement.

4. I understand that I can be terminated at any point of time for breach of the above conditions and can be proceeded against under the relevant laws for the time being in force.

5. For the purpose of this undertaking, Confidential Information means any such information received from any source, whether in physical, electronic or in digital format.

Yours faithfully,

Date:

(Signature)

Name:

Address & Contact Number