

CHAPTER XV : NITI AAYOG

National Institute of Labour Economics Research and Development

15.1 Recruitment of staff without sanction for posts

National Institute of Labour Economics Research and Development revised the sanctioned post of Joint Director, Deputy Director and Assistant Director in violation of the instructions of the Ministry of Finance resulting in irregular expenditure of ₹ 1.02 crore on their salary and allowances.

Ministry of Finance directed (October 1984) that rules and bye laws of autonomous bodies which are fully or partly funded by the Government of India should invariably incorporate restrictive clauses in their relevant bye laws/rules/regulations relating to employment to the effect that adoption of pay scales, allowances and revision thereof and creation of post above a specified pay level would need the prior approval of Government of India in consultation with the Ministry of Finance. In May 1993, Ministry of Finance, Department of Expenditure, issued instructions, also applicable to autonomous bodies that Group 'A' posts below the level of Joint Secretary are to be created with approval of the Finance Minister.

The National Institute of Labour Economics Research and Development (NILERD) is an autonomous body under the administrative control of NITI Aayog and is substantially funded by grants-in-aid from NITI Aayog.

Audit scrutiny of records of NILERD revealed that the sanctioned post of Group 'A' level (below the level of Joint Secretary) of Joint Directors, Deputy Director and Assistant Directors under Faculty (Research and Education Support Services) in NILERD as on 30 September 2012 were four, 10 and 11, respectively. The General Council of NILERD in its 46th meeting held on 23 January 2013 approved revision of sanctioned strength of the posts of Joint Director, Deputy Director and Assistant Director from four to six, 10 to 12 and 11 to 18 respectively. Thereafter, NILERD revised the sanctioned strength of Joint Director, Deputy Director and Asstt. Director without the approval of NITI Aayog and Ministry of Finance. Since the approvals of the competent authorities were not obtained, expenditure on salary and allowances aggregating ₹ 1.02 crore incurred on these officials was irregular.

NILERD stated (December 2017) that the posts were revised by providing matching contribution surrendering/abolishing of posts in other cadres. It added

that the Memorandum of Association and Bye-laws were under review/updation and necessary action would be taken for incorporation of the restrictive clause related to the powers of the Governing Body in the matter relating creation of posts, revision of pay and allowances of their staff and similar establishment expenditure. Further, ex-post facto approval of Ministry of Finance would be sought for revision of the sanctioned strength.

The matter was reported to NITI Aayog in September 2017; its reply was awaited as on December 2017.