

# VIGILANCE AWARENESS WEEK -2015

## APPOINTMENT OF CONSULTANTS

**Preventive  
Vigilance**



**Vigilance**  
Corporate Governance  
as a Tool of  
**Good Governance**



सतर्कता जागरूकता सप्ताह जागृति ತಿಳುವಳಿಕೆ ಸಪ್ತಾಹ  
**VIGILANCE AWARENESS WEEK**  
26<sup>th</sup> - 31<sup>st</sup> October, 2015

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## APPOINTMENT OF CONSULTANTS: REQUIREMENT

- Organisations appoint consultants due to lack of in-house expertise in technical matters.
- May be critical for business of organisations not having in-house expertise in such technical areas.
- But should be the last option especially in case of appointment of individuals as consultants i.e. in absence of any other alternative (e.g. Officiating by juniors or fresh promotion / recruitment).

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## APPOINTMENT OF CONSULTANTS: LAPSES

- Hiring of consultants for jobs for which in-house expertise is available.
- Hiring of consultants for non-technical jobs without proper justification & for long durations.
- Appointment in an ad hoc and non-transparent manner without inviting tenders / giving wide publicity in newspapers and without collecting adequate data about their performance, capability and experience including vigilance clearances in case of individuals.

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## APPOINTMENT OF CONSULTANTS: LAPSES

- Ill defined scope of work giving consultant a free hand.
- Over-dependence on consultants resulting in them exploiting the circumstances resulting in loss to organisation.
- At times, in collusion with the contractors, consultants give biased recommendations in favour of a particular firm.
- Consultants recommend acceptance of inferior items/equipments and also give undue benefit to the contractors like non-recovery of penalties for the delayed completion.

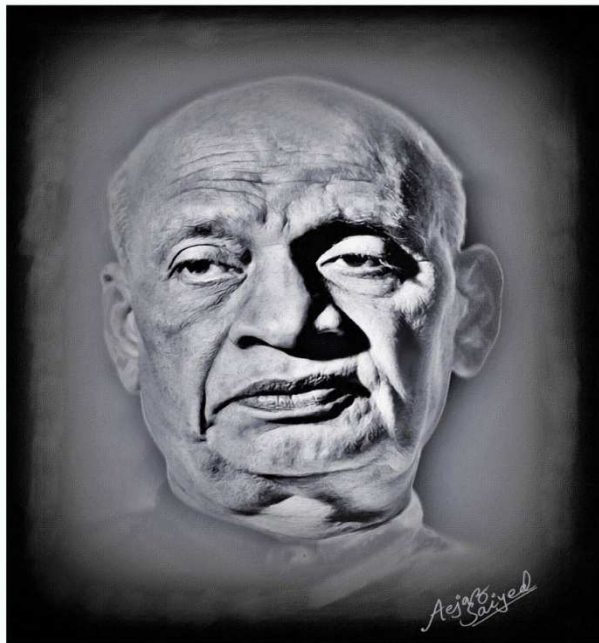
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## APPOINTMENT OF CONSULTANT: TRANSPARENCY

- The appointment of consultants should be absolutely need based and for specialised jobs only.
- Uniform policy : Selection of consultants should be made in a transparent manner through competitive bidding with wide publicity in newspapers {in line with recruitment policy (min.) for individuals}.
- Scope of work and role of consultants should be clearly defined with adequate provisions for penalising the consultants.
- The role of the consultants should be advisory and recommendatory and final authority and responsibility should be with the departmental officers only.

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# THANK YOU



“You can bend it & twist it... You can misuse & abuse it... But even God cannot change the truth.”

- Michael Levy