



सत्यमेव जयते

केन्द्रीय सतर्कता आयोग  
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,  
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Satarkta Bhawan, G.P.O. Complex,  
Block A, INA, New Delhi-10023

सं./No.....025/VGL/102.....

दिनांक / Dated 05.01.2026.....

NOTICE

**Subject:- Application for empanelment of persons for nomination as Independent External Monitors (IEMs) in Organizations for implementation of Integrity Pact.**

In order to ensure transparency and probity in public procurement activities, Central Vigilance Commission recommends implementation of the concept of "Integrity Pact (IP) in respect of all major procurement activities by government organisations. In order to ensure smooth implementation of IP, the Commission has put in place a Standard Operating Procedure (SOP). A comprehensive revised SOP has been approved and uploaded on the Commission's website, vide Circular No. 04/06/23 dated 14.06.2023. The IP envisages appointment of Independent External Monitors (IEMs), eminent and experienced persons of high integrity and reputation to oversee the implementation of IP in the respective organisations.

2. In order to ensure that only persons of integrity, adequate experience and unblemished service record are appointed as IEMs in any organization, the Commission is empaneling retired officers, after following due process to identify such persons. The panel of such eminent persons is updated at periodical intervals to ensure availability of suitable persons for nomination/appointment as IEMs to different organizations.

3. Online Applications are invited from retired senior officers, fulfilling the eligibility criteria as given in the enclosed scheme, for empanelment of eminent as IEMs. Eligible persons (as per the terms, conditions and criteria laid down in the enclosed scheme) are requested to submit their applications online.

- ✓ To access the homepage for submitting the application, please log in to <https://iem.cvc.gov.in/>.
- ✓ Applications are to be filled online through the above portal only. Physical application forms will not be accepted.
- ✓ Before submitting the online application, the applicants may go through the instructions for filling up the application form on the homepage.
- ✓ Incomplete forms will not be accepted.
- ✓ The application can be submitted online on the portal from 05/01/2026 to 19/01/2026.



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सं./No..... 025/VGL/102.....

दिनांक / Dated.05.01.2026.....

**Subject:- Scheme for empanelment of persons for nomination/appointment as Independent External Monitors (IEMs).**

Central Vigilance Commission, in order to ensure transparency, competitiveness and probity in public procurement activities has recommended adoption of Integrity Pact (IP) by ministries/departments of Central Govt. and Corporations/Companies and other organizations, owned and controlled by Central Govt. IP is primarily an agreement between the buyer organization and prospective vendor committing them not to indulge in corrupt practices in any manner in the purchase/procurement process. Only those bidders are considered eligible to participate in the bidding/tender process, who commit themselves to IP in respect of tenders/procurement activities above a threshold value, as decided by the organisations concerned. In other words, signing IP would be a preliminary criterion for qualification for bidders.

Central Vigilance Commission, vide its circular No. 04/06/23 dated 14.06.2023 has placed in public domain, a detailed Standard Operating Procedure (SOP) for adoption of IP available on commission's website, i.e., [www.cvc.gov.in](http://www.cvc.gov.in). The SOP includes all the essential ingredients of IP.

2. The IP envisages an important role for Independent External Monitors (IEMs) for implementing the provisions of IP. IEMs are required to review independently and objectively, whether and to what extent parties have complied with their obligations under the pact. The IEMs examine all representations/grievances/complaints received by them from the bidders or their authorized representative related to any discrimination on account of lack of fair play in modes of procurement and bidding systems, tendering method, eligibility conditions, bid evaluation criteria, commercial terms and conditions, choice of technology/specifications, etc.

The IEMs are required to examine the process integrity; they are not expected to concern themselves with fixing of responsibility of officers. The role of IEMs and CVO would remain separate and unaffected by each other. The recommendations of IEMs are advisory in nature, and not binding on the organization.

3. In the event of any dispute between the management and the contractor relating to those contracts where Integrity Pact is applicable, in case, both the parties are agreeable, they may try to settle dispute through mediation before the panel of IEMs in a time bound manner. If required, the organizations may adopt any mediation rules for this purpose. (for details, please refer to Para 5.6 of SOP dated 14.06.2023, issued vide Circular No. 04/06/23).

4. The Central Vigilance Commission is maintaining a panel of eligible and eminent persons of integrity, for consideration for nomination as IEMs in the respective organizations, as per need. The eligible persons are nominated as IEMs in the organizations concerned by the Central Vigilance Commission and appointments orders of IEMs are to be issued by the competent authority in the respective organization.

5. The Central Vigilance Commission invites applications from the eligible and willing persons for empanelment as IEMs, as per the following scheme: -

### **ELIGIBILITY**

✓ The zone of consideration of persons would consist of:-

- (i) Officers who have held the post of Additional Secretary to Government of India or were in equivalent or higher pay scale, at the time retirement (Officers belonging to All India Services or Group 'A' Services of Union of India, whether serving with Government of India or any State Government are eligible).
- (ii) Persons who have held the post of CMD of Schedule 'A' Public Sector Enterprise and were equivalent or higher to Additional Secretary to Government of India at the time of retirement.
- (iii) Persons who have held the post of CMD/MD and CEO of Public Sector Banks, Insurance Companies and other Financial Institutions, at the time of retirement.
- (iv) Chief Executive Officers of an organization [other than listed above] and were equivalent or higher to Additional Secretary to Government of India, at the time of retirement.
- (v) Officers of the Armed Forces who were in the pay scale of equivalent or higher to Additional Secretary to Government of India at the time of retirement.

✓ Age should be less than 70 years at the time of issuance of notice i.e.05.01.2026

The Commission would not include a retired person in the panel for consideration for nomination as IEM, if the retired person has accepted a full-time assignment, post-retirement, either in the government sector or private sector or elsewhere. All those empanelled persons, who accept full time assignment elsewhere, would cease to remain on the panel, from the date on which they have accepted the said assignment. In this regard, it would be incumbent upon the empanelled persons to immediately inform the Commission about the acceptance of full-time assignment by them.

### **SELECTION METHOD**

- (i) A notice inviting applications from eligible persons will be published on the Commission's website.
- (ii) After due scrutiny and verification of the applications and documents by a Screening Committee constituted for the purpose, the names found eligible would be shortlisted and placed before the Commission for approval for inclusion in the panel for the purpose of nomination as and when vacancies arise or there is requirement.
- (iii) Decision of the Commission for including names in the panel, shall be final and no correspondence shall be entertained from the applicants in this regard.

### **TERMS & CONDITIONS**

- (i) An empanelled person can be nominated/appointed as IEM in a maximum of three organizations at a time.
- (ii) IEMs would be appointed for a period of three years only in an organization.
- (iii) Three IEMs would be nominated by the Commission in Maharatna/Navratna Companies and two IEMs would be nominated/appointed in other organizations.
- (iv) A person would not be considered for nomination/appointment as IEM in the organizations from where he retired or in an organization which is under the administrative control of the ministry/department, etc. from which the person has retired.
- (v) The IEM shall be paid per sitting a fee of Rs. 25,000/-. However, the maximum amount payable to IEMs in a calendar year shall not exceed Rs. 3,00,000/- with respect to the sitting fees.

### **PROCEDURE FOR NOMINATION**

The proposal for nomination of IEMs in the respective organizations would be sent by the concerned department responsible for ensuring implementation of Integrity Pact in the organization, after taking approval of the competent authority. The Commission would nominate IEMs for an organization, from the panel of IEMs maintained by it.