



Government of India
Ministry of Communications
Department of Telecommunications



57/C

No.Sr.DDG/DoT/MBILSA/549/HiringOfConsultants/2020-21/57

Dated: 11.04.2022

Subject: Engagement of retired Government Servants/ retired officials of PSUs or Research Organizations as consultants against vacant posts of Group 'B' & 'C' officers at O/o Sr. DDG, Mumbai LSA, DoT.

Office of Sr. Deputy Director General, Mumbai LSA, DoT intends to engage **1 (One)** consultant for Technical work with Telecommunications background against vacant posts of Group 'B' & 'C' officers, initially for a period of 6 months from the date of engagement.

Application form for the post of consultant on contract basis is enclosed herewith as Annexure-A. Last date for submission of application is **10.05.2022**. Applications received after due date will not be considered.

Sl.No.	Terms & Condition	Details
1.	Nature of Duties	<p>a) Looking after the Establishment, Tendering, Administration related functions and other routine office work for smooth functioning of office.</p> <p>b) Making correspondence with DoT/ Licensed Telecom Service Providers/ Other Govt. agencies etc.</p> <p>c) General works such as RTI/ Parliament Question/Handling of Court Cases/ Disaster Management/ Public Grievances/various Reports & Periodic Statements etc.</p> <p>d) Other Works allotted as per requirement etc.</p> <p>e) Monitoring such as EMF Testing/ Maintaining and Updating of Cell sites record/BTS sites record, Audit of Customer Application Forms/ Verification of Self Certificates submitted by Telecom Service Providers etc.</p> <p>f) Assisting DoT officers in conducting inspections.</p> <p>g) The consultant may be attached with any Officer of the LSA and he/she will have to work independently without any assistance and can be assigned any work of any vertical from time to time.</p>
2	Period of Engagement	<p>a) The engagement shall be purely on contract basis for a period of 6 months [subject to clause (b) below], which may be extended subject to approval of competent authority.</p> <p>b) The engagement of retired personnel in short term contract basis can be terminated by either of the party with prior notice of 30 days.</p>



GOVERNMENT OF INDIA
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3	Eligibility	<p>a) The applicant should be retired Government employee/ retired official of PSUs or Research Organizations. Employees who have taken SVRS under rule-48 of CCS (Pension) rules 1972 of DoT letter No. 1-50(1)/2018-E&C-Part(1) dated 14.06.2021 are not eligible to apply. The applicant should not be more than <u>sixty-five</u> years of age on the date of her/his engagement.</p> <p>b) The applicant should be well aware with the functioning of Central Government Departments/Ministries and aware of various rules and regulations of the Central Government.</p> <p>c) Computer Literacy is necessary.</p> <p>d) The applicant must be proficient in working with computer and must have hands-on experience in working with MS Office software/Internet.</p> <p>e) Preference will be given to applicants retired from DoT/BSNL/MTNL with Telecom background.</p> <p>f) The Headquarter of the consultant will be at Mumbai.</p>
4	Remuneration	<p>a) The maximum amount of monthly consolidated fee/ remuneration payable to the retired persons engaged as Consultants shall be regulated in accordance with (i) DoT Integrated Finance Division Lr. No. 3-10/2014-SEA-I/Fin dated 28.03.2022, (ii) DoT Circular No. 154 File No. 1-3(01)/2021-PAT dated 08.02.2021 (Endorsement of F.No 3-25/2020-E.III/A dated 09.12.2020) and any other circulars/orders issued by the Government time to time restricted to maximum of Rs. <u>40,000/-</u> (Rupees Forty Thousand only) per month.</p> <p>b) Income Tax or any other Tax liabilities as per the prevailing rules will be deducted at source before effecting payment for which the DDO of the office/department will issue TDS certificate.</p> <p>c) Apart from the remuneration mentioned above, the consultant shall not be entitled for any allowances. They shall also not be entitled to telephone facilities, CGHS, Medical reimbursement, transport facilities, staff car and residential accommodation from Central Government pool</p>
5	Selection	<p>A three-member committee under the chairmanship of Head of Mumbai LSA would be formed to go through the applications received and draw a panel for the cadre. The empaneled list will be put up on the website.</p>



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6	Closing date for submitting applications	The persons who fulfil the eligibility criteria in para (3) and are willing to work as consultants on the terms as consultant may submit their application in the proforma (enclosed as Annexure A) to reach latest by 10.05.2022 to ADG(Admin), O/o Sr.DDG, 5th Floor, Technical Wing, Saki Vihar Telephone Exch. Bldg., Saki Vihar Road, Andheri (E), Mumbai - 400072, Tel: 022-28574300.
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The above said engagement is temporary and on contract basis. The selected candidates will be governed by the provisions of the guidelines for the engagement of consultants in DoT as amended from time to time.

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11/01/22

Asstt. Director General
O/o Sr.DDG, Mumbai LSA.
Ministry of Communication
Department of Telecommunications
Government of India.

Application Format for post of Consultants in Mumbai LSA, DoT

- 1) Name of the Applicant
- 2) Father's Name
- 3) Present Residential Address
- 4) Date of Birth (DD/MM/YYYY)
- 5) E-mail & Mob. No. of the Applicant
- 6) Date of Entry into Govt. Services
- 7) Date of Retirement
- 8) Educational Qualification
- 9) Knowledge of Computer:
 - a) MS Word
 - b) MS Excel
 - c) Power Point Presentation

10) Brief of service with nature of duties performed in last ten years before retirement:

Sl. No	Name of Ministry/ Department	Period (MM/YYYY)		Post Held	Nature of work
		From	To		

- 11) Last Pay drawn & Basic Pension
- 12) Pay Scale at the time of retirement
- 13) Copy of order of superannuation
- 14) Whether any minor penalty/ major penalty was imposed during last ten years of service, if so the details thereof
- 15) Additional information, if any, in support of your suitability for the post.

This is to certify that no disciplinary proceedings were pending against me at the time of retirement and the information given above is true to the best of my knowledge and belief.

Date:

Place:

Yours faithfully,

(Signature)

Full Name:

Address:

Mobile No.

No.3-10/2014-SEA-1/Fin.
Government of India
Ministry of Communications
Department of Telecommunications
(Integrated Finance Division)

New Delhi, dated 23 March, 2022

**Subject: Engagement of retired PSU's employees on contract basis in DoT—
Fixation of remuneration thereof.**

Reference is invited to this division letter of even number dated 22.12.2021 on the subject matter. The matter of fixation of remuneration in respect of PSUs retirees engaged on contract basis in DoT has been consulted with Ministry of Finance, Department of Expenditure who have now provided the following clarification –

- (a) To arrive at the remuneration, concerned division office may ascertain equivalent level of post in the Central Government at which the retired PSU employee is proposed to be appointed on contract basis. Then the notional pay of such post in Central Government may be arrived at by taking the mean of Cell-1 and Cell-10 of the corresponding Pay level of such post. The sum so arrived may be treated as last basic pay and 50% of such basic pay may be allowed as remuneration. The other terms & conditions and allowances shall be decided as per DoE's instructions vide OM No. 3-25/2020-E.IIIA dated 09.12.2020.
- (b) No increment and Dearness Allowance (DA) shall be allowed during the term of the contract. Transport Allowance and leave may be in accordance with DoE OM No. 3-25/2020-E.IIIA dated 09.12.2020.

2. The concerned head of office shall be responsible for ascertaining equivalent level of post in the Central Government at which the retired PSU employee is proposed to be appointed on contract basis.

3. It is clarified that these guidelines shall be applicable only for fixing remuneration of PSU retirees (Direct Recruits, Combined service optees and Pro-rata retirees) and not for Central Government retirees. The engagement of retired Central Govt. employees in the department will continue to be done as per provisions contained in the DoE order No. 3-25/2020-E.IIIA dated 09.12.2020. Further, these instructions shall also not be applicable to BSNL/MTNL VRS 2019 retirees.



4. These instructions are issued with concurrence of Member (F) and approval of Secretary (T) and take immediate effect.



29/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

To,

1. All Sr.DDsG/DDsG/JWA in DoT HQ.
2. DDG (E&AM) for CGCA & all CCAs.
3. DDG (Est.) for DG (T) & all LSAs.
4. Heads of TEC, NICEF, NTIPRIT

Copy to:

1. Sr.PPS to Secretary (Telecom)
2. Sr.PPS to Member (F)/Member (T)/ Member (S)
3. PPS to AS (T)/Advisor (F)/ WA/ Administrator USOF
4. PS to DDG (F), DDG (C&A), DoT HQ
5. Spare copy for publishing on DoT's office notice board.


29/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

भारत सरकार/Government of India
संचार मंत्रालय/Ministry of Communications
दूरसंचार विभाग/Department of Telecommunications

Sanchar Bhawan, 20, Ashoka Road
New Delhi -110001

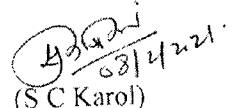
Dated: 08/02/2021

CIRCULAR No. 154

Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees

The undersigned is directed to forward herewith a copy of Department of Expenditure OM No. 3-25/2020-E.IIIA dated 09.12.2020 on the subject cited above for information and necessary action.

Encl: As above


(S C Karol)
Director (Estt.)
Phone: 2303 6500

Copy to:

1. PPS to Secretary (Telecom)
2. PPS to Member (T)/ Member (S)/Member (F)
3. Director General Telecom/ CGCA
4. All Advisors/ Sr. DDG (TEC)/(NTIPRIT)/(NCCS)
5. All Heads of LSAs/ CCAs
6. CMD, BSNL/ MTNL/ TCIL/ BBNL
- 7 Executive Director, C-DoT/ Dir. WMO, New Delhi
8. Director (Staff)/ Director (SEA) / Director (Civil), DoT HQ
9. Director (IT), DoT for posting this circular on the web-site of DoT
10. Dy. Secretary (Admin-I)/ (Admin-II)/ (Admin-III) & (Admin-IV), DoT
11. PAO, and all the concerned Sections, DoT, New Delhi
12. SO (Pay Bill), DoT, HQ, Sanchar Bhawan

F. No. 3-25/2020-E.IIIA
Government of India
Ministry of Finance
Department of Expenditure

Dated the 9th December, 2020

Office Memorandum

Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

The undersigned is directed to say that Ministries/Departments appoint retired Central Government employees on contract basis, including as Consultants on contract basis. However, at present there are no uniform guidelines for regulation of remuneration in such cases.

2. The existing instructions of Department of Personnel and Training, as contained in their Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended from time to time, provide for regulation of pay in case of re-employment. However, the instructions of Department of Personnel & Training as contained in their OM No. 26012/6/2002- Estt (A) dated 9.12.2002 provides that re-employment beyond the age of superannuation of 60 years shall not be permissible. Also, as per their OM No. 3(3)/2016-Estt (Pay II) dated 1.5.2017, the pay plus gross pension on re-employment is not to exceed Rs.2,25,000/-, i.e. Pay Level 17 as applicable to an officer of the level of Secretary to the Government of India.

3. Aforementioned instructions of Department of Personnel & Training on pay fixation in case of re-employment apply only to persons appointed on re-employment. These are not applicable to persons employed on contract basis except where the contract provides otherwise. Accordingly, in cases of appointment of retired Central Government employees on contract basis after the age of superannuation at 60 years, the instructions on pay fixation on re-employment will not directly apply.

4. Department of Personnel & Training has also informed that they are in the process of drafting a Note for Committee of Secretaries (CoS) regarding guidelines for engagement of retired Government servants as Consultant in Government Ministries and Department. In view of this, till Department of Personnel and Training finalizes their guidelines, there is a need to regulate remuneration in such cases of contract appointment of retired Central Government employees on a uniform basis. The matter has, therefore, been considered and it has been decided that regulation of remuneration in case of appointment of retired Central Government employees on contract basis, including as consultants, shall be regulated as provided hereinafter.



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5. At the outset, such appointments shall not be made as a matter of practice and must be kept at a bare minimum. Such appointments may be made only in the justified exigencies of the official work where public interest is served by appointment of the retired employee. While making such appointments, adequate functional necessity with clear grounds must be placed before the appointing authority.

6. Remuneration

6.1 A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment / percentage increase during the contract period.

Example

An employee retired in the Pay Level 13 and the pay at the time of retirement was Rs. 1,55,900. Thus, the basic pension will be Rs. 77,950. If the employee is appointed on contract basis, including as Consultant, the remuneration shall be fixed at Rs.77,950 (1,55,900-77950).

6.2 The basic pension to be deducted from the last pay drawn shall be the pension as fixed at the time of retirement and as such, if the employee has availed of the commuted value of pension, the commuted portion of pension shall also be included in the portion of pension to be deducted. Thus, in the above example, if 40% of pension was commuted, the commuted portion shall be Rs. 31,180 (40% of 77,950) and the pension actually drawn shall be Rs. 46,770. However, the amount of pension to be deducted from the last salary shall be Rs 77,950.

6.3 No Increment and Dearness Allowance shall be allowed during the term of the contract.

7. Allowances

7.1 House Rent Allowances

No HRA shall be admissible.

7.2 Transport Allowance

An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the appointee at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment. However, retired employees engaged as consultants may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement.

R M W

7.3 Leave of absence

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.

8. Term of Appointment

8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the contract appointee, provided it shall not be extended beyond 5 years after superannuation.

8.2 The consultant shall sign an agreement of confidentiality with the Government of India containing a clause on Ethics and Integrity.

9. Exemptions

The terms of appointment provided for in these orders shall not apply to cases and to the extent where the Appointments Committee of Cabinet has allowed special terms OR where special provisions have been allowed with the approval of the Department of Personnel & Training OR Department of Expenditure.

10. These orders shall apply to appointments made in the Central Government and shall be effective from the date of issue of the orders, until further orders or until instructions are issued by DoPT regulating remuneration of retired Government employees on their engagement as consultants. The past cases shall not be reopened in the light of these orders until the normal term of those past cases. Any relaxation of the above will be required to be referred to Department of Expenditure.



(B.K. Manthan)
Deputy Secretary

To,

All the Ministries and Departments of the Government of India as per the standard list.