



GOVERNMENT OF INDIA
MINISTRY OF COMMUNICATIONS
DEPARTMENT OF TELECOMMUNICATIONS
O/o Additional Director General Telecom, Haryana LSA
3rd Floor, BSNL ITPC Building, Sector-20, Panchkula-134117

Dated: - 09.06.2023

NOTIFICATION

Subject: - Engagement of consultants for the vacant posts of Group 'B' on temporary contract basis in the O/o Additional Director General Telecom, Haryana LSA- Regarding.

O/o Additional Director General Telecom, Haryana License Service Area (LSA), Panchkula, Department of Telecommunications, Ministry of Communications proposes to engage 3 (Three) number of consultants against vacant posts of Group 'B' on purely temporary and on contractual basis initially for a period of Six months. or till regular manpower is posted, or till the consultant attains the age of Sixty-Five years, whichever is earlier.

Applications are invited from retired Government servants/retired officials of PSUs/BSNL/MTNL or Research Organizations with adequate computer knowledge and preferably having knowledge of DoT field unit works as mentioned in the section no. 1(i.e. Nature of Duties) of this notification. The consultants will be engaged on short term contract basis initially for a period of Six months. Based on his/her performance and requirement of this office, the contract can be further extended up to a maximum of six terms of six months each or up to Sixty-Five years of age of the consultant, whichever is earlier.

The Additional Director General Telecom, Haryana LSA, DoT, Panchkula reserves the right to accept or reject in part or in full any or all the responses without assigning any reasons whatsoever.

Application form for the post of consultant on contract basis is at **Annexure-A**. The last date of submission of application is 30 days from publishing this notification on the DoT website. Application received after due date will not be considered.

1. Nature of Duties: -Work may be assigned in any of the following verticals of the LSA:

- Service Compliance: - CAF Audit, EMR Audit, Service testing, Rollout obligations etc.
- Technology: - Secured Dedicated Communication Network, Time Synchronization of Telecom Networks, Disaster Technology management, Interconnect Exchange, Inspections of License network, Advocacy & Public awareness etc.
- Rural: - Rural connectivity for DBT, verification of USO sites, RF coverage testing/telecom connectivity checking etc.
- Admin, Legal, PG & Vigilance: - Admin, PG, Building, Vigilance, Court cases & Misc. admin activities etc.
- Security: - Curbing illegal activities/ control over clandestine/ illegal operation of Telecom N/W. Analysis of CDR and other activities assigned from time to time.

2. Working Hours: - Working hours shall normally be from 9:00 AM to 5:30 PM During working days, including half an hour lunch break in between. However, depending on the exigency of work and if required, the consultant may have to reach the office early or sit late to complete the time bound work or attend office on holidays. No extra remuneration or fee would be payable if work required late sitting or coming on holidays.

3. Period of engagement: -

Initial contract would be for a period of six months extendable further up to a maximum of six terms of six months each or up to 65 years of age of the consultant, whichever is earlier depending on his/her performance.

4. Eligibility:-

- Retired with substantive grade of Level 8/Level 7 of the 7th CPC or equivalent IDA Scale from Government/PSU/Research Organisations.

- b. Computer literacy is must.
- c. Preference will be given to applicants from DoT/BSNL/MTNL background.

5. Remuneration per month: -

- a. As per GoI Ministry of Finance Department of Expenditure letter no. 3-25/2020-E.IIIA dated 09.12.2020(Annexure-B), for retired Central Government employees.
- b. As per DoT OM No 03-10/2014-SEA-I/Fin. dated 29-03-2022(Annexure-C), for retired PSU employees.
- c. There will be no annual increment/percentage increase during the contract period.
- d. The income tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source.
- e. No DA (Dearness allowance) shall be allowed during the period of contract. The person so engaged shall not be eligible for other allowances and benefits.
- f. The payment will be made on monthly basis.

6. Age Limits: -

Candidate should not be more than 64 years of age on the last date of submission of application.

7. Confidentiality of data and documents: -

The data collected/produced as well as deliverable produced for the O/o Additional Director General Telecom, Haryana LSA, Panchkula shall remain with this office. No one shall utilize or publish or disclose or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purpose of this assignment or during the course of assignment from the O/o Additional Director General Telecom. Haryana LSA, Panchkula, without the expressed written consent of this office. The consultants are bound to hand over the entire set of records of assignment to this office before the expiry.

8. Accident, injury etc, during the period of engagement: -

O/o Addl. DGT, Haryana LSA shall not be responsible for any loss, accident, damage, injury suffered by the contractual employees whatsoever arising in or out of the execution of his/her work including travel.

9. Allowances:-

Consultants shall not be entitled to any kind of allowance or accommodation facility e.g. Dearness allowance, Transport facility, Residential Accommodation, Personal staff, CGHS and Medical reimbursement etc.

10. TA/ DA :-

No TA/DA shall be admissible for joining the assignment or on its completion. A fixed amount of 1800/- will be paid as Transport allowance for the purpose of commuting between the residence and the place of work. This shall not exceed the rate applicable to the engaged official at the time of retirement. The amount so fixed shall remain unchanged during the term of engagement. No Dearness Allowance shall be admissible on the Transportation Allowance. The retired official on his/her engagement as consultant may be allowed TA/DA for performing outstation duties as per his/her entitlement as per prevailing rules for consultants.

11. Leave:-

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. No remuneration for the period of absence in excess of the admissible leave will be paid to consultants.

12. Conflict of interest:-

The consultants engaged shall in no case represent or give opinion or advice to others in any matter which is averse to the interest of the Department of Telecom nor will he indulge in any activity outside the terms of the contractual assignment.

13. Last date of submission of applications:-

Up to 1700 hours of the 30th day of publishing this notification on DoT website.

14. Selection procedure:-

A selection panel shall be constituted for this purpose. The decision of the department in the matter of selection of consultants shall be final and binding.

15. How to apply:

As per enclosed format named as Annexure-A.

16. Special conditions: -

The Consultants may have to perform outdoor duties all over the Haryana LSA jurisdiction. Those who are not able to perform outdoor duties need not to apply.

17. Application to be forwarded to: -

AD(Admin), O/o Additional Director General Telecom, Haryana LSA, DoT, 3rd Floor, BSNL ITPC Building, Sector-20, Panchkula - 134117.

18. Termination of Contract: -

The contract may be terminated by either of the party with prior notice of 30 days.

The above said engagement is purely on temporary and contractual basis. The selected candidates will be governed by the provisions of the guidelines for engagement of consultants in DoT as amended from time to time.

Enclosures: As stated above(Annexure A, B & C)

Director (Admin & HR),
O/o Additional Director General Telecom,
Haryana LSA, DoT, 3rd Floor,
BSNL ITPC Building,
Sector-20, Panchkula -134117
Ph. no.: 0172-2538033,
Email-id: dira.hr-dgt-dot@gov.in

Copy to:

1. Director General Telecom, DoT HQ, New Delhi.
2. DDG(Estt.), DoT HQ New Delhi.
3. Director (IT), DoT HQ, New Delhi for publishing on DoT Website under 'Vacancies'.
4. GM (Pers), BSNL Corporate office, BSNL, Janpath New Delhi.
5. CGMT BSNL Haryana Circle/Punjab Circle.
6. CCA Haryana.
7. Notice Boards.
8. Office copy.

APPLICATION FORMAT FOR THE POST OF CONSULTANT

1. Name:
2. Father's Name:
3. Present Residential Address:
4. Aadhaar Number:
5. Date of Birth(DD/MM/YYYY):
6. Email address and telephone number:
7. Date of entry into government service:
8. Date of retirement:
9. Last month basic pay drawn(on superannuation):
10. Latest Basic Pension drawn Rs. _____ as on _____(mm-yyyy)
11. Substantive grade at the time of retirement:
12. Educational qualification:
13. Brief particulars of service with nature of duties performed for 10 years before retirement:

Recent passport size
 photograph(Self
 Attested)

S. no.	Name of Ministry/Dept.	Period (DD/MM/YYYY)		Post held	Nature of work done
		From	To		

14. Brief of service with nature of duties after retirement till date

S. No	Name of Ministry/Dept.	Period (DD/MM/YYYY)		Post Held	Nature of work done
		From	To		

15. Knowledge of computer

MS Word	Yes/No
MS Excel	Yes/No
Any other (Please specify)	Yes/No

16. Additional information, if any, in support of your suitability for the post can be annexed to the application in separate pages (not more than two pages).

17. The candidate must submit a detailed resume of his experience, jobs handled related to Telecom sector, and other official functions. (Not more than 2 pages)

18. The following documents must be attached with the application.

- a) LPC of last month of service.
- b) Latest three months pension amount (Bank/Postal statement of Pension/Saving account)

DECLARATION

This is to certify that no disciplinary proceedings were pending against me on the date of application and the information given above is true to the best of my knowledge and belief. The supporting documents will be made available on demand; and that, I unequivocally and unconditionally accept all the terms & conditions of this notification.

Yours faithfully,

Date:

Signature

Place:

Full Name:

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

Dated the 9th December, 2020

Office Memorandum

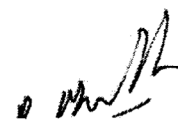
Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

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.



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. M.

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.

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

New Delhi, dated 28 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.

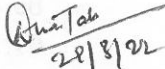

29/8/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

To,

1. All Sr.DDsG/DDsG/JWA in DoT HQ.
2. DDG (E&AM) for CGCA & all CCAs.
3. DDG (Estt.) for DG (T) & all LSAs.
4. Heads of TEC, NICF, 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 eoffice notice board.


28/8/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037