



DoT's Social Media Handles

Government of India
Ministry of Communications

Department of Telecommunications

O/o Special DGT Delhi LSA - 5th Floor, Mahanagar Doorsanchar Bhawan, Near Zakir Hussain College,
Jawaharlal Nehru Marg (Old Minto Road) New Delhi-110002

No: 30-245/TERMD/2024-25/2

Date: 28/04/2025

APRIL 2025 NOTIFICATION

Subject: Engagement of consultant for vacant posts in Group B on a temporary contract basis in O/o Special DGT, DoT, Delhi LSA.

Delhi License Service Area (LSA), Department of Telecommunication, Ministry of Communications proposes to engage **03 (THREE) consultants** in Group B cadre on purely temporary and on contract basis for an Initial period of six months extendable further up to a maximum of 6 terms of 6 months or sixty five years of age or till regular manpower is posted whichever is earlier based on his/her performance and requirement of this office.

Applications are invited from retired government servants, retired officials of PSUs or Research organizations with adequate computer knowledge, technical background as detailed below as consultant in this office.

The details of terms & conditions of engagement are given below. O/o. Special DGT, Delhi LSA, reserves the right to accept or reject in part or in full any or all the responses without assigning any reasons whatsoever. The application form for the post of consultant on contract basis is enclosed herewith as **Annexure-A**. Last date for submission of application is **28.05.2024**. Applications received after the due date will not be considered. The details of the notification are mentioned on page 2 onwards.

Sl.	Terms and Conditions	Details
1.	Nature of Duties	<p>Duties may be assigned in any of the works being carried out in Delhi LSA, DOT :</p> <ol style="list-style-type: none"> Service Compliance –Various activities related to CAF audit, EMR audit, Service Testing, Roll out obligation, etc. Technology –Inspection of licensees' network, Advocacy & public awareness, co-ordination for PMWANI, etc. Security – Assisting Security vertical in their works like Audit, Inspection etc. Rural – Rural connectivity for DBT, verification of USOF sites, RF coverage testing, Telecom connectivity checking, Coverage in tribal hamlets, SLBC, etc. State Co-ordination – Co-ordination with Delhi State Govt., arranging meetings with state Govt., Pursuit for ROW

		<p>clearances, Co-ordination with TSP's</p> <p>f. Admin - Assisting the Admin vertical for DDO works, Personnel grievances, Building mtce., Court cases, Misc. admin activities. Maintenance of computers</p> <p>g. Misc. - Any other works like collecting & compilation of data and preparation of reports.</p> <p>The consultants may have to go on official tour to discharge the above functions as and when required.</p>
2	Period of engagement	Initial contract would be for a period of 6 months extendable further 6 terms of 6 months or sixty-five years of age or posting of regular staff whichever is earlier.
3	Eligibility should be Diploma/Degree or equivalent with suitable experience in the items indicated in Sl. No.1	<p>a. For consultant at JTO level (Group B)-Retired from CDA Scale with Minimum substantive grade of Level 7 of the 7th CPC or equivalent IDA scale or holding analogous post or above (also in case of any vacancy arising out in future at DOT Delhi LSA)</p> <p>b. For consultant at AD level (Group B)-Retired from CDA scale with Minimum substantive grade of Level 8 of the 7th CPC or equivalent IDA Scale or holding analogous post or above (in case of any vacancy arising out in future at DoT Delhi LSA)</p> <p>c. As Per DOT OM No. 1-50(1)/2018-E&C-Part(1) dated 16-May-2023- BSNL/MTNL VRS 2019 retirees can also apply for this post.</p>
4	Remuneration	The monthly consolidated fee/remuneration payable to the retired persons engaged as consultants shall be in accordance with the Department of Expenditure OM no. 3-25/2020-E.III A, dated 09-12-2020 endorsed by DoT letter No.1-3(01)/2021-PAT, dated 08-02-2021 and No.3-10/2014-SEA-I/Fin, dated 28/03/2022 (copy at Annexure B) and as amended from time to time. The amount of remuneration so fixed shall remain unchanged for the term of contract. There will be no annual increment/percentage increase during the contract period. Transport allowance (Without any DA) is admissible in accordance with Level 7 & 8 of the 7th CPC.
5	Allowances	<p>No increment and Dearness Allowance shall be allowed during the term of contract no House Rent Allowance shall be admissible.</p> <p>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 engaged consultant at the time of retirement.</p> <p>The engaged consultant may be allowed TA/DA on official tour, if any as per the entitlement at the time of retirement.</p>
		Paid leave of absence may be allowed at the rate of

6	Leave of absence	1.5 days for each completed month of service. Accumulation of leave beyond a calendar year may not be allowed.
7	Income Tax	Income tax or any other tax liable to be deducted as per prevailing rules will be deducted at source before effecting the payment for which the department will issue TDS certificate. Service tax as applicable shall be payable extra as the prevailing rates
8	Computer Literacy	Knowledge of MS Word, MS Excel, PPT will be given due weightage while shortlisting the candidate. Data base analysis (eg. SQL) Programming knowledge is desirable.
9	Terms and Conditions	Terms and Conditions for hiring services of consultants shall be governed by: <ol style="list-style-type: none"> 1. DoT OM No.1-50(1)/2018-Estt dated 10th September 2020. 2. Ministry of Finance DoE Office Memorandum F.No.3-25/2020-E.IIIA dated 9th December 2020 3. Ministry of Finance, DoE OM No. 3-25/2020-E.III(A)/Pt, dated 18.03.2023 4. DoT OM No.03-11/2016/SEA-I (pt-I)/Fin dated 28th December 2017 and Addendum dated 15th February 2018. Order No.3-19/2014-SEA-I/Fin, dated 22/12/2021
10	Age limit	Candidate should not be more than 64 years of age on the last date of this application.
11	Confidentiality of data and documents	The data collected/produced as well as deliverables produced for the O/o Special DGT, Delhi LSA 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 assignment from the O/o Special DGT, DoT, Delhi LSA, without express written consent of this office. The consultants are bound to hand over the entire set of records of assignments to this office before the expiry of the contract and before the final payment are released by this office. The Consultant so engaged shall sign an agreement of confidentiality with the Department of Telecommunications containing a clause of Ethics and Integrity.
12	Conflict of interest	The consultants engaged shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Department.
13	Closing date for submitting applications	<u>28.05.2025</u>
14	Selection procedure	A selection panel shall be constituted for this purpose and it will be valid for a period of 6 months. The panel will be drawn after scrutiny of applications/supporting documents and interview.

		<p>A panel of consultants will be drawn separately for DoT Delhi LSA for future vacancies.</p> <p>The decision of the department in the matter of selection of consultants shall be final and binding upon the applicants. The empaneled list will be informed to the applicants.</p>
15	How to apply	As per enclosed format named as <u>Annexure-A</u>
16	Termination of contract	<p>He/She can resign as consultant after giving 30 days notice in advance or 30 days Salary in lieu thereof. However Department shall reserve right to terminate his/her engagement any time without giving any notice and reason thereof.</p> <p>The above-mentioned engagement is purely on temporary and on contract basis. The selected candidates will be governed by the provision of the guidelines for engagement of consultants in DoT as amended from time to time.</p>
17	Application in prescribed proforma along with hand written profile of experience to be forwarded	To be submitted in physical at Director (Admin), O/o Special DGT Delhi LSA- 5th Floor Mahanagar Doorsanchar Bhawan, Near Zakir Hussain College, Jawaharlal Nehru Marg (Old Minto Road) New Delhi-110002 and in soft copy on Email Id- adga.del-dgt-dot@gov.in, dira.dl-dgt-dot@gov.in
18	Vacancies	3 Group-B posts at Delhi LSA office locations. Number of the consultants to be engaged will be as per the actual requirement either less or more than the indicated quantity.

Applications are required to be made in the prescribed proforma attached herewith at **Annexure-A** along with a profile of experience on a plain paper.

The above said engagement is purely on temporary and on contract 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.

Digitally signed by
Mohmed Zakir Hussain
Date: 28-04-2025
17:18:36
Mohmed Zakir Hussain, ITS
Director (Admin)
O/o. Special DGT, DoT, Delhi
LSA

Encl.: As stated above

Copy for information to:

1. Director General Telecom, DoT HQ, New Delhi
2. DDG(Estt.)/Director (Estt.), DoT HQ, New Delhi
3. Director (IT), DoT HQ, New Delhi with a request to publish on DoT Website under 'Vacancies'.

Annexure Page 1/2**Annexure A**APPLICATION FORMAT FOR THE POST OF CONSULTANT

Recent
Passport
Size
Photo

1.	Name	
2.	Father's Name	
3.	Aadhaar Number	
4.	Date of Birth (DD/MM/YY)	
5.	E-mail address with Telephone No.	
6.	Date of entry into Government service	
7.	Date of Retirement	
8.	Last month basis pay drawn(As per LPC)	
9.	Basis pension drawn as on 31.05.2019(As per PPO)	
10.	Educational Qualification	

11. Brief particulars of service with nature of duties performed for 10 years before retirement.

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

Annexure Page 2/2

12 Brief particulars of service with nature of duties performed for **after retirement** till date

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

Signature of Applicant

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.

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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.

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

6/c

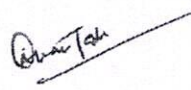
**No.3-10/2014-SEA-I/Fin.
Government of India
Ministry of Communications
Department of Telecommunications
(Integrated Finance Division)**

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.



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

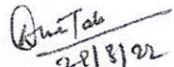

29/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

To,

1. All Sr.DDsG/DDsG/JWA in DoT HQ.
2. DDG (E&AM) for CGCA & all CCAs.
3. DDG (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.


28/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

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OFFICE MEMORANDUM

Sub: Regulation of remuneration in case of contract appointment of Central Government Employees- Regarding

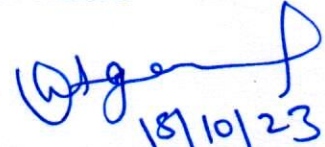
The undersigned is directed to invite attention to this Department's OM of even No. dated 9.12.2020 on the subject mentioned above and to say that the provisions contained in paragraph 6 thereof relating to fixation of remuneration governs the cases of those Central Government employees who retired with pension in terms of CCS(Pension) Rules, 1972 (now replaced by CCS(Pension) Rules, 2021).

2. The question of fixation of remuneration in respect of those central Government employees who retire under National Pension System(NPS), consequent upon their appointment on contract basis, has been considered. The case of such employees is altogether different from those governed by the CCS(Pension) Rules, 2021, as in the case of former annuity is admissible, which is based on the pension corpus accumulated at the time of retirement on the basis of contributions made by the Central Government and the employees during the service span of these employees. Therefore, annuity drawn by such employees is an outcome of contributions made by both the Central Government and the employees, unlike the case of those retiring under the CCS(Pension) Rules, 2021 where the entire pension is paid by the Central Government.

3. In the light of the above, it has been decided that while fixing remuneration in such cases in case of Central Government retirees under the NPS, an amount equivalent to 30% of the last basic pay as drawn at the time of retirement shall be deducted from the last basic pay and the resultant amount shall be the fixed monthly amount as remuneration

4. In respect of all other matters contained in paragraphs 5, 6.3, 7, 8, 9 of the aforesaid OM dated 9.12.2020 shall equally apply in all such cases.

5. These orders shall take effect from the date of issue of orders.



(Umesh Kumar Agarwal)
Deputy Secretary to the Govt. of India

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