



**Government of India**  
**Ministry of Communications**  
**Department of Telecommunications**  
**Office of the Additional Director General, U.P. (West) LSA,**  
**2<sup>nd</sup> Floor, Brahampuri Telephone Exchange, Meerut-250002**

**NOTIFICATION**

**No. 30-168/UPW/LSA/Consultants/23-24**

**Dated:30.10.2024**

**Subject: Engagement of retired personnel on short-term contract basis as Consultants for Meerut and Dehradun Units in the O/o Addl. DGT UP (West) LSA at Meerut.**

Office of Addl. DGT, UP (West) LSA propose to engage retired personnel on short term contract basis as consultant for technical work from the retired personnel from Department of Telecommunications/Posts, other Departments of Central/State Governments and BSNL/MTNL/other PSUs as per the terms & conditions given below:

1. Number of likely vacancies at Meerut/Dehradun:

**Three consultants (Two for UPW - Meerut and One for UPW - Dehradun) in Level 7/Level 8 of 7<sup>th</sup> CPC.** Number of vacancies of consultants may increase/decrease at subsequent time depending on actual requirement of the office.

2. Eligibility: Retired from the CDA scale with substantive grade of Level 7/Level 8 of the 7th CPC OR equivalent in IDA scale. **The retirees under VRS 2019 schemes are also eligible to apply.**

3. Candidates should not be more than 64 years of age on the last date of receiving the application.

4. Such engagement would initially be for a period 06 months which, based on his/her performance, can further be extended upto maximum of 6 terms of 6 months each or 65 years of age whichever is earlier.

5. Knowledge of Computer (MS Word/ MS Excel/ MS Power point etc) is necessary.

6. He should have work experience in the field of telecommunication/IT/broadcasting.

7. The format of application is at Annexure 'A'. The above notification is also available on the office Website-[www.dot.gov.in](http://www.dot.gov.in) from where the format may be downloaded.

8. The 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.IIIA dated 09.12.2020 endorsed by DOT letter No. 1-3(01)/2021-PAT dated 08.02.2021 & No. 3-10/2014-SEA-1/Fib, dated 29.03.2022 (copy at annexure-B) and as amended from time to time. The retired official on his/her engagement as consultant may be allowed TA/DA for performing outstation duties as per his/her entitlement before retirement. The person so engaged shall not be eligible for other allowances (Except Transportation Allowance) and benefits.

The payment will be made on monthly basis. No Dearness Allowance shall be admissible during the term of contract.

9. Transportation Allowance: Govt. servants retired at level 7 to 8 as Transport Allowance for the purpose of commuting between the residence and the place of work shall be paid. **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.

10. 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.

11. The services of contract employee may be terminated at any time without assigning any reason whatsoever. However, if the contract employee is not willing to continue for whatsoever reasons, he shall give minimum one month's notice to this office.

12. This office shall not be responsible for any loss, accident, damage, injury suffered by the contract employee whatsoever arising in or out of the execution of his work, including travel.

13. After scrutiny of application received, a panel will be drawn. The panel will be valid for period of 6 months. The decision of the Department in the matter of selection of Consultants shall be final and binding upon the applicants.

14. The extant Terms and conditions of engaging retired personnel issued by the Central Government shall also be applicable.

15. The applications of suitable and eligible candidate complete in all respects, in the prescribed format, along with documents listed below may be sent at the following address:



Office of Addl. DGT UP (West) LSA, 2<sup>nd</sup> Floor, Brahmpuri Telephone Exchange, Delhi Road, Meerut -250002 or scanned copy may be sent to [adga.upw-dgt-dot@gov.in](mailto:adga.upw-dgt-dot@gov.in) / [adeta.upw-dgt-dot@gov.in](mailto:adeta.upw-dgt-dot@gov.in) with the subject: "**Application of Consultant for Meerut and Dehradun Units of the office of Addl. DGT UP (West) LSA**"

(a) Self-attested copy of PPO, Aadhar Card, PAN Card and Last Pay slip/certificate

(b) 10<sup>th</sup> & 12<sup>th</sup> marksheets/ certificate, Diploma/Degree final year marksheet & certificate

16. The eligible and short-listed candidates shall be called for interview/ discussion, date for which will be intimated later.

Candidates must bring all the certificates in original at the time of interview/ discussion.

Mismatching of certificates/marksheets/documents etc will result into disqualification.

17. **Work profile:** Controlling officers will assign the duties to the Consultants in assisting to perform functions/activities/works in any/or all of the following verticals of the office of Addl. DGT UP (West) LSA.

**A. For UP(West) LSA Meerut Unit:**

i) **Service compliance:** CAF audit, EMR audit, Service Testing, Roll-out obligations etc

ii) **Security:** Security audit, CMS, Grey Market detection, Inspection of ILL etc.

iii) **Technology:** Secured Dedicated Communications Network, Time synchronization of Telecom Networks, Disaster Technology/Management, Interconnect Exchange, Inspections of license networks, Advocacy and public awareness etc.

iv) **Rural:** Rural connectivity for DBT, verification of USO sites, RF coverage, testing telecom connectivity and checking etc.

vi) **Admin, Legal, PG and Vigilance:** Works related to Admin/PG/ Building/Vigilance/Court cases & miscellaneous admin activities etc.

**B. For UP(West) LSA Dehradun Unit:**

i) **State Coordination:** Works related to Admin/PG/ Building/Vigilance/Court cases & miscellaneous admin activities etc., Secured Dedicated Communications Network, Time synchronization of Telecom Networks, Disaster Technology/Management, Interconnect Exchange, Inspections of license networks, Advocacy and public awareness etc., CAF audit, EMR audit, Service Testing, Roll-out obligations etc., Security audit, Grey Market detection, Inspection of ILL etc.,

ii) **Rural:** Rural connectivity for DBT, verification of USO sites, RF coverage, testing telecom connectivity and checking etc.

18. **Confidentiality of Data and documents:** The data collected/ procured as well as the deliverable products for the O/o Addl DGT UP West LSA at Meerut shall remain with this office. No one can 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 course of the assignment in the O/o Addl. DGT UP West LSA at Meerut, without the express written consent of this office. The consultant shall be bound to hand over the entire set of the records of assignment to this office before the expiry of the contract and before the final payment released by this office. The contract employee shall sign an agreement of confidentiality with the Government of India to this effect which shall contain due clauses on Ethics and Integrity.

19. **Conflict of the interest:** The consultant engaged by the O/o Addl. DGT UP West LSA at Meerut shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the department.

20. The last date of receipt of application is **14.11.2024**. **Application received after the last date of submission will not be considered.**

**Enclosure:** As stated above.

  
30/10/2024

(Saurabh Chaturvedi)  
Director (Admin)

O/o Addl. DGT UP (West) LSA, Meerut

Mobile: 9868131917

**Copy to:**

- 1) Director General, DoT HQ, New Delhi.
- 2) Director (IT), DOT, Sanchar Bhawan, 20 Ashoka Road, New Delhi, for publishing on the DOT website under 'Vacancies'.
- 3) GM (Pers.), BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath, New Delhi.
- 4) GM (Pers.), MTNL Corporate office, CGO Complex, New Delhi.
- 5) CGMT, BSNL UPW Circle, Meerut/All Field Units of BSNL UP West.
- 6) Notice Board.
- 7) All India BSNL Pensioners Welfare Association, UP(W) Circle office Branch, Meerut.
- 8) UP (West) LSA, Dehradun.
- 9) Office Copy.



**Annexure-A**

**APPLICATION FORMAT FOR THE POST O CONSULANT in O/o Addl. DGT  
UPW LSA, Meerut**

1. Name:

2. Father's name:

3. Present Residential address:

(Copy of Aadhar Card to be enclosed)

4. Date of Birth (DD/MM/YYYY)

5. E-mail address with Telephone No.

6. Date of Entry into Govt. Service

7. Date of Retirement and the post from which retired

(Please enclose copy of retirement order)

8. Educational Qualification (Please enclose marksheet  
and certificates)

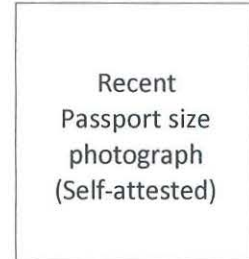
9. Knowledge of computer

9.1 MS Word

9.2 MS Excel

9.3 Power Point Presentation

10. Brief of Service with nature of duties performed in Last Five  
Years before Retirement.



| Sl. No. | Name of Ministry/Deptt | Period (DD/MM/YYYY Y) |    | Post Held | Nature of work done |
|---------|------------------------|-----------------------|----|-----------|---------------------|
|         |                        | From                  | To |           |                     |
|         |                        |                       |    |           |                     |
|         |                        |                       |    |           |                     |

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11. Last Salary Drawn (Please attach self-attested copy of PPO or order issued by PSU):

12. Pay Scale from which person has retired:

13. Additional information, if any, in support of your suitability for the post.

Certificate that:

- I) The information furnished in application form are true to the best of my knowledge and belief.
- II) I am willing to work as consultant in UP West LSA at Meerut against the vacant post of Level 7/Level 8 of 7<sup>th</sup> CPC and I am Suitable for the broad nature work of the post.
- III) I have gone through and understood the eligibility criteria and terms and conditions for engagement of retired personnel on short-term contract basis as Consultants in the O/o Addl. DGT UP(West) LSA at Meerut as contained in notification No. 30-168/UPW/LSA/Consultants/2024-25 dated 01.08.2024; and that I unequivocally and unconditionally accept all these terms and conditions.
- IV) 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 would be made available on demand.

Yours' faithfully,

Date:

(Signature)

Place:

Full Name:

Address:

Mobile No.

**Fife No.1-3(01 )/2021-PAT**

**/Government of India  
/Ministry of Communications  
/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

(SC 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



**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.

### **ExamP-le**

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.

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.

2. **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.**

3. 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.



**Government of India**  
**Ministry of Communications**  
**Department of Telecommunications**  
**(Integrated Finance Division)**

New Delhi, dated 29 March, 2022

**Subject: Engagement of retired PSU's employees on contract basis in DoT-  
Fixation or 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 PS Us 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-I and Cell-IO 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.

(Amanullah Tak)  
Director (Finance)  
Tel: 011-23036037

**To,**

1. All Sr.DDsG/DDsG/JWA In DoT HQ.
2. DOG (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.