



Government of India  
Ministry of Communications  
Department of Telecommunications  
Office of Dy. Director General ( C ), Coimbatore, TN LSA  
3rd Floor, Telecom Building, 2, Bharathi Park, Road No. II, Coimbatore – 641043  
Tel:0422-2451144(O); FAX:2451145

DoT/TN LSA/DDG/C/CBE/Consultant/21-22/36

Dated: 27-09-2021

### **NOTIFICATION**

**Subject: Engagement of consultant for the vacant post of Group 'B' on temporary contract basis in the office of Tamilnadu LSA Department of Telecommunications -Reg.**

Tamilnadu LSA, Department of Telecommunications [DoT], Ministry of Communications, having offices at Chennai and Coimbatore proposes to engage consultant on purely temporary and on contract basis for a period of six months or till regular manpower is posted, whichever is earlier at the vacancy as under:

- a) **Consultant at vacant post of JTO [ Group 'B' ] - 1 (one) Nos; at Coimbatore Field Unit, TN LSA**

Applications are invited from retired Government servants/ retired officials of PSUs or Research Organizations with adequate computer knowledge and preferably having knowledge of DoT field unit works as mentioned at any of the works as stipulated in the Section No.1 (i.e., Nature of Duties) of this notification. The consultant 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 maximum of 6 terms of 6 months each or up to 65 years of age whichever earlier.

Though, as of the now, this notification is regarding one vacancy at Coimbatore, the applicants may also indicate their willingness to work at Chennai office of Tamilnadu LSA, for consideration by appropriate authority, in case, any vacancy of Group 'B' posts arises at Chennai and also at Coimbatore at a later date. The works for such posts will be as defined at Section No 1 below.

O/o DDG (C), DoT Tamilnadu LSA, Coimbatore reserves the right to accept or reject in part or in full any or all the responses received vide this notification without assigning reasons whatsoever.

Application form for the post of consultant on contract basis is at **Annexure-A**. Last date for submission of application is **20.10.2021**. Applications received after due date will not be considered.

#### **1. Nature of Duties**

##### **For Group 'B' posts at TN LSA Coimbatore**

Duties may be assigned in any of the works being carried in TN LSA Coimbatore:

- a) Service Compliance- CAF Audit, EMR Audit, Service Testing, Roll out obligation etc.

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- b) Technology- Inspections of ISPs etc.
- c) Rural- Rural connectivity for DBT, verification of USO sites, RF coverage testing/ telecom connectivity checking etc
- d) Admin, Legal, PG & Vigilance- Admin, DDO works, PG, Building, Vigilance, Court case & Misc., Admin activities etc

**In case of vacancy arising if any for Group 'B's Posts at TN LSA Chennai**

Duties may be assigned in any of the works being carried out at O/o Advisor, Tamilnadu LSA, Chennai:

- a) Service Compliance- CAF Audit, EMR Audit.
- b) Technology- Secured dedicated communication network, Time Synchronisation of Telecom Networks, Disaster Technology Management, interconnect Exchange, Inspections of Licensee Network, Advocacy & Public Awareness etc
- c) Security-Operation and Maintenance of CMS/ IMS, curbing illegal activities/ Control over clandestine / illegal operation of telecom networks, Analysis of CDR/SDR and other security activity assigned from time to time.
- d) Rural- Rural connectivity for DBT, verification of USO sites, RF coverage testing/ telecom connectivity checking etc
- e) Admin, Legal, PG & Vigilance- Admin, DDO works, PG, Building, Vigilance, Court case & Misc., Admin activities etc

**2. Period of Engagement: -**

Initial contract would be for a period of six months extendable further up to a maximum of 6 terms of 6 months each or up to 65 years of age whichever is earlier depending on his/her performance.

**3. Eligibility: -**

- a) For consultant at JTO Level (Group B) – Retired from CDA Scale with Minimum substantive grade of Level 7 of the 7<sup>th</sup> CPC or equivalent IDA Scale or holding analogous post or above [also in case of any vacancy arising out in future at Chennai/Coimbatore]
- b) For consultant at AD Level (Group B) – Retired from CDA Scale with Minimum substantive grade of Level 8 of the 7<sup>th</sup> CPC or equivalent IDA Scale or holding analogous post or above [in case of any vacancy arising out in future at Chennai/Coimbatore]
- c) As of now, applications of retirees of BSNL/MTNL under VRS-2019 scheme will not be considered at this stage.

**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.IIIA dated 09.12.2020 endorsed by DoT letter No. 1-3(01)/2021-PAT dated 08.02.2021 (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.



**5. Allowances: -**

No increment and Dearness Allowance shall be allowed during the term of contract. No House Rent Allowance shall be admissible.

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.

The engaged consultant may be allowed TA/DA on official tour, if any, as per the entitlement at the time of retirement.

**6. 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.

**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. Age Limit:-**

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

**9. Confidentiality of data and documents:-**

The data collected / produced as well as deliverables produced for the Tamilnadu 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 proceeding or information collected for the purpose of this assignment or during the course of assignment from Tamilnadu LSA, without the express 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 of the contract and before the final payment are released by the office.

The Consultant so engaged shall sign an agreement of confidentiality with the Department of Telecommunications containing a clause of Ethics and Integrity

**10. Conflict of interest: -**

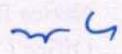
The consultant engaged shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Department.

**11. Closing date for submission of applications: -**

Up to 17.00 Hrs of 20. 10.2021.

**12. 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 telephonic/online interview; and willingness to work. A panel of consultants will be drawn separately for TN LSA Coimbatore (for existing/future vacancy) and TN LSA Chennai( for future vacancies).

The decision of the department in the matter of selection of consultants shall be final and binding upon the applicants. The empanelled list will be informed to the applicants.

**13. How to Apply: -**

As per enclosed format named as Annexure-A. The above notification is also available on the office website-www.dot.gov.in

**14. Special Condition: -**

The consultant may have to perform outdoor duties in all over the Tamilnadu LSA Jurisdiction. Those who are not able to perform outdoor duties need not apply.

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

**15. Application to be forwarded to: -**

Director (Rural/Admin), O/o Dy Director General, (C), Tamilnadu LSA,3rd Floor, Telecom Building, 2, Bharathi Park, Road No. II, Coimbatore – 641043.

**16. 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 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.

Encl.:- As stated above

  
Director (Rural/Admin)

O/o Dy Director General, (C), Coimbatore

Department of Telecom, Tamilnadu LSA,

3rd Floor, Telecom Building, 2, Bharathi Park, Road

No. II, Coimbatore – 641043

Email: [dirrcbt.tn-dgt-dot@gov.in](mailto:dirrcbt.tn-dgt-dot@gov.in)

Mob: 9444000138

Copy to :

1. Director General Telecom, DoT HQ, New Delhi
2. Advisor, TN LSA, Chennai
3. DDG (Estt)/Director (Estt), DoT HQ, New Delhi
4. Director (IT), DoT HQ for publishing on DoT website under “ Vacancies”
5. Notice Board
6. Office Copy



**Annexure-A**

**APPLICATION FORMAT FOR THE POST OF CONSULTANT AT TN LSA [ against existing  
vacant post at Coimbatore and future vacancies at Chennai and Coimbatore]**

1. Name:
2. Father's name:
3. Present Residential Address:
4. Aadhar Number:
5. Date of Birth (DD/MM/YYYY):
6. E-mail address:
7. Mobile number:
8. Date of entry into Government Service:
9. Date of retirement:
10. Last Month Basic pay drawn (on superannuation):
11. Basic Pension Drawn :
12. Educational Qualification:
13. Brief particulars of service with nature of duties performed for 10 years before retirement

Recent  
Passport size  
photograph  
(Self attested)

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

14. 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		

15. Knowledge of Computer

MS Word	
MS Excel	
Any other (Please specify)	



16. Willingness to work at O/o Advisor, TN LSA DoT, 3<sup>rd</sup> Floor, Ethiraj Salai, TNT Complex, Chennai-600008 in case of any vacancy arising out at a later date. Please mention {Yes/No}

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

The candidate has to submit a detailed resume on his experience, works handled relative to Telecom sector activities and other official functions (Not more than 2 pages)

18. Following documents must be attached with the application.

- 1) LPC of last month of service
- 2) Latest 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 would be made available on demand; and that I unequivocally and unconditionally accept all the terms & conditions of Notification No DoT/TN LSA/DDG/C/CBE/Consultant/21-22/36 dated: 27-09-2021.

Yours faithfully

Date:

Signature:

Full Name:

Place:



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



8-12-2020

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

Dated the 9th December, 2020

Office Memorandum

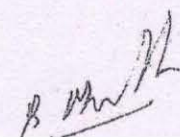
**Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.**

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.





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

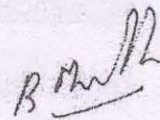
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the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