



**Government of India,
Ministry of Communications,
Department of Telecommunications,**

O/o Sr. DDG, Punjab Licensed Service Area,
Telephone Exchange Building, Sector 70, Mohali (Punjab) - 160071
Ph: 0172-2218120, Fax: 0172-2216012

No: 3-5/ PB LSA/Consultant/2021/

Dated- 22 January 2021

NOTIFICATION

Subject: Engagement of three (3) consultants for the post of Assistant Director/JTO on temporary contract basis in the office of Sr. DDG, Punjab LSA - Reg.

Punjab Licensed Service Area (LSA), O/o Sr. DDG Punjab, Department of Telecommunications (DoT), Ministry of Communications proposes to engage three consultants against the vacant post of Assistant Director (AD)/Junior Telecom Officer (JTO) on purely temporary and on contract basis at O/o Sr. DDG, Punjab LSA, for a period of six months or till regular manpower is posted, whichever is earlier.

Applications are invited from retired Government servants/ retired officials of PSUs or Research Organizations with experience in Telecom related works and adequate computer knowledge. The consultants will be engaged on a 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 (6) terms of six (6) months each or up to 65 years of age whichever is earlier.

Sr. DDG, Punjab LSA, reserves the right to accept or reject in part or in full any or all the responses without assigning reasons whatsoever. Sr. DDG, PUNJAB LSA, has the right to cancel the advertisement, and not to go for engagement of consultant, at any stage.

The format of application form for the post of consultant on a contract basis is at **Annexure-A**. The last date for submission of the application is 12-03-2021. Applications received after the due date will not be considered.

1. Nature of Duties for the post of AD/JTO:

Work may be assigned in any of the following verticals of the LSA:

- a) Service Compliance- CAF Audit, EMR Audit, Service Testing, Roll out obligation, etc.
- 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- Curbing illegal activities/ Control over clandestine/illegal operation of telecom networks, Analysis of CDR/SDR, and other security activities 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, PG, Building, Vigilance, Court case & Misc, Admin activities, etc.

2. Period of Engagement:-

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

3. Eligibility: - For consultant in AD/JTO Level -- Retired AD/JTO or holding analogous post from Government /PSU/Research Organizations.

Preference will be given to applicants from DoT/BSNL/MTNL background.

4. Remuneration, Allowances and leave:-

4.1 Remuneration:

The consolidated fee/ remuneration for the consultants shall be restricted to an amount equal to the difference between the last Basic Pay (as per 7th CPC) drawn by the retired officer and Basic pensions (as per 7th CPC), plus DA at the rate applicable to Central Government servants in accordance with DOT OM No. 03-11/2016/SEA-I(Pt-I)/Fin dated 28/12/2017(Annexure-B) and its amendments as issued from time to time. The person so engaged shall not be eligible for other allowances and benefits. The payment will be made on monthly basis. The income tax or any other Tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment for which the department will issue the TDS certificate.

4.2 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.

4.3 TA/DA:-

No TA/DA shall be admissible for joining the assignment or on its completion. 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 the prevailing rules for Consultants.

4.4 Leave:-

Consultants shall be eligible for Eight (08) days leave in a calendar year on pro-rata basis. No remuneration for the period of absence in excess of the admissible leave will be paid to Consultants. Also, un-availed leave shall neither be carried forward to next year nor encashed.

5. Age Limit:-

Candidate should not be more than 65 years of age on the last date of application.

6. Confidentiality of data and documents:-

The data collected/produced as well as deliverables produced for the O/o Sr. DDG, PUNJAB LSA, Mohali, 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 the O/o Sr. DDG, PUNJAB LSA, Mohali, without the express written consent of O/o Sr. DDG, PUNJAB LSA, Mohali. 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 is released by this office.

7. 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 nor will he indulge in any activity outside the terms of the contractual assignment.

8. Closing date for submission of applications: Up to 17:00 Hrs of 12-03-2021.

9. Selection Procedure:-

A selection committee shall be constituted for this purpose and it will be valid for a period of 6 months. The decision of the department in the matter of selection of consultants shall be final and binding.

A selection committee shall first shortlist the applications on the basis of the criteria decided by it. Thereafter, the committee may hold a personal interaction (interview) with the shortlisted candidates. All the members of the committee will separately assign the marks to interviewed consultants. Those securing highest marks shall be recommended by the committee for engagement. In case of stalemate, the decision of the committee shall be final. Criteria for shortlisting could be experience in the relevant field, depth of knowledge, qualification etc.

Panel of suitable candidates will be maintained in the order of their ranking in selection process. The consultants will be engaged from the panel on requirement and job profile. After selection of suitable candidate(s) from the panel for appointment as consultant and obtaining necessary approvals of the competent authority, an offer letter shall be issued to successful candidates clearly indicating the terms and conditions of engagement.

No consultant shall be allowed to join without first submitting an undertaking towards acceptance of the terms and conditions as mentioned in the offer letter.

10. How to Apply: - The format of application is appended (Annexure – A). The last date for receipt of filled in application is 12-03-2021. This notification is available on the official website of DoT www.dot.gov.in. The interested retired personnel may apply in the prescribed format with all necessary supporting documents to Director (Admin), O/o Sr. DDG, PUNJAB Licensed Service Area, Telephone Exchange Building, Sector 70, S.A.S. Nagar, Mohali Punjab –160071. The envelope should be marked as ‘Application for the consultant in the O/o Sr. DDG, PUNJAB LSA’

11. Vacancies:-

Three (3) at , PUNJAB (Two (2) in Assistant Director Level & One (1) in Junior Telecom Officer Level).

The above mentioned vacancy may vary at any time (either increase or decrease) depending on the actual requirement. 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.

12. Special Condition:-

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

13. Application to be forwarded to:-

Director (Admin),
Telephone Exchange Building,
Sector 70, S.A.S. Nagar,
Mohali, Punjab –160071.

14. 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 contract basis. The selected candidates will be governed by the provision of the guidelines for the engagement of consultants in DOT as amended from time to time.



(S.K. Chopra)

Director (Admin.)

O/o Sr. DDG, PUNJAB LSA,

Encl.:- As stated above.

Copy for kind information to:

1. Director General Telecom, DoT HQ, New Delhi.
2. DDG (Estt.) / Director (Est.), DoT HQ, New Delhi.
3. Director (IT), DOT HQ, New Delhi with a request to publish on DOT website under 'Vacancies'.
4. GM (Pers.), BSNL Corporate Office, BSNL, Janpath, New Delhi.
5. GM (Pers.), MTNL Corporate Office, CGO Complex, New Delhi.
6. CGMT, PUNJAB Circle, BSNL,
7. Notice Board.
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. E-mail address and telephone number:
7. Date of entry into Government Service:
8. Date of retirement:
9. Scale of Pay, Basic pay and Designation at the time of retirement :
(along with proof)
10. Basic Pension Drawn as on 30.11.2020:
11. Educational Qualification(Please attach a copy of self-attested certificate):
12. Brief particulars of service with nature of duties performed for the last 10 years prior to 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		

13. Brief particulars of service with nature of duties performed after retirement, if any, till date:

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

14. Knowledge of Computer

MS Word	
MS Excel	
Any other (Please specify)	

15. 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)

The following documents must be attached with the application.

- 1) 1) LPC of last month of service
- 2) Latest three months pension amount details (Bank/Postal statement of Pension/ Saving account)
- 3) PPO (Pension Payment Order) No. (Copy of self- attested PPO)

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 in original would be made available on demand. In addition, I, unequivocally and unconditionally, accept all the terms & conditions of for engagement as consultant in the O/o Sr. DDG, DoT, PUNJAB LSA.

Yours faithfully

Date:

Signature:

Place:

Full Name:

Government of India
Ministry of Communications
Department of Telecommunications
(Finance Branch)

Room No. 717, Sanchar Bhawan,
20, Ashok Road, New Delhi - 110 001

Dated 28 December 2017

OFFICE MEMORANDUM

The undersigned has been directed to convey the approval of the Competent Authority towards revision of remunerations being paid to the retired Government servants engaged in Department of Telecommunications(Head Quarters) with effect from 1st January, 2016 as under:

(a) In the case of Government servants retired after 01.01.2016 engaged as consultant:

The consolidated fee/ remunerations for the consultants shall be restricted to an amount equal to the difference between the last basic pay (as per 7th CPC) drawn by the retired officer and basic pension (as per 7th CPC), plus dearness allowance on the difference as applicable to the Central Government Servants from time to time.

(b) In the case of Government servants retired prior to 01.01.2016:

In case of those engaged as consultants in DOT H Qrs. who retired prior to 01.01.2016 i. e. before implementation of 7th CPC, their last pay drawn shall be fixed notionally in accordance with para 4 of DOP&PW OM No.38/37/2016-P&PW(A) dated 12.05.2017 i.e., their last pay may be fixed notionally in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay band and grade pay at which they retired. The consolidated fee/ remunerations for the consultants shall be restricted to an amount equal to the difference between the last basic pay arrived as above and basic pension (as per 7th CPC), plus dearness allowance on the difference as applicable to the Central Government Servants from time to time.

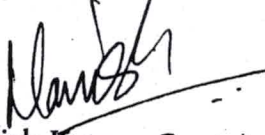
(c) In the case of retired officers from PSUs viz. BSNL, MTNL etc.,:

The remunerations of such PSU employees engaged as consultants may be fixed by multiplying both the notional basic pay as per 6th CPC and basic pension of PSU retirees by factor 2.57 and their difference plus Dearness Allowance on the difference as as per 7th CPC at the rate applicable to Central Government Servants from time to time or the existing remunerations, whichever is higher.

2. Para 4 of OM No. 3-2/2009-SEA-I dated nil February, 2010 and para 1 (iv) of the approved policy for "Engagement of Consultants" issued vide OM No. 03-10/2014-SEA-I/Fin. Dated 28.02.2015 stands modified to the extent stated in para 1 of this OM w. e. f. 01.01.2016.

3. The nodal sections/wings of DOT HQ will revise the consolidated fee/remunerations in respect of the consultants working in their wings on the basis of copy of the letter from the Department/Ministry from which they retired (giving details of revision of pension) addressed to CPAO with copy given to pensioners. The remuneration so revised should be got vetted for the first time from IFD before making payment.

4. The above revision of the consolidated fee/ remunerations as per 7th CPC and its implementation will be applicable in respect of consultants engaged in various wings of DOT HQs as well as in CCA Offices.


(Manish Kumar Gupta)
Director (F)

Copy to:

1. Sr. PPS to the Secretary (T),
2. Sr. PPS to the Member (F)/Member (S)/Member (T),
3. Sr. PPS to the Adviser (F),
4. Sr. PPS to the Additional Secretary (T),
5. Sr. PPS to the Administrator, USOF,
6. PS to Jt. Secretary (A)/Jt. Secretary (T)
7. Sr. Deputy Directors General, LFP, TEC in DoT, HQ, New Delhi,
8. Director General, NICF,
9. All Deputy Directors General in DoT, HQ, New Delhi,
10. All Principal Controllers/Controllers of Communications Accounts in DoT,
11. Under Secretary (SEA) for uploading on DoT Website
12. Guard File

File No. 03-11/2016/SEA-I (Pt-I)/Fin
Government of India
Ministry of Communications
Department of Telecommunications
(Finance Branch)

S/C

Room No. 717, Sanchar Bhawan,
20, Ashok Road, New Delhi – 110 001

Dated 15th February, 2018

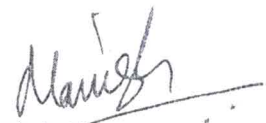
ADDENDUM

The undersigned has been directed to refer to this office OM of even number dated 28th December 2017 regarding revision of remunerations being paid to the retired Government servants and PSU/BSNL/MTNL employees engaged as consultants in Department of Telecommunications (Head Quarters) and CCA Offices with effect from 1st January, 2016 and state that following may be added as para 1(d) in the above OM:

1 (d) In the case of those who retired from Government service by tendering technical resignation to join PSU/BSNL/MTNL and drawing pro-rata pension:

"From the date of retirement due benefit of increments as well as promotions, if any, on the pay drawn before retirement from Central Government service may be given at appropriate stage under 6th CPC till the date of his retirement on superannuation from PSU/BSNL/MTNL. The pay so arrived may be treated as last pay as per 6th CPC. Half of the last pay so arrived may be treated as pension and remaining half may be allowed as remuneration as per 6th CPC. Thereafter, the formula stated in para 1 (c) of OM dated 28.12.2017 may be applied to arrive at basic remuneration under 7th CPC. Upon remuneration so arrived (as per 7th CPC) Dearness Allowance may be allowed as per 7th CPC at the rate applicable to Central Government Servants from time to time. (In case of those retired from Central Government service prior to 01.01.2006 due increments and promotions may be given first up to 31.12.2005 and thereafter pay may be fixed in 6th CPC.)"

2. Also, in the second line of para 1 (c) of above referred OM dated 28.12.2017 the words "(as per 6th CPC)" may be added after the words "basic pension".


(Manish Kumar Gupta)
Director (F)

Copy to:

1. Sr. PPS to the Secretary (T),
2. Sr. PPS to the Member (F)/Member (S)/Member (T),
3. Sr. PPS to the Adviser (F),
4. Sr. PPS to the Additional Secretary (T),
5. Sr. PPS to the Administrator, USOF,
6. PS to Jt. Secretary (A)/Jt. Secretary (T)
7. Sr. Deputy Directors General, LFP, TEC in DoT, HQ, New Delhi,
8. Director General, NICF,
9. All Deputy Directors General in DoT, HQ, New Delhi,
10. All Principal Controllers/Controllers of Communications Accounts in DoT,
11. Under Secretary (SEA) for uploading on DoT Website/Guard File

No. 1-50(1)/2018-Estt
Government of India
Ministry of Communications
Department of Telecommunications
(Establishment Wing)

1108, Sanchar Bhawan, New Delhi
Dated the 10th September, 2020

OFFICE MEMORANDUM

Sub: Delegation of Administrative and Financial powers to the Heads of LSAs, TEC, NTIPRIT and NCCS to engage consultants against vacant posts of Group 'B' & 'C' – reg.

The undersigned is directed to convey the approval of Secretary (Telecom) for the delegation of administrative and financial powers to the Heads of LSAs, TEC, NTIPRIT and NCCS to engage retired Government servants/ retired officials of PSUs or Research Organizations against the vacant posts of Group 'B' & 'C' in their respective units.

2. The terms & conditions for hiring of services of the consultants shall be as under:

2.1 The numbers of vacancies that may be filled up through engagement of consultants shall be restricted to 30% of total vacancies of Group 'B' & 'C' posts in the respective units.

2.2 The consolidated fee/ remuneration payable to retired person(s) engaged as consultant on short term contract basis shall be restricted to the difference between last pay drawn (as per 7 CPC) by the retired official and basic pension plus DA at the rate applicable for central Government employees from time to time. The person so engaged shall not be eligible for other allowances and benefits. The payment will be made on monthly basis.

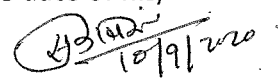
2.3 The income tax or any other Tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment for which the Department will issue TDS certificate.

2.4 The engagement of retired personnel on short term contract basis as consultants may be resorted to only after other efforts have been exhausted viz. filling of vacancies through deputation etc.

2.5 The retired person(s) shall be appointed/ engaged on a short term contract basis initially for a period of six months. Based on his/her performance and requirement of his/her services, the contract can be further extended upto a maximum of six terms (six months each) or sixty five years of age whichever is earlier. The assessment of Head of respective unit shall be final in this regard.

2.6 Candidates should not be more than sixty five years of age on the date of his/ her engagement.

2.7 Computer literacy is necessary.


10/9/20

2.8 The respective DoT Units would notify their requirement through official website of that unit and the local office notice board and invite applications from the retired personnel interested in taking up of short term contract.

2.9 A three-member committee under the chairmanship of the Head of respective unit would be formed to go through the applications received and draw a panel for the cadre. The empanelled list will be put up on the website. The panel can be operated by the Heads of other units as per requirement of these units and shall be valid for a period of six months.

2.10 Hiring of consultants may be done through GeM.


2.11 The engagement of retired personnel in short term contract basis can be terminated by either of the party with prior notice of 30 days.

2.12 These units shall forward quarterly statement to DoT HQs so as to reach the HQ by 10th of subsequent month following each quarter, showing number of consultants engaged during the quarter.

2.13 Any exception to the criteria mentioned above for engagement of retired personnel on short term contract basis shall require prior approval of DoT HQs.

2.14 The expenditure on this account is to be booked under the head Professional Services.

3. This has the concurrence of Member (Finance) in file of even number dated 31-08-2020.


(S.C Karol) 10/9/2020

Director (Establishment)
Tel: 011-23036500

To

1. All Heads of LSAs
2. Sr. DDG (TEC)/ (NTIPRIT)/ (NCCS)

Copy for information to:

1. PPS to Secretary(T)
2. PPS to Member (S)/ Member (T)/ Member (F)
3. Director General Telecom
4. Advisor (O)/ Advisor (T)
5. CVO/ DDG (SA)/ DDG (Trg.)/ DDG (Finance)/ DDG (Accounts)
6. Dy. Director(OL) for providing Hindi Translation
7. Director (IT), DoT for posting this OM on the website of DoT.
8. Guard file/ spare

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.



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.