

GOVT.OF INDIA
Ministry of Communications
Deptt. of Telecommunications
O/o Addl. Director General (Telecom) , MP LSA
2nd Floor, Doorsanchar Bhawan Arera Hills Bhopal - 462015
Ph-2573360, FAX-2573361

N o : 31-01/2023/-Addl. DG(Telecom) MPLSA /Engagements of Consultant/ Dated:
05.04.2023

NOTIFICATION

Subject: Engagement of consultants at the level of Junior Telecom Officer (JTO) on temporary contract basis in Madhya Pradesh LSA, Department of Telecommunications (DoT)- Reg.

O/o Addl. Director General (Telecom), MP LSA Bhopal, Department of Telecommunications (DoT), Ministry of Communications seeks to engage 01(one) JTO level consultant at MP LSA DoT, Bhopal on purely temporary and contract basis against the vacant posts in MP LSA DoT (01 at Bhopal) for a period of six months or till regular manpower is posted, whichever is earlier.

Applications are invited from retired Government servants/retired officers/officials of PSUs or Research Organizations having age less than 64 years with adequate knowledge of DOT field unit works/Telecom works and having adequate knowledge of working on computer. 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 till regular manpower is available or up to a maximum of 6 terms of 6 months each or up to 65 years of age whichever is earlier.

Addl. Director General (Telecom) reserves the right to accept or reject in part or in full any or all the responses without assigning reasons whatsoever.

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 **26.04.2023**. Applications received after the due date will not be considered.

1. **Nature of Duties for Consultants at JTO level:**

Duties may be assigned in any of the following works at O/o Addl. Director General (Telecom), MP LSA :

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

Technology- Secured dedicated communication network, Time

Synchronization of Telecom Networks, Disaster Technology Management, Interconnect Exchange, Inspections of Licensee Network, Advocacy & Public Awareness, ISP Licenses, PM WANI, MTCTE etc.

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.

Rural- Rural connectivity for DBT, verification of USO sites, RF coverage testing/ telecom connectivity checking, BRI, National Broadband Mission etc.

Administration- Admin, PG, Building, Vigilance, Court cases & Misc. Admin activities, Establishment, Accounts, and Finance & DDO functions etc.

2. Period of Engagement:-

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

3. Eligibility:-

For consultant in JTO level: Retired JTO or equivalent rank officer from DoT or any other Central/State Govt. Departments or Retired JTO or equivalent rank officer from BSNL/MTNL/ITI/TCIL/Any other PSUs. Preference will be given to applicants from DoT/BSNL/MTNL background. **However retired person from BSNL/MTNL under VRS-2019 scheme are not eligible to apply at present.**

Knowledge of working on Computer is a must.

4. Remuneration per month:-

The Maximum consolidated fee/ remuneration payable to retired PSU employees engaged as Consultants on the Post of JTO will be (Rs 25875/- + Transport allowances) as per DoT OM No3-10/2014-SEA-/Fin dated 29.03.2022 (**Annexure-I**). However, the monthly consolidated fee/ remuneration payable to retired Central Govt. employees will be as per Department of Expenditure O.M. no. 3-25/2020-E.IIIA dated 09.12.2020 (**Annexure-II**). The amount of remuneration so fixed shall remain unchanged for the term of the contract.

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.

No increment or Dearness allowance shall be allowed during the term of contract.

The person so engaged shall not be eligible for other allowance and benefit. The payment will be made on monthly basis.

5. **Allowance:-** Consultants shall not be entitled to any kind of allowance or accommodation facility e.g. Dearness allowance , Residential Accommodation , Personal staff, CGHS and Medical reimbursement, HRA, LTC, CEA etc.
6. **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 prevailing rules for Consultants.
7. **Income Tax/Other Taxes:-** Income tax or any 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. Services tax as applicable shall be payable extra as per the prevailing rates.
8. **Leave:-** Paid leave of absence shall be allowed at the rate of 1.5 days for each completed month of service. 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 the next year nor encashed.
9. **Age Limit:-**

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

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

The data collected/produced as well as deliverables produced for the O/o Addl. Director General (Telecom), MP LSA Bhopal 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 of statistics or proceeding or information collected for the purpose of this assignment or during the course of assignment from the O O/o Addl. Director General (Telecom), MP LSA Bhopal without the express written consent of O/o Addl. Director General (Telecom), MP LSA Bhopal. 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.

11. **Conflict of Interest:-**

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

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

Up to 17:00 Hrs of 26.04.2023.

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13. **Selection Procedure :-**

A Selection panel 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 consultant shall be final and binding.

A Selection committee shall first shortlist the applications on the basis of criteria decided by it. Therefore, 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 committee shall be final. Criteria for shortlisting could be experience in the relevant field, depth of knowledge, qualification etc.

Panel of suitable candidate will be maintained in the order of their ranking in selection process. The consultant 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 approval of the competent authority , an offer letter shall be issued to successful candidate 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.

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14. **How to apply:-**

Interested and eligible candidates may submit their Application in the enclosed format named as **Annexure-A** in hard copy by post or scanned copy by email to sdea2.mp-dgt-dot@gov.in or dira.mp-dgt-dot@gov.in. Applications should reach this office within the due date i.e. upto 17:00 Hrs of 26.04.2023. Application received after due date will not be considered.

15. **Special conditions:-**

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

The extant terms and condition issued from time to time by the Central Government for engaging the retired personnel shall also be applicable.

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

Assistant Director (Admin-II)
O/o Addl. Director General (Telecom), MP LSA
Department of Telecommunications,
2nd Floor, Doorsanchar Bhawan
Arera-Hills Bhopal (M.P)-462015

17. **Termination of contract:-**

The contract may be terminated by either of the party with prior notice 30 days even before expiry of contract period. 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 consultant in DoT as amended from time to time.

Encl.:-As stated above.

Signed by Subhash Singh

Date: 05-04-2023 12:11:21

(Subhash Singh)
Assistant Director (Admin-II)
O/o Addl. Director General (Telecom),
DoT MP LSA Bhopal
Tel No: 7509998095
Email:sdea2.mp-dgt-dot@gov.in

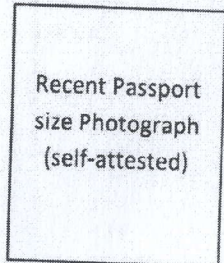
Copy for kind information to:-

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 the notification DoT Website under 'Vacancies'.
4. CCA, Madhya Pradesh Circle, DoT Bhopal.
5. GM (Pers), BSNL Corporate office, Janpath, New Delhi.
6. GM (Pers), MTNL Corporate office, New Delhi.
7. CGMT, BSNL, Bhopal.
8. Notice Boards
9. Office Copy

Annexure-A

APPLICATION FORMAT FOR THE POST OF CONSULTANT

1. Name :
2. Father's name :
3. Present Residential Address :
4. Aadhar Number:
5. Date of Birth (DD/MM/YYYY):
6. E-mail address with telephone number:
7. Date of entry into Government Service:
8. Date of retirement:
9. Last Month Basis pay drawn (on superannuation)(Please attach self-attested copy of PPO or order issued by PSU).....
10. Basis Pension Drawn as on _____:
11. Educational Qualification (Pl. attach Copy of self-attested certificate):-
12. Brief particulars of service with nature of duties performed for 10 years before retirement



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

13. 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
		To	From		

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)

16. Following documents must be attached with the application.

- 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) -Copy of self-attested PPO

DECLARATION

This is to certify that no disciplinary proceedings were pending against me on date of application and the information given above is true to the best of my knowledge and behalf. The supporting documents in **original** would be made available on demand; and that I unequivocally accept all the terms & conditions of Notification

Dated: _____

Yours faithfully

Signature:

Date:

Full Name:

Place:

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

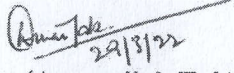
**Subject: Engagement of retired PSU's employees on contract basis in DoT—
Fixation of remuneration thereof.**

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.

Arjun Jais

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

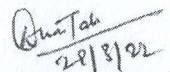

29/8/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

To,

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

Copy to:

1. Sr.PPS to Secretary (Telecom)
2. Sr.PPS to Member (F)/Member (T)/ Member (S)
3. PPS to AS (T)/Advisor (F)/ WA/ Administrator USOF
4. PS to DDG (F), DDG (C&A), DoT HQ
5. Spare copy for publishing on DoT's eoffice notice board.


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

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

Dated the 9th December, 2020

Office Memorandum

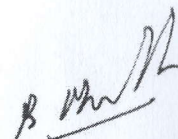
Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

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.

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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**

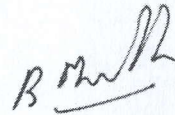
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the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