



GOVERNMENT OF INDIA
 MINISTRY OF COMMUNICATIONS
 DEPARTMENT OF TELECOMMUNICATIONS
 O/o THE Sr DDG WB LSA
 82, BALLYGUNGE PLACE, KOLKATA – 700019

No: I-45/WB LSA/2020-21/Short Term Contract Basis-Consultant/65

Dated: 06/05/2022

NOTIFICATION

Subject: Engagement of two consultants for the post of Assistant Director/JTO on temporary contract basis in O/o Sr DDG, West Bengal LSA, DoT, Kolkata - Reg.

Sr DDG, West Bengal Licensed Service Area (LSA), Kolkata, Department of Telecommunications (DoT), Ministry of Communications proposes to engage two 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, West Bengal LSA, DoT, Kolkata 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 (Retired on attaining age superannuation) 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 6 terms of 6 months each or up to 65 years of age whichever is earlier.

Sr DDG, West Bengal LSA, DOT, Kolkata 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 **03-06-2022**. Applications received after the due date will not be considered.

1. Nature of Duties for the post of AD:

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 Synchronization 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, etc

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- d) Rural- Rural connectivity for DBT, verification of USO sites, RF coverage testing/ telecom connectivity checking, etc.
- e) Admin, Legal & PG - Admin, PG, Building, Court case & Misc, Admin activities, etc.

2. Period of Engagement:-

Engagement will be purely on a short-term contract basis. The initial engagement would be for a period of six months, which may be extended 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 upon the requirement of O/o Sr DDG, WB LSA and the performance of the contract appointee. The engagement can be cancelled any time by Sr DDG, WB LSA without assigning any reason.

3. Eligibility: -

For consultant in AD Level — Retired AD or Retired from CDA scale with a substantive grade (Level 8 of 7th CPC or equivalent) or holding analogous post from Government / PSU/ Research Organizations.

For consultant in JTO Level- Retired JTO or Retired from CDA scale with a substantive grade (Level 7 of 7th CPC or equivalent) or holding analogous post from Government / PSU/ Research Organizations

Preference will be given to applicants from DoT/BSNL/MTNL background. **However, Retired persons from BSNL/MTNL under VRS-2019 are not eligible to apply.**

4. Age Limit: -

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

5 Remuneration: -

- I. Fixed monthly remuneration shall be regulated in accordance with Department of expenditure F. No 3-25/2020-E.IIIA Dated 09 December 2020 and Department of Telecommunications order no. 3-10/2014-SEA-I/Fin. Dated 29/03/2022 (Copy enclosed). The payment will be made on monthly basis.
- II. A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the last basic pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of contract.
- III. There will be no annual increment /percentage increase during the contract period
- IV. 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 of remuneration.

6. Allowances: -

- I. Accommodation/HRA: No accommodation or HRA will be provided by the Department.
- II. Transportation allowance: A fixed amount of Rs 7200/- (For Government Servant retired at level-9 and above)/ Rs 3600/- (For Government servants retired at level 7-8) 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 appointee at the time of retirement. The amount so

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- fixed shall remain unchanged during the term of engagement. No dearness allowance shall be admissible on the Transport allowance.
- III. TA/DA: No TA/DA is admissible for joining the assignment or on its completion. The contract employee will be allowed TA/DA on official tour, if any, as per the entitlement at the time of retirement.
- IV. Leave: - Paid leave of absence will be allowed at the rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year shall not be allowed.

7. Working Facilities to be provided: - Only the basic facilities/infrastructure will be provided to the contract employee. No transport or telephone/internet facility at residence etc. shall be provided.

8. Working Hours:

Working hours shall normally be from 9 AM to 5.30 PM during working days including half an hour lunch break in between. However, depending on the exigency of work and if required, the contract employees may have to reach office early or sit late to complete the time bound work or attend office on holidays. No extra remuneration or fee would be payable if work required late sitting or coming on holidays.

9. Accident, Injury etc. during the period of engagement:

O/o Sr. DDG WB LSA shall be not responsible for any loss, accident, damage, injury suffered by the contract employees whatsoever arising in or out of the execution of his/her work, including travel.

10. Rights of Sr. DDG, WB LSA

Sr. DDG, WB LSA reserves the right to cancel and not proceed in the matter of engagement of contract employees at any stage without giving any reason, whatsoever. The decision of Sr. DDG, WB LSA shall be final in all respects.

11. Confidentiality of data and documents: -

The data collected/produced as well as deliverables produced for the O/o Sr DDG, West Bengal, DoT, Kolkata, 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, West Bengal LSA, DoT, Kolkata, without the express written consent of O/o Sr DDG, West Bengal LSA, DoT, Kolkata. 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. The contract employee shall sign an agreement of confidentiality with the Government of India to this effect which shall contain a clause on Ethics and Integrity.

12. Conflict of interest:-

The consultants engaged shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of this Department or Government of India. No contract employee would be permitted to take up any other assignments during the period of engagement.

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13. **Closing date for submission of applications:** Up to 17:00 Hrs of 03-06-2022.

14. **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 consultants shall be final and binding. Suitable candidates may also be called for interaction/interview.

15. **How to Apply:** - As per enclosed format named as Annexure-A.

16. **Special Condition:** -

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

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

Director (Admin), O/o Sr DDG, West Bengal LSA,
Department of Telecommunications,
2nd Floor, 82, Ballygunge Place,
Kolkata-700019.

18. **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 retired person in DOT/ Government of India as amended from time to time.

(Signature)
(Sudipta Acharjee)
Director(A)
O/o Sr DDG, West Bengal LSA
DoT, Kolkata-19
06/05/2022

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. DDG(A), O/o Sr DDG , WBLSA, Kolkata/ DDG(C), Kolkata LSA.
4. Director (IT), DOT HQ, New Delhi with a request to publish on DOT website under 'Vacancies'.
5. Pr. CCA, Kolkata Circle, Kolkata.
6. CCA, West Bengal Circle, Kolkata.
7. GM(Pers), BSNL Corporate Office, BSNL, Janpath, New Delhi.
8. CGMT, BSNL, WBTC & CTD.
9. DDG(C), Kolkata LSA, EP&GP Block, Salt Lake, Kolkata-91.
10. Notice Board.
11. Office Copy.

Annexure-A

APPLICATION FORMAT FOR THE POST OF CONSULTANT IN
WEST BENGAL LSA, KOLKATA

1. Name:
2. Father's name:
2. Present Residential Address:
3. Aadhaar Number:
4. Date of Birth (DD/MM/YYYY):
5. E-mail address and telephone number:
6. Date of entry into Government Service:
7. Date of retirement:
8. Last Month Basic pay drawn (on superannuation):
9. Basic Pension Drawn as on 31.08.2020:
11. Educational Qualification:

Recent
Passport size
photograph
(Self attested)

12. Brief particulars of service with nature of duties performed for the last 10 years before retirement:

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

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13. Brief particulars of service with nature of duties performed after retirement 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) LPC of last month of service
- 2) Latest three months 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. In addition, I, unequivocally and unconditionally, accept all the terms & conditions of Circular No. 1-45/WB LSA/2020-21/Short Term Contract Basis-Consultant/65 Dated: -05-2022

Yours faithfully

Date:

Signature:

Place:

Full Name:

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

Dated the 9th December, 2020

Office Memorandum

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

The undersigned is directed to say that Ministries/Departments appoint retired Central Government employees on contract basis, including as Consultants on contract basis. However, at present there are no uniform guidelines for regulation of remuneration in such cases.

2. The existing instructions of Department of Personnel and Training, as contained in their Central Civil Services (Fixation of Pay of Re-employed Pensioners) Orders, 1986, as amended from time to time, provide for regulation of pay in case of re-employment. However, the instructions of Department of Personnel & Training as contained in their OM No. 26012/6/2002- Estt (A) dated 9.12.2002 provides that re-employment beyond the age of superannuation of 60 years shall not be permissible. Also, as per their OM No. 3(3)/2016-Estt (Pay II) dated 1.5.2017, the pay plus gross pension on re-employment is not to exceed Rs.2,25,000/-, i.e. Pay Level 17 as applicable to an officer of the level of Secretary to the Government of India.

3. Aforementioned instructions of Department of Personnel & Training on pay fixation in case of re-employment apply only to persons appointed on re-employment. These are not applicable to persons employed on contract basis except where the contract provides otherwise. Accordingly, in cases of appointment of retired Central Government employees on contract basis after the age of superannuation at 60 years, the instructions on pay fixation on re-employment will not directly apply.

4. Department of Personnel & Training has also informed that they are in the process of drafting a Note for Committee of Secretaries (CoS) regarding guidelines for engagement of retired Government servants as Consultant in Government Ministries and Department. In view of this, till Department of Personnel and Training finalizes their guidelines, there is a need to regulate remuneration in such cases of contract appointment of retired Central Government employees on a uniform basis. The matter has, therefore, been considered and it has been decided that regulation of remuneration in case of appointment of retired Central Government employees on contract basis, including as consultants, shall be regulated as provided hereinafter.

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HO/14
06/10/2022

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

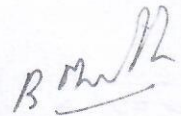
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the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

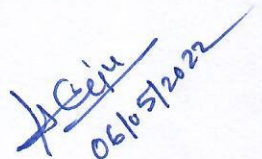
10. These orders shall apply to appointments made in the Central Government and shall be effective from the date of issue of the orders, until further orders or until instructions are issued by DoPT regulating remuneration of retired Government employees on their engagement as consultants. The past cases 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.



06/05/2022

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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.**

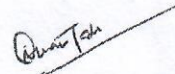
Reference is invited to this division letter of even number dated 22.12.2021 on the subject matter. The matter of fixation of remuneration in respect of PSU's retirees engaged on contract basis in DoT has been consulted with Ministry of Finance, Department of Expenditure who have now provided the following 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.



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

Amanullah Tak
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.

Amanullah Tak
28/8/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037