

Government of India
Department of Telecommunications
National Telecommunications institute for Policy Research, Innovation & Training
ALTTC Campus, Govt. of India Enclave, Ghaziabad-201002 (UP)

-NOTIFICATION-

No.: 18-3/2020-NTI.Estt/Consultant

Dated: 22.06.2022

Subject: Notice for hiring of Consultant against vacant posts of Assistant Director and Junior Telecom Officer (AD/JTO) on short term contract basis at NTIPRIT, Ghaziabad.

DG National Telecommunications Institute for Policy Research, Innovation & Training (NTIPRIT), Ghaziabad, Department of Telecommunications, Ministry of Communications proposes to **engage FIVE Consultants against the vacant posts** of AD/JTO on purely temporary and on contract basis for **initial period of SIX months** and, based on his/her performance and requirement of his/her services, is further extendable up to a **maximum of 06 terms (six months each)** or sixty-five years of age or till the regular incumbent is posted, whichever is earlier.

Applications are invited from retired officers of any Government Department/ PSU (Central/State)/ statutory/ autonomous organization for engagement as consultant at NTIPRIT, Ghaziabad having knowledge of planning/ maintaining PSTN/Mobile/NGN/TX Network etc. as per terms and conditions mentioned below:

Terms and Conditions

- a) The retired person shall be appointed on a short-term contract basis initially for a period of 6 months. Based on his/her performance and requirement of his/her service, the contract can be further extended up to a maximum of six terms (6 months each) or 65 years of age whichever is earlier. **(Person retired under VRS Scheme of BSNL/MTNL shall not be below 60 years of age).**
- b) Candidate should not be more than 64 years of age as on the closing date of this notification.
- c) Preference will be given to candidate retired from DoT/ BSNL/ MTNL.
- d) Total number of vacancies are likely to be five. However actual vacancies will be determined at the time of selection. The decision of Head of NTIPRIT in this regard shall be final.
- e) Computer literacy in MS-Office is an essential requirement.
- f) The consolidated fee/ remuneration payable to retired persons on short-term contract basis shall be payable as per **DoT OM No. 3-10/2014/SEA-I/Fin dated 29.03.2022 (copy enclosed as Annexure-II) and Department of Expenditure OM No. 3-25/2020-E.IIIA dated 09.12.2020 (copy enclosed as Annexure-III).**

- g) 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 DDO TEC, DOT will issue TDS Certificates.
 - h) Working hours shall normally be from 09:00 am to 05:30 pm during working days including half an hour lunch break in between. However, in exigency of work he may be required to sit late and he may be called on Saturday/ Sunday and other Gazetted holidays.
 - i) Consultant shall not be entitled to any kind of allowance or Accommodation facility e.g. Dearness Allowance, CGHS and Medical Reimbursement etc.
 - j) **Transportation 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 consultant at the time of retirement. The amount so fixed shall remain unchanged during the term of appointment.
 - k) **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.
 - l) **Confidentiality:** The data collected/produced as well as deliverables produced for the NTIPRIT, Ghaziabad, 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 NTIPRIT without the express written permission of DG, NTIPRIT. 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.
 - m) **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 of Telecommunications nor will he indulge in any activity outside the terms of the contractual assignment.
 - n) The engagement of retired personnel on short-term contract basis can be terminated at any time without assigning any reason. However, if a consultant is not willing to continue for what so ever reasons may be, he/she may give minimum one month notice to the office.
2. **Nature of Duties** for the consultant at AD/JTO level includes
- (i) Looking after establishment, tendering, administration, court case related functions and other routine office works for smooth functioning of office.
 - (ii) Assistance in organizing and conducting various training programmes with course conducting division
 - (iii) Assistance in managing various Labs in NTIPRIT
 - (iv) Any other work allotted as per the requirement.

3. Following documents must be enclosed with the application form
 - I. Copy of LPC of last month of service.
 - II. Copy of Pension Payment Order and/or latest three months pension amount (Bank/ Postal statement of Pension/Saving account)
4. Selection will be done by a committee formed by DG NTIPRIT, Ghaziabad in due course of time. After scrutiny of the applications received, committee will draw a panel of suitable candidates for engagement as consultants. The panel will be valid for a period of 12 months.
5. Interested Retired Officers (**age as on 01.07.2022 not below 60 years if retired under VRS scheme of BSNL/MTNL**) willing to work as consultant may send their applications in the prescribed Performa (Annexure-I) with self-certified copy of Pension Payment Order/ Last Pay Certificate with order of retirement to the Assistant Director General (Estt.), NTIPRIT, Room No. 500A, ALTTC Campus, Govt. of India Enclave, Kamla Nehru Nagar, Ghaziabad - 201002 on or before **25.07.2022, 17:30 hrs**. The envelope should be marked as 'Application for the consultant at the level of AD/JTO in NTIPRIT, Ghaziabad. Delayed/incomplete applications will be rejected summarily.

Encl: As above

Director (Establishment)
NTIPRIT, Ghaziabad
Tel. 0120-2709010

Signed by Dharmendra
Yadav
Date: 22-06-2022 14:45:09
Reason: Approved

Annexure-A

**APPLICATION FORMAT FOR THE POST OF CONSULTANT IN NATIONAL
TELECOMMUNICATIONS INSTITUTE FOR POLICY RESEARCH,
INNOVATION AND TRAINING, ALTTC CAMPUS, GHAZIABAD**

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. Last Month Basic pay drawn (on superannuation):
10. Basic Pension Drawn:
11. Educational Qualification:
12. Brief particulars of service with nature of duties performed for the last 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		

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 NTIPRIT Notification No 18-3/2020-NTI.Estt/Consultant Dated: 22-06-2022

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.



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.

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.

[Handwritten Signature]

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

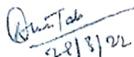

22/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

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.


22/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037