



Ltr No: NCCS/HQ/Establishment/2025-26-(Part-I)/16

Dated at Bengaluru 26 -12-2025

VACANCY CIRCULAR

Subject: Engagement of consultants against the vacant posts of Junior Technical Officer (JTO) and Junior Engineer (Telecom) JE(T) on temporary and short term contract basis for Office of Sr DDG, NCCS, Bangalore- Reg.

Office of Sr. DDG, NCCS Bangalore, Department of Telecommunications, Ministry of Communications proposes to engage Consultants (Two in Junior Telecom Officer and One in Junior Engineer (Telecom) posts) on purely temporary and on short term contract basis for an initial period of 6 months, extendable further up to a maximum of 6 terms (6 months each) or 65 years of age or till regular/ deputation manpower is posted, whichever is earlier.

Applications are invited from retired Government servants/ retired officials of PSUs or Research Organizations with adequate computer knowledge with hands-on experience and having knowledge of telecom domain Basic Telecom/ Network Security/ Mobile Technologies/ NGN/ Computer Networks/ Data Networks/ Administration etc.

The Sr DDG, NCCS, Bangalore reserves the right to accept or reject any or all the applications without assigning any reasons whatsoever.

Application form for the post of consultant is at **Annexure-A**. Last date for receipt of application at NCCS Bengaluru as per address mentioned in para 14 is by 1700 hrs on **30.01.2026**. Applications received after due date / incomplete applications shall not be considered and shall be summarily rejected.

1. Vacancy Position:

Name of the post	Level in pay matrix	Classification of Post	No. of posts likely to be filled *	Place of posting
Junior Telecom Officer	Level 7 of 7 th CPC ₹44,900 to ₹1,42,400	General Central Service TES Group B Gazetted	02 (Two)	Bengaluru
Junior Engineer (Telecom)	Level 6 of 7 th CPC ₹ 35,400 - ₹1,12,400	General central service, TES Group 'B', Non-Gazetted (Non-Ministerial)	01(one)	Bengaluru

* Final vacancy position may vary

2. Nature of Duties:

National Centre for Communication Security (NCCS) is a centre of DoT, that is vested with the responsibilities of developing Security standards/ requirements, security testing/ certifications and designation of Telecom Security Test Labs.

Selected consultants may be assigned with work related to any one or combination of the functional works like development of ITSAR's for telecom network elements, evaluate the capacity of Telecom security testing laboratories in public/ private sectors to conduct tests on telecom network elements, oversee the tests conducted by TSTL's, evaluate the test results, administrative works of the NCCS etc.

3. Period of Engagement:

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 up to a maximum of six terms (six months each) or till regular/ deputation manpower is posted, or sixty-five(65) years of age whichever is earlier. The assessment of Head of respective unit shall be final in this regard.

4. Eligibility:

a) **Age:** Candidate should not be more than sixty-four years (64 years) of age on the last date of receipt of applications.

b) **Rank during retirement:**

(i) **For Consultant in Junior Telecom Officer Level:** - Retired Govt. servants from DoT or any other Central / State Govt. Ministries/ Departments or from BSNL/ MTNL/ITI/TCIL/any other PSU or Research Organisation with CDA scale with minimum substantive grade of Level 7 of the 7th CPC or equivalent IDA scale or holding analogous post or above.

(ii) **For Consultant in Junior Engineer (T) Level:** -

Retired Govt. servants from DoT or any other Central / State Govt. Ministries/ Departments or from BSNL/ MTNL/ITI/TCIL/any other PSU or Research Organisation with CDA scale with minimum substantive grade of Level 6 of the 7th CPC or equivalent IDA scale or holding analogous post or above.

(iii) Retired persons from BSNL/MTNL under VRS-2019 scheme are also eligible to apply.

5. Computer Literacy:

Computer literacy is necessary.

6. Remuneration:

a) The monthly consolidated fee/remuneration Payable to the Retired govt servants from DoT or any other Central/ State Govt. Ministries/Departments or Research organisation with CDA scale, engaged as consultants shall be in accordance with the Department of

Expenditure OM No.3-25/2020-E.III A dated 09-12-2020 endorsed by DoT letter No.1-3(01)/2021-PAT dated 08-02-2021 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. (**Annexure B**)

- b) The monthly consolidated fee/remuneration Payable to the Retired govt servants from BSNL/ MTNL/ ITI/ TCIL/Any other PSU, engaged as consultants shall be in accordance with the DoT O.M. No.3-10/2014-SEA-I/Fin dated 29-03-2022 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. (**Annexure B**)
- c) The payment will be made on monthly basis.
- d) No Dearness Allowance shall be allowed during the term of contract.
- e) No House Rent Allowance shall be admissible.
- f) An appropriate and fixed amount as Transport allowance for the purpose of commuting between the residence and the place of work shall be paid not exceeding the rate applicable to the engaged consultant at the time of retirement.
- g) Engaged consultant shall be paid TA/DA on official tour, if any, as per their entitlement at the time of retirement.
- h) The Consultants shall not be entitled for telephone facilities, CGHS, medical reimbursement, staff car and residential accommodation from central govt pool.

7. Confidentiality of data and documents:

The data collected /produced as well as deliverables produced for the O/o Sr DDG, NCCS, Bangalore 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 proceedings or information collected for the purpose of this assignment or during the course of assignment from the O/o Sr DDG, NCCS, Bangalore, 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 is released by this office.

The consultant so engaged shall sign an agreement of confidentiality with the National Centre for Communication Security, Department of Telecommunication containing a clause of Ethics and Integrity as given in Annexure 'D' on a stamp paper of Rs.100.

8. Working Hours:

Working hours shall normally be from 9:30 AM to 6:00 PM during working days, including half an hour lunch break in between. However, depending on the exigency of work and if required, the consultant may have to reach the 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. Leave of Absence:

Paid leave of absence shall 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.

10. 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 at the prevailing rates.

11. Conflict of interest:

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

12 Closing date for receipt of applications at NCCS Bengaluru:

Up to 1700 Hrs. on 30-01-2026.

13. How to apply:

Application as per enclosed format named as **Annexure- A** along with supporting documents mentioned in the application shall be submitted.

14. Application along with supporting documents to be forwarded to:

Room No. 301, ADET(HQ), O/o Sr. DDG, NCCS, DoT, 3rd Floor, City Telephone Exchange, Sampangi Rama Nagar, Bangalore – 560027

15. Selection procedure:

A three-member committee under the chairmanship of the Head of NCCS would be formed to go through the applications received and draw a panel for the consultant posts. The empanelled list will be put up on the NCCS website (<https://nccs.gov.in>). The panel recommended by the committee shall be valid for a period of six months.

The decision of the Sr. DDG NCCS in the matter of selection of consultants shall be final and binding upon the applicants.

16. Desirable Experience:

Candidates with knowledge/experience in any one of the areas mentioned in **Annexure-C** will be preferred.

17. Terms and Conditions for consultants shall be governed by the following Government orders/guidelines and as amended from time to time:

- a) DoT OM No.1-50(1)/2018-Estt dated 10 September 2020.
- b) Ministry of Finance, DoE, OM F.No.3-25/2020-E.IIIA dated 9 December 2020
- c) DoT OM No. 1-3(01)/2021-PAT dated 08 February 2021
- d) DoT Order No.3-10/2014-SEA-I/Fin dated 22 Dec 2021.
- e) DoT O.M. No.3-10/2014-SEA-I/Fin dated 29 March 2022.
- f) DoT Letter No. 9-08/2019-20/Fin(pt) dated 16 June 2023

18. Termination of Contract:

The engagement of retired personnel in short term contract basis can be termination 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 (Annexure A, B, C & D)

(Ashish Redhu)
ADET (HQ)
O/o Sr DDG, NCCS, DoT,
3rdFloor, City, Telephone Exchange,
Sampangi Rama Nagar,
Bangalore-560027

Copy for kind information to:

1. Director General (Telecom)
2. CMD BSNL/MTNL
3. DDG(SA)/DDG(Estt), DoT HQ
4. Director (IT-2), DoT for Posting this OM on the website of DoT
5. JE(T)(HQ) for posting this OM on the website of NCCS and circulation to all

APPLICATION FORMAT FOR THE POST OF CONSULTANT

1. Name : Please affix self Attested recent passport size photo

2. Father's Name :

3. Present Residential Address :

4. Date of Birth (DD/MM/YYYY) :

5. Aadhar No. :

6. E-mail address with Telephone No. :

7. Date of entry into Government Service :

8. Date of retirement :

9. Details of pay and designation at the time of retirement:

a) Last Month Basic Pay :

b) Scale of Pay :

c) Designation :

10. Basic Pension Drawn as on 30.11.2025:

11. Educational Qualification :
(Please attach copy of self attested certificates also)

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

Sl.	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.	Name of Ministry/Dept./Organisation	Period (DD/MM/YYYY)		Post held	Nature of work done
		From	To		

14. Knowledge of Computer :

MS Word	
MS Excel	
Power Point Presentation	

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 in Telecom sector activities and other officer functions (Not more than 2 pages). (Refer Desirable experience mentioned in **Annexure 'C'**).

16. Following documents must be attached with the application.

- a) Retirement LPC
- b) Latest three months pension amount (Bank/Postal statement of Pension/Saving account)
- c) PPO (Pension Payment Order) No. (Copy of self- attested PPO)

Certificate

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. Any other supporting documents required by NCCS/ DoT would be made available on demand. I, unequivocally and unconditionally, accept all the terms & conditions of engagement as Consultant in O/O Sr. DDG NCCS Bengaluru. The consultant also undertakes that in case he/she has worked earlier in Foreign Missions before joining this organisation as consultant, he/she has already completed two years cooling off period

Yours' faithfully,

Date:

Place:

Signature:

Full Name:

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

*4/2/21
6/2/21*
 (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

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

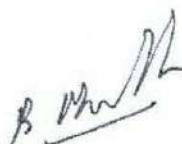
Dated the 9th December, 2020

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

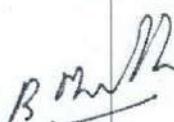
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the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

10/10
AK

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.

(Dated 10/9/2020)

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.

 07/09/2020
(S.C. Karol)

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. Adviser (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/ 2nd/ spare

3

Ref- 3

No.3-10/2014-SEA-14 in.
Government of India
Ministry of Communications
Department of Telecommunications
(Integrated Finance Division)

New Delhi, dated 22nd December, 2021

Subject: Engagement of retired PSU's employees on contract basis by DoT.

With regard to the above subject, reference is invited to the Govt. of India, Ministry of Finance, Department of Expenditure OM No. 3-25/2020-F.IIIA, dated 09.12.2020 (Annexure-I) wherein guidelines for regulation of remuneration in case of Contract appointment of retired Central Government Employees were issued. In DoE guideline, term of engagement has been narrated in detail including remuneration of retired Central Govt. employees as per para 6 of the OM dated 09.12.2020. The said OM is applicable for contractual engagement of retired Central Govt. employees.

2. Previous to this DoE guideline, the policies on aforesaid subject were issued by DoT vide its OM No.03-10/2014-SEA-17Fin dated 28.10.2015 (Annexure-II), subsequent OM No. 03-11/2016/SEA-1(PlJ)Fin, dated 28.12.2017 (Annexure-III) and addendum of even number dated 15.02.2018 (Annexure-IV)). Aforesaid DOT policies provided for engagement of retired officers from PSUs/BSNL/MTNL and central Govt. Retirees. However, the DoE OM dated 09.12.2020 has not clearly mentioned about its applicability on retired PSU's employees.

3. In this regard, I am directed to convey approval of competent authority for following modifications in the existing DoT's guidelines with immediate effect, till further orders:

a. Remuneration of PSUs/BSNL/MTNL etc. will be worked out as under:-

(i) *In the case of retired officers from PSUs viz. BSNL/MTNL etc.:*

The remuneration of such PSUs employees engaged as consultant may be fixed by multiplying both the national basic pay as per 6th CPC and basic pension as per 6th CPC of PSU retirees by factor 2.57 and their difference will be payable.

(ii) *In the case of those who retired from Government Service by tendering technical resignation to join PSUs/BSNL/MTNL and drawing pro-rata pension:*

From the date of retirement due benefits 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, formula stated in sl.(a)(i) above may be applied for basic remuneration under 7th CPC.

A } *No increment and Dearness Allowance (DA) shall be allowed during the term of the contract. As for TA permissible is considered TA at the time of retirement in the equivalent 7th CPC pay level may be admissible as per guidelines issued by DoE.*

100/2021
12/12/2021

100/12/2021

M. Chakraborty
(N)

1/2

b. Paid leave of absence may be allowed at the rate of 15 days for each year of period of service. A cumulation of leave beyond a calendar year may not be allowed.

c. The term of appointment shall ordinarily be for an initial period not exceeding 5 years which is extendable by another one year. Beyond two years after the end of superannuation where adequate justification exists, the term may be extended based on a review of the need and the performance of the contract appointee, provided it shall be not extended beyond 5 years after superannuation.

d. The other terms & conditions as mentioned in DoE OM 3.25/2020-F.IIA dtd 3.09.12.2020 shall also be applicable.

e. It is to mention that these above guidelines are applicable for PSU retirees (*Continued service retirees and Pro-rata retirees*) only, excluding BSNL/MTNL/ VRS 2019 retirees.



(Anita Verma)
ADG (Finance)
Tel: 011-23036058

To,

1. All Sr.DDsG/DDsG/JWA in DoT HQ.
2. DDG (E&AM) for CGCA & all CCAs.
3. DG (T) for all LSAs.
4. Heads of NICF, NTIPRIT, TEC.
5. Dy Administrator USOF DoT with reference to letter No. 30-3/2019-USOF/consultant New (Pt.IV) dated 12.05.2021.

Copy to:

1. Sr.PPS to Secretary (Telecom)
2. Sr.PPS to Member (F)/Member (T)/ Member (S)/SS (T)/WA
3. PPS to Advisor (F)
4. PS to DDG (F)

6/2
Annexure B

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

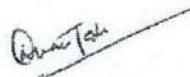
Subject: Engagement of retired PSU's employees on contract basis in DoT—
Fixation of remuneration thereof.

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.



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

(Amanullah Tak)
29/3/22
(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.

(Amanullah Tak)
29/3/22
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

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No. 9-08/2019-20/Fin(Pt)
 Government of India
 Ministry of Communications
 Department of Telecommunications
 (Integrated Finance Division)

New Delhi, dated 16th June, 2023

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

Reference is invited to DoT OM No.03-10/2014-SEA-I/Fin. dated 29.03.2022, wherein instructions were issued on the aforementioned subject.

In the light of DoT OM No. 19-1/2019(Part)-SU-1 dated 12.05.2023 issued by SU division of DoT, para 3 of ibid IFD OM dated 29.03.2022 is hereby amended and may now be read as under -

"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."

2. Accordingly, remuneration of PSU retirees engaged on contractual basis in the Department (including BSNL/MTNL VRS 2019 retirees) may be fixed in light of methodology, terms & conditions issued vide DoT OM No.03-10/2014-SEA-I/Fin. dated 29.03.2022, as amended by this OM.

This issues with the approval of Member (Finance), DCC and is applicable with immediate effect.

Signed by

Amanullah Tak

Date: 16-06-2023 10:10:10 (Amanullah Tak)

Director (Finance)

Tel: 011-23036037

To,

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

Copy to:

1. PSO 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(PM) , DDG (C&A), DoT HQ

Desirable Experience:

Candidates with knowledge in one or more of following will be preferred.

1. Hands on working knowledge (Installation / Configuration / O&M/ Trouble shooting) with Mobile Telecommunication Network (2G/3G/4G): MPLS & (P, PE, CE), (Metro Ethernet/ Carrier Ethernet is a transport/transmission domain technology, Next Generation Networks, BRAS, Routers, Converged Networks, IMS including VOIP).
2. Administration and Maintenance of computer networks with exposure to security Audit/management.
3. Operating System: Working Knowledge of at least one of the OSes like LINUX, Windows, Android with knowledge of shell scripting.
4. Programming skills in at least one of C, C++, Java, C#, Perl, Python, PHP, Ruby etc languages.
5. Knowledge of administrative and financial rules and regulations of Central Government required to function in Headquarters division of NCCS for assisting head of unit while exercising the administrative and financial powers. Candidate must possess working knowledge of FRSR, CCS/CCA rules and experience to deal with administrative works like Procurements, Legal, PG and Misc admin activities, etc.

NON-DISCLOSURE AGREEMENT

This Non-Disclosure Agreement (hereinafter referred to as the "Agreement") is entered into on _____ (the "Effective Date"), by and between O/o Sr. DDG, National Centre for Communication Security (hereinafter referred to as "NCCS") and Sri/Smt. _____ (hereinafter referred to as "Consultant"), S/o. _____ (collectively referred to as the "Parties").

CONFIDENTIAL INFORMATION AND COOLING-OFF PERIOD

The consultant agrees to abide by the provisions of the Indian Official Secrets Act, 1923 and not to disclose, copy, clone, sell, trade, publish or modify any confidential information related to the NCCS in any manner whatsoever including by means of reproduction either in physical, hardcopy, digital or in electronic format and agrees not to use any such information without obtaining prior written permission, during the term of the contract or thereafter. The consultant agrees that at all times, he/she shall maintain utmost secrecy of the work-related aspects, any classified /secret information relating to NCCS and shall safeguard the security of all such information/documents to which he/she has access during the course of his/her engagement and shall not disclose such information/documents without prior approval of NCCS.

Confidential information refers to any data and/or information that is related to the NCCS, in any form (physical, electronic or in digital format), including, but not limited to, oral or written. Such confidential information includes, but is not limited to, any information related to work in NCCS such as process flows, discovery, processes, techniques, programs, knowledgebase, all stakeholders, know-how or any other services related to NCCS.

The consultant undertakes that after completion of this contract, he/she shall mandatorily complete two-year cooling off period post their Government contract completion, if he/she intend to join foreign Missions/firms/think tanks.

The consultant also undertakes that in case he/she has worked earlier in Foreign Missions before joining this organisation as consultant, he/she has already completed two year cooling off period.

The consultant agrees to abide by data security policy and related guidelines issued by Department of Telecommunications.

The consultant shall keep NCCS informed of any changes in his/her address or contact details during the period of engagement.

RETURN OF CONFIDENTIAL INFORMATION

The consultant agrees to return all the confidential information, available in any form (written, printed, soft files, software etc.) to NCCS upon the termination of this Agreement.

OWNERSHIP

This Agreement is not transferable.

GOVERNING LAW

This agreement shall be governed by and construed in accordance with the laws of Government of India.

(Signature of the Authorized officer of NCCS)

Name & Designation:

Date:

(Signature of Consultant)

Name:

Date: