



No. 1-43/2025-DGT/1
Government of India
Ministry of Communications
Director General Telecom HQ (DoT)
2nd floor UIDAI Building, Bangla Sahib Road, Behind Kali Mandir, New Delhi-110001

Dated 11.09.2025

NOTIFICATION

Subject: Engagement of consultants for the vacant Group B & C posts on a temporary contract basis in the O/o DGT-Reg.

O/o Director General Telecom (DGT), Department of Telecommunication [DOT], Ministry of Communications, having office at Delhi proposes to engage 6 (Six) number of consultants against the vacant post of Group 'B' & 'C' on purely temporary and on contract basis initially for a period of Six month extendable further up to a maximum of Two years (or) till the consultant attains the age of sixty-five years or till regular manpower is posted, whichever is earlier as per the following:

Post	JTO (Level-7 of 7th CPC, Group B Gazetted)	JE Telecom (Level-6 of 7th CPC, Group B Non Gazetted)	Telecom Assistant (Level-5 of 7th CPC, Group C)	LDC (Level-2 of 7th CPC, Group C)
Vacancy for which consultant to be engaged	1	1	3	1

Applications are invited from retired Government servants/retired officials of PSUs /BSNL/MTNL (Retired on attaining age superannuation) (or) Research Organizations with adequate computer knowledge and preferable having knowledge of DoT works as mentioned at any of the works as stipulated in the Section no.1 (ie. Nature of Duties) of this notification. The consultants will be engaged on short term contract basis initially for a period of 6 months. Based on his/her performance and requirement of this office, the contract can be further extended up to a maximum of 4 terms of 6 months each or up to 65 years of age whichever earlier.

The Director General Telecom, DOT, New Delhi reserves the right to accept or reject in part or in full any or all the responses without assigning any reasons whatsoever. The format of application form for the post of consultant on a contract basis is attached as Annexure A. The last date for submission of application is 30 days from publishing this notification on the DoT website. Applications received after the due date will not be considered.

1. Nature of Duties

Work may be assigned in any of the following verticals of DGT HQ with the works mentioned under them as below:

a. Administration & HR

General Administration matters, Staff/Establishment Matters, DDO and related functions, Budgeting related works, e-office/e-mail/e-HRMS related matters, RTI/Public Grievances/Parliamentary Questions/Assurances related matters, tendering & Procurement related works, Rajbhasa /Official language related matters, matters related to Court cases, VIP references, Social Media handling & Misc. admin activities etc.

b. Security Vertical

Matters related to National Security and Lawful Interception, CMS/IMS related issues, Illegal activities and grey market related matters in telecom networks, Cybersecurity related matters, Matters related to projects like TAF COP, GMA, ASTR, DIU, CEIR, and other miscellaneous related matters etc.

c. Licensing Compliance

Subscriber Verification/CAF, EMF, Roll out Obligation, Tarang Sanchar/MNP. Matters related to telemarketers and TRAI Recommendations, Quality of Service of Telecom related matters, Merger acquisition and any other related miscellaneous work etc.

d. Rural Vertical

Mobile coverage in rural areas, assistance for DBN funded projects, RoW related matters, CbuD related matters and other miscellaneous related matters etc.

e. Technology

Matters related to PM-WANI, Matters related to IT infrastructure and management, 5G, IOT, block chain, Design/Development & Maintenance Related Activities of Web Sites and Web Portals, Matters related to Telecom services during Disaster/Natural calamities/emergency situations, Coordination with Various wing of DoT and LSA field units etc.

f. Electrical

RET (Renewable Energy Technology) in communication related matters, Matters related to matters related Solar/Green Energy in telecom sector, matters related to & fire safety & Building Infrastructure and other miscellaneous related matters etc.

2. Period of Engagement:

- a. The consultants will be engaged on short term contract basis initially for a period of 6 months. Based on his/her performance and requirement of this office, the contract can be further extended up to a maximum of 4 terms of 6 months each or up to 65 years of age whichever earlier.
- b. The engagement of consultants would be on full time basis and they would not be permitted to take up any other assignment during the period of engagement as consultant in O/o DGT.
- c. The engagement of consultants would be of temporary nature against the task assigned and can be cancelled at any time by O/o DGT without assigning any reason whatsoever.



3. Eligibility:

a. For JTO (Level-7): Retired from CDA Scale with substantive grade of Level 7 of the 7th CPC or equivalent IDA Scale or holding analogous post, Retired equivalent rank officer from DoT or higher post upto Level 9 of any other central/state Govt. department or Retired SDE/DET or equivalent rank officer from BSNL MTNL/ITI/TCIL/ or any other PSU.

b. For JE(T), (Level-6): Retired from CDA Scale with substantive grade of Level 6 of the 7th CPC or equivalent IDA Scale or holding analogous post, Retired equivalent rank officer from DoT or higher post upto Level 8 of any other central/state Govt. department or Retired JE/JTO or equivalent rank officer from BSNL/MTNL/ITI/TCIL or any other PSU.

c. For TA (Level-5): Retired from CDA Scale with substantive grade of Level 5 of the 7th CPC or equivalent IDA Scale or holding analogous post, Retired equivalent rank officer from DoT or higher post upto Level 7 of any other central/state Govt. department or retired equivalent rank official from BSNL/MTNL/ITI/TCIL or any other PSU.

d. For LDC (Level-2): Retired from CDA Scale with substantive grade of Level 2 of the 7th CPC or equivalent IDA Scale or holding analogous post, Retired equivalent rank officer from DoT or higher post upto Level 4 of any other central/state Govt. department or retired equivalent rank official from BSNL/MTNL/ITI/TCIL or any other PSU.

e. The candidate should have flair in noting/drafting for TA, JE(T) & JTO posts. Preference will be given to applicants from DOT/BSNL/MTNL background. Retired person from BSNL/ MTNL under VRS-2019 are also eligible to apply in accordance with DOT OM No. 9-08/2019-20/Fin(Pt) dated 16.06.2023.

4. Remuneration and allowance per month:

a. For Retired Central/State Government officials: As per GOI Ministry of Finance Department of Expenditure letter no. 3-25/2020-E.IIIA dated 09.12.2020 (For Non-NPS retirees), No. 03-25/2020-E.III(A)/Pt dated 18.10.2023 (For NPS retirees) or any other instructions amended and issued by government from time to time.

b. For retired PSU employees: As per DoT OM No. 03-10/2014-SEA-I/Fin. dated 28.03.2022 or any other instructions amended from time to time. All the other terms & Conditions & allowances for retirees PSU employees shall be decided as per DoE Order No. 3-25/2020-E.IIIA dated 09.12.2020 or any other instructions amended from time to time.

c. The amount of remuneration so fixed shall remain unchanged for the term of contract.

d. No increment or Dearness allowance shall be allowed during the term of contract. The person so engaged shall not be eligible for other allowances and benefits except Transport allowance, TA/DA & leave. The payment will be made on monthly basis.

e. The income tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source and for this Department will issue TDS certificate.



5. Allowances:

Consultants shall not be entitled to any kind of allowance or accommodation facility e.g. Dearness allowance, Transport facility, Residential Accommodation, Personal staff, CGHS and Medical reimbursement etc.

6. TA/DA:

- a. No TA/DA shall be admissible for joining the assignment or on its completion.
- b. A fixed amount of last drawn TA allowance on retirement shall be paid as Transport allowance for the purpose of commuting between the residence and the place of work for retired state/central government servants (point 7.2).
- c. Fixed TA amount of Rs. 3600/- shall be paid to the retired PSU Employees which is admissible transport allowance for the JTO (Level 7), JE-T (Level-6) & TA (Level-5) in Class X City.
- d. Fixed TA amount of Rs. 1350/- shall be paid to the retired PSU Employees which is admissible transport allowance for the LDC (Level 2) in Class X City.
- e. The retired government official on his/her engagement as consultant may be allowed TA/DA on official tour, if any, as per their entitlement at the time of retirement (point 7.2). The retired PSU employees official on his/her engagement as consultant may be allowed admissible TA/DA on official tour for the post against which he/she is engaged.

7. Leave:

Consultants shall be eligible for 1.5 days paid leave of absence for each completed month of service in a Calendar year. 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 calendar year nor encashed.

8. Working hours

The consultants shall have to work as per the working hours of the Ministry of Communications. However, depending on the exigency of work, one may be required to come 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 requires late sitting or coming on holidays.

9. Age Limit:

Candidate should not be more than 63 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 DGT, 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 DGT, UIDAI Building, 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 the office. Non-Disclosure Undertaking in the Annexure C.

11. 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 Telecom (DoT). No contract employee will be allowed to take up any other assignment during the period of engagement.

12. Closing date for submission of applications:

Up to 17:00 Hrs. of 30th day from publishing of this notification on DoT Website.

13. Selection Procedure:

A selection panel shall be constituted for this purpose and it will be valid for a period of 1 year. The decision of the department in the matter of selection of consultants shall be final and binding.

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

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

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

14. How to Apply:

As per enclosed format named as Annexure A. Application may be forwarded to following address as mentioned at S. No. 17 by post or mail the scanned copy along with duly filled Annexure B & Annexure C.

15. Vacancies:

Post	JTO (Level-7 of 7 th CPC, Group B Gazetted)	JE Telecom (Level-6 of 7 th CPC, Group B Non Gazetted)	Telecom Assistant (Level-5 of 7 th CPC, Group C)	LDC (Level-2 of 7 th CPC, Group C)
Vacancy for which consultant to be engaged	1	1	3	1

The mentioned vacancy may vary at any time (either increase or decrease) depending on the actual requirement. The said engagement is purely on temporary and on contract basis. The selected candidates will be governed by the provisions of the guidelines for engagement of consultants in DoT as amended from time to time.

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

O/o DGT, shall not be 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.

17. Application to be forwarded to:

Subject: Application for the post of Consultant in the O/o DGT, Department of Telecommunications, New Delhi.

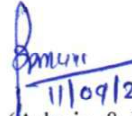
Address: AD-I, Admin & HR, Room No. 206, O/o DGT, 2nd floor UIDAI Building, Bangla Sahib Road, Behind Kali Mandir, New Delhi-110001

Email: ada.hq-dgt-dot@gov.in
Phone 011-23474434

18. Termination of contract:

The contract may be terminated by either of the party with prior notice of 30 days in writing. The above said engagement is purely on a temporary and contract basis.

Encl. The format of Application as Annexure-A, B & C (as mentioned above).


11/09/2025
Director (Admin & HR)
DGT HQ, Room No. 210,
2nd Floor, UIDAI Building,
Bangla Sahib Road, New Delhi.
Ph. No. 011-23746147,
Email-id: dira.hq-dgt-dot@gov.in

Copy To:

1. PSO to DGT, Sanchar Bhawan, New Delhi.
2. DDG (Estt.)/Director (Estt.), DoT HQ, New Delhi.
3. Director (IT), DoT HQ, New Delhi for publishing on DoT Website under 'Vacancies'.
4. GM (Pers), BSNL Corporate office, BSNL, Janpath, New Delhi for wider circulation.
5. GM (Pers), MTNL Corporate office, CGO Complex, New Delhi for wider circulation.
6. ED, MTNL, Kidwai Bhawan, New Delhi for wider circulation.
7. E-office Notice Board.
8. Office Copy.

Application Format for the Post of Consultant (JTO-Level 7/ JE Telecom-Level 6/ TA-Level-5/ LDC-Level-2)

Recent passport
size photograph
(Self Attested)

1. Name:
2. Father's Name:
3. Present Residential Address:
4. Aadhaar Number:
5. Date of Birth (DD/MM/YYYY):
6. Email address with 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 as on _____:
11. Last drawn TA (on Superannuation):
12. Educational qualification (Pl. attach copy of self-attested certificate):
13. 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
		From	To		

14. Brief of service with nature of duties after retirement till date

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

15. Knowledge of computer

MS Word	
MS Excel	
Any other (Please specify)	

16. 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 related to Telecom sector activities, and other official functions. (Not more than 2 pages)

17. 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)
3. PPO (Pension Payment Order)- Copy of self-attested PPO

ANNEXURE B

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; and that I unequivocally and unconditionally accept all the terms & conditions of this notification No. _____
_____ Dated: _____

Yours faithfully

Date:

Signature:

Full Name:

Place:



NON-DISCLOSURE UNDERTAKING

To,

Director General Telecom
Department of Telecommunications
UIDAI Building, Bangla Sahib Road, New Delhi-110001

Sir,

I hereby undertake to

-treat all the information that comes to my knowledge as part of my duties in this office as confidential information and keep it strictly confidential.

-not to sell, trade, publish or otherwise disclose to any one in any manner whatsoever including by means of reproduction either in physical, hardcopy, digital or in electronic format.

to hold such confidential information in trust and confidence both during and after the terms of my engagement

not to engage in any other employment/occupation/consultancy or any other activity during my engagement with O/o DG Telecom, DoT which would otherwise conflict with my obligations towards O/o DG Telecom, DoT.

-to abide by data security policy and related guidelines issued by Department of Telecommunications.

shall not resort any corrupt practices in any aspect and at any stage during the tenure of engagement

2. In the event of my termination or employment for any reason whatsoever, I shall promptly surrender and deliver to the O/o DG Telecom, DoT any records/material, equipment, documents or data which is of confidential nature.

3. I shall keep O/o DG Telecom, DoT informed of any change in my address or contact details during the period of my engagement.

4. I understand that I can be terminated at any point of time for breach of the above conditions and can be proceeded against under the relevant laws for the time being in force.

5. For the purpose of this undertaking, Confidential Information means any information received from any source, whether in physical, electronic or in digital format.

Yours faithfully,

(Sign): _____

Name: _____

Address: _____

Dated: _____

Contact No. _____



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. .

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

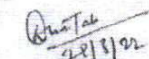

(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

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)
Director (Finance)
Tel: 011-23036037

OFFICE MEMORANDUM

Sub: Regulation of remuneration in case of contract appointment of Central Government Employees- Regarding

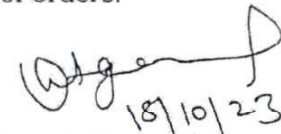
The undersigned is directed to invite attention to this Department's OM of even No. dated 9.12.2020 on the subject mentioned above and to say that the provisions contained in paragraph 6 thereof relating to fixation of remuneration governs the cases of those Central Government employees who retired with pension in terms of CCS(Pension) Rules, 1972 (now replaced by CCS(Pension) Rules, 2021).

2. The question of fixation of remuneration in respect of those central Government employees who retire under National Pension System(NPS); consequent upon their appointment on contract basis, has been considered. The case of such employees is altogether different from those governed by the CCS(Pension) Rules, 2021, as in the case of former annuity is admissible, which is based on the pension corpus accumulated at the time of retirement on the basis of contributions made by the Central Government and the employees during the service span of these employees. Therefore, annuity drawn by such employees is an outcome of contributions made by both the Central Government and the employees, unlike the case of those retiring under the CCS(Pension) Rules, 2021 where the entire pension is paid by the Central Government.

3. In the light of the above, it has been decided that while fixing remuneration in such cases in case of Central Government retirees under the NPS, an amount equivalent to 30% of the last basic pay as drawn at the time of retirement shall be deducted from the last basic pay and the resultant amount shall be the fixed monthly amount as remuneration

4. In respect of all other matters contained in paragraphs 5, 6.3, 7, 8, 9 of the aforesaid QM dated 9.12.2020 shall equally apply in all such cases.

5. These orders shall take effect from the date of issue of orders.



(Umesh Kumar Agarwal)
Deputy Secretary to the Govt. of India

To,
All the Ministries and Departments of the Government of India as per the standard list.

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

Dated the 9th December, 2020

Office Memorandum

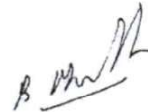
Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

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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.



- 3 -

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

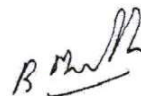
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the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