



**Government of India,  
Ministry of Communications,  
Department of Telecommunications,  
Office of the Special Director General Telecom,  
TNLSA, 3rdFloor, TNT Complex, No.60, Ethiraj Salai,  
Chennai-600008**

**No. ADV/ TN LSA/ Consultant Notification/2021-22 dated**  
**18.09.2025**

**NOTIFICATION**

**Subject: Engagement of Consultants for the vacant post of JTO/Junior Engineer (Telecom) on temporary contract basis in the office of Special DGT, Tamil Nadu LSA, Department of Telecommunications.**

Tamil Nadu LSA, Department of Telecommunications (DoT), Ministry of Communications, having offices at Chennai and Coimbatore proposes to engage Consultants on purely temporary and on contract basis for a period of six months or till regular manpower is posted, whichever is earlier as per the vacancy mentioned below:

**TN LSA Chennai & Coimbatore:**

**Chennai: No of Vacancies at present: 2 (Two)**

**Junior Engineer (level 6) - 2**

**Coimbatore: No of Vacancies at present: 2 (Two)**

**i. Junior Telecom Officer (level 7) - 1**

**ii Junior Engineer (level 6) -1**

Applications are invited from retired Government servants / retired officials of PSUs/BSNL/MTNL or Research Organizations with adequate computer knowledge and preferably having knowledge of DoT field unit works pertaining to Telecom related works/ Administrative functions. The Consultants will be engaged on short term contract basis initially for a period of six months. Based on her / his performance and requirement of this office, the contract can be further extended up to maximum of 6 terms of 6 months each or up to 65 years of age, whichever is earlier.

The applicants may indicate their willingness and preferences to work at Chennai office and / Coimbatore Office of Tamil Nadu LSA, for consideration by appropriate authority and **due empanelment with a validity period of 6 months**. The engagement of Consultants from the empanelled list will be issued by this office, for the vacancies / future vacancies of posts arising at Chennai and Coimbatore unit, are remain valid for 6 months from the date of approval of Competent Authority.

O/o the Special Director General Telecom, TN LSA, Department of Telecommunications, Chennai, reserves the right to accept or reject in part or in full any or all the responses received vide this notification without assigning reasons whatsoever.

Application form for the post of consultant on contract basis is as at Annexure-A. Last date for submission of application is **10-10-2025**. Applications received after due date will not be considered.

## 1. Nature of Duties

Work may be assigned in any of the following verticals of the LSA:

- a. **Service Compliance-** CAF Audit, POS inspections, Bulk customer inspections, EMR Audit, Service Testing, Roll our Obligations, EMR Awareness Workshops, MNP complaints etc.
- b. **Technology-** Inspections of Licensee Network, PM WANI Implementation, Issues of ISP Licenses, Monitoring of FTTH Connections of all Licensees, Mandatory Testing and certification of Telecom Equipment (MTCTE), Secured dedicated communication network, Time Synchronization of Telecom Networks, Trusted Telecom Portal, Disaster Technology Management, etc.
- c. **Rural-** Rural connectivity for DBT, verification of USO sites, RF coverage testing/telecom connectivity checking, works related to National Broadband Mission including interactions with State Govt/UT regarding RoW clearances/ RoW Portal, Meetings with Public representatives, etc.
- d. **Admin, Legal, PG & Vigilance-** DDO works, Pay and Accounts related works, Budget related works, PG, RTI, Building, Vigilance, Court cases & Misc., Handling of all Admin correspondences, social media, Coordination works, Implementation of Official Language Related works etc.
- e. **Security-** Operation and Maintenance of CMS/ IMS, curbing illegal activities/ Control over clandestine / illegal operation of telecom networks, Analysis of CDR/SDR and other security activity assigned from time to time 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 Special DGT, TN LSA and the performance of the contract appointee. The engagement can be cancelled any time by Special DGT, TN LSA without assigning any reason.

**3. Eligibility: -**

For consultant in JTO Level - Retired from CDA Scale with Minimum substantive grade of Level 7 of the 7<sup>th</sup> CPC or equivalent or holding analogous from Government/ PSU / research Organization.

For consultant in JE Level - Retired from CDA Scale with Minimum substantive grade of Level 6 of the 7<sup>th</sup> CPC or equivalent or holding analogous from Government/ PSU / research Organization.

The applicant should be well aware with the functioning of Central Government Departments/Ministries and aware of various rules and regulations of the Central Government. Preference will be given to applicants from DoT/BSNL/MTNL background.

**4. Age Limit**

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

**5. Remuneration: -**

- I. Fixed monthly remuneration shall be regulated in accordance with the Department of Expenditure F No.3-25/2020-E.IIIA dated 09.12.2020 and DoT HQ Letter 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. The payment will be made on monthly basis.
- II. There will be no annual increment / percentage increase during the contract period.
- III. 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 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 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 **9:30 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 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 Special DGT, TN LSA 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.

**10. Rights of Special DGT, TN LSA**

Special DGT, TN 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 Special DGT, TN 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 Special DGT, Tamil Nadu LSA, 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 Tamil Nadu LSA, without the express written consent of this office as the case may be. The consultants are bound to hand over the entire set of physical and electronic records of assignment to this office before the expiry of the contract and before the final payment are released by the 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 the Department of Government of India. No contract employee would be permitted to take up any other assignments during the period of engagement.

**13. Closing date for submission of applications:**

**Upto 17.00 Hrs of 10- 10-2025.**

**14. Selection Procedure: -**

A panel of selected candidates shall be constituted for this purpose and it will be valid for a period of six months. The decision of the selection panel / 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 at **Annexure-A**. The above notification is also available on the office website [www.dot.gov.in](http://www.dot.gov.in)

**16. Special Condition: -**

The consultant may have to perform outdoor duties all over the Tamil Nadu LSA Jurisdiction.

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

Assistant Director (Admin-II), O/o The Special Director General Telecom, TN LSA, DoT, TNT Complex, 3rd Floor, 60- Ethiraj Salai, Egmore, Chennai-600008.

**18. Termination of contract: -**

The contract may be terminated by either of the parties 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 retired person in DoT/ Government of India as amended from time to time.

Encl: As stated above

**Digitally signed by  
A Shunmugom  
Date: 18-09-2025  
15:20:07**

Assistant Director (Admin-II),  
O/o Special DGT, TN LSA  
Chennai - 600008

Copy for kind information to: -

1. Director General Telecom, DoT HQ, New Delhi
2. DDG (Estt.)/ Director (Est.), DoT HQ, New Delhi.
3. Director (IT), DoT HQ, New Delhi with a request to publish on DoT web site under vacancies.
4. Pr. CCA, TN LSA, Chennai.
5. GM (Pers), BSNL Corporate Office, BSNL, Janpath, New Delhi.
6. CGMT, BSNL, TN Circle and Chennai Telephones.
7. Notice Board
8. Office copy.

**APPLICATION FORMAT FOR THE POST OF CONSULTANT AT TN LSA**  
**[against existing Vacant post at O/o Special DGT, TN LSA Chennai**  
**/Coimbatore**

Preferred location: Chennai/Coimbatore

Recent  
Passport size  
photograph  
(Self attested)

1. Name:
2. Father's name:
3. Present Residential Address:
4. Aadhar Number:
5. Date of Birth (DD/MM/YYYY):
6. E-mail address:
7. Mobile number:
8. Date of entry into Government Service:
9. Date of retirement:
10. Last Month Basic pay drawn (on superannuation):
11. Basic Pension Drawn:
12. Educational Qualification:
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 particulars of service with nature of duties performed, after retirement till date

| SNo | Name of Ministry/Dept. | Period (DD/MM/YYYY) |    | Post Held | Nature of work done |
|-----|------------------------|---------------------|----|-----------|---------------------|
|     |                        | From                | To |           |                     |
|     |                        |                     |    |           |                     |
|     |                        |                     |    |           |                     |
|     |                        |                     |    |           |                     |
|     |                        |                     |    |           |                     |

15. Knowledge of Computer

|                               |  |
|-------------------------------|--|
| MSWord                        |  |
| MS Excel                      |  |
| Any other<br>(Please specify) |  |

16. Willingness to work at TN LSA, Chennai and Coimbatore in case of any vacancy arising at a later date. Please mention {Yes/No}

17. Additional information, if any, in support of your suitability for the post.

The candidate has to submit a detailed resume on experience, works handled relative to Telecom sector activities and other official functions (Not more than 2 pages)

18. Following documents must be attached with the application.

- 1) LPC of last month of service
- 2) Latest 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 Notification No. **ADV/ TN LSA/ Consultant Notification/2021-22 dated 18.09.2025**

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)

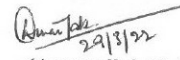
New Delhi, dated 28 March, 2022

**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.

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

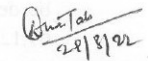
  
29/8/22  
(Amanullah Tak)  
Director (Finance)  
Tel: 011-23036037

To,

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

Copy to:

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

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