



भारत सरकार
संचार मंत्रालय
दूरसंचार विभाग
राष्ट्रीय संचार सुरक्षा केंद्र

Government of India
Ministry of Communications
Department of Telecommunications
National Centre for Communication Security



Ltr No: NCCS/HQ/Establishment/2023-24/33

Dated at Bengaluru

13-03-2024

NOTIFICATION

Subject: Engagement of consultants on temporary contract basis for Office of Sr DDG, NCCS/Bangalore- Reg.

Office of Sr DDG, National Centre for Communication Security (NCCS), Bangalore, Department of Telecommunications, Ministry of Communications proposes to engage 3* Consultants (Two in Sub Divisional Engineer and One in Junior Telecom Officer 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. However, vacancy details as shown above may vary as per actual requirement at the time of giving offer of engagement.

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 submission of application is **12-04-2024**. Applications received after due date will not be considered.

1. 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 or any other work related to telecom security etc.

2. 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 years of age whichever is earlier. The assessment of Head of respective unit shall be final in this regard.

3. Eligibility: -

A. Age: Candidates should not be more than sixty-five years of age on the date of his/ her engagement.

B. Rank during retirement:

i. For Consultant in SDE Level:-

Retired SDE (Level-8 of 7th CPC) or equivalent/higher rank officers from DoT or any other Central/ State Govt. Departments or from BSNL/ MTNL/ ITI/ TCIL/Any other PSU or Research organisation.

ii. For Consultant in JTO Level:-

Retired JTO (Level-7 of 7th CPC) or equivalent/higher rank officer from DoT or any other Central/State Govt. Departments or from BSNL/ MTNL/ ITI/ TCIL/Any other PSU or Research organization.

4. Remuneration: -

- a. The monthly consolidated fee/remuneration Payable to the retired persons 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.1-2(01)/2021-PAT dated 08-02-2021 (for Central Govt Retirees) and DoT O.M. No.3-10/2014-SEA-I/Fin dated 29/03/2022 and No.9-08/2019-20/ Fin (Pt) dated 16/06/2023 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 payment will be made on monthly basis.
- c. No Dearness Allowance shall be allowed during the term of contract.
- d. No House Rent Allowance shall be admissible.
- e. 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.
- f. The engaged consultant shall be paid TA/DA on official tour, if any, as per their entitlement at the time of retirement.
- g. The Consultants shall not be entitled for telephone facilities, CGHS, medical reimbursement, staff car and residential accommodation from central govt pool.

5. 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 release 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.

6. 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 level beyond a calendar year shall not be allowed.

7. 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.

8. 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/ Organisation.

9. Closing date for submission of applications: -

Up to 1700 Hrs. of 12-04-2024

10. 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.

11. How to apply:-

As per enclosed format named as Annexure- A.

12. Application along with supporting documents to be forwarded to:-

Director (HQ), O/o Sr DDG, NCCS, DoT, 3rd Floor, City Telephone Exchange, Sampangi Rama Nagar, Bangalore – 560027

13. Desirable Experience in any one of the areas listed at annexure – C

14. Vacancies: -

Three * at Bangalore (Two Sub Division Engineer & One Junior Telecom Officer Level).
(* may vary as per actual requirement)

15. Terms and Conditions for hiring service of consultants shall be governed by:

- DoT OM No.1-50(1)/2018-Estt dated 10 September 2020.
- Ministry of Finance, DoE, Office Memorandum F.No.3-25/2020-E.IIIA dated 9 December 2020.
- DoT Order No.3-19/2014-SEA-I/Fin dated 22 Dec 2021.
- DoT O.M. No.3-10/2014-SEA-I/Fin dated 29 March 2022.
- No.9-08/2019-20/ Fin (Pt) dated 16/06/2023

16. 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)

Anurag K
13/3/24.

Director (HQ)

O/o Sr DDG, NCCS, DoT

Copy to:

- Director General Telecom, DoT HQ, New Delhi
- DDG (Estt & Coord), DoT HQ, New Delhi
- DDG(SA), DoT HQ, New Delhi
- Director (IT-2), DoT for Posting this OM on the DoT website



APPLICATION FORMAT FOR THE POST OF CONSULTANT

1. Name :
2. Father's Name :
3. Present Residential Address :
4. Date of Birth (DD/MM/YYYY) :
5. E-mail address with Telephone No :
6. Date of entry into Government Service :
7. Date of retirement :
8. Last Month Basic Pay Drawn
(on superannuation) :
9. Basic Pension Drawn as on 31.03.2023 :
10. Educational Qualification :
11. 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		

12. Brief particulars of service with nature of duties performed for after retirement till date :

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

13. Knowledge of Computer :

MS Word	
MS Excel	
Power Point Presentation	

14. 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).

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) Copy of 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. The supporting documents would be made available on demand.

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

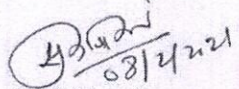
Dated: 08/02/2021

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


(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

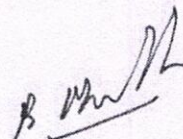
Subject: Regulation of Remuneration in case of Contract Appointment of Retired Central Government Employees.

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.

B. M. Ph

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

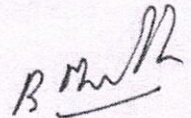
8.1 The term of appointment shall ordinarily be for an initial period not exceeding one year which is extendable by another one year. Beyond two years after the age of superannuation where adequate justification exists, the term may be extended based on a review of the task and the performance of the 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. 9-08/2019-20/Fin(Pt)
Government of India
Ministry of Communications
Department of Telecommunications
(Integrated Finance Division)

New Delhi, dated 16 th 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 (Estt.) for DG (T), all LSAs & NCCS.
4. Heads of USOF, TEC, NICE, 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

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.

Q. J. J.

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

Amanullah Tak
28/8/92
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

To,

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

Copy to:

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

Amanullah Tak
28/8/92
(Amanullah Tak)
Director (Finance)
Tel: 011-23036037

Annexure-C

Desirable Conditions:

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. Operation 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.