



फाईल सं. ए-25/4/(34)/2025-मा. सं.

दिनांक : 25 अगस्त 2025

रिक्ति परिपत्र सं. : सी-2 /2025-26

भादूविप्रा मुख्यालय, नई दिल्ली में संविदा आधार पर परामर्शदाताओं (सरकारी सेवा से सेवानिवृत्त) की नियुक्ति के लिए विज्ञापन

भारतीय दूरसंचार विनियामक प्राधिकरण, भादूविप्रा अधिनियम, 1997 के तहत संसद के द्वारा स्थापित एक सांविधिक निकाय है। भादूविप्रा की स्थापना दूरसंचार सेवाओं को विनियमित करने और दूरसंचार क्षेत्र के सेवा प्रदाताओं एवं उपभोक्ता के हितों की रक्षा करने, दूरसंचार क्षेत्र के उचित एवं व्यवस्थित विकास को बढ़ावा देने तथा सुनिश्चित करने और इनसे संबंधित प्रासंगिक मामलों के लिए की गई है। वर्ष 2004 से, भादूविप्रा को प्रसारण एवं केबल सेवाओं के विनियमन से जुड़े कार्य का अधिकार भी सौंपा गया है।

2. पात्र भारतीय नागरिकों से अनुबंध के आधार पर निम्नलिखित पदों के लिए परामर्शदाता (सेवानिवृत्त सरकारी/पीएसयू/स्वायत्त निकाय/सांविधिक निकाय) के रूप नियुक्ति के लिए आवेदन पत्र आमंत्रित किए जाते हैं:

(क) परामर्शदाता (अंतर्राष्ट्रीय संबंध)

प्रभाग का नाम	विवरण	विस्तृत विवरण
अंतर्राष्ट्रीय संबंध प्रभाग, ट्राई मुख्यालय, नई दिल्ली	पद का नाम	परामर्शदाता (सेवानिवृत्त सरकारी कर्मचारी)
	आवश्यक परामर्शदाताओं की संख्या	01 (एक)
	मासिक पारिश्रमिक	पैरा 3 में दी गई तालिका सं-1 / तालिका -II के अनुसार
	समय सीमा जिसके लिए परामर्शदाता को नियुक्त किया जाना है	प्रारंभिक अनुबंध 1 वर्ष के लिए होगा, जो प्रदर्शन और भादूविप्रा की भविष्यकालीन आवश्यकताओं के आधार पर बढ़ाया जा सकता है
	आयु सीमा	रिक्ति परिपत्र के जारी होने की तारीख को 64 वर्ष से अधिक नहीं
	शैक्षणिक योग्यता	मान्यता प्राप्त विश्वविद्यालय/संस्थान से मास्टर डिग्री
	योग्यता के बाद का अनुभव	अनिवार्य: केंद्र/राज्य सरकार/पीएसयू/स्वायत्त निकाय/सांविधिक निकाय से सेवानिवृत्त अधिकारी जिनके पास कम से कम 20 वर्षों का अनुभव हो और वह नियमित आधार पर 7 वें सीपीसी या उससे ऊपर के स्तर-11 के समकक्ष पद से सेवानिवृत्त होना चाहिए।

		वांछनीय: अंतरराष्ट्रीय संबंधों/अंतराष्ट्रीय सहयोग में कार्यसाधक ज्ञान और अनुभव
कार्य का स्वरूप		<ul style="list-style-type: none"> i. अंतराष्ट्रीय संगठनों के साथ प्रोटोकॉल एवं कूटनीतिक औपचारिकताओं का पालन करना। ii. अंतराष्ट्रीय दौरों की जानकारी देने और समन्वय के लिए प्राधिकरण के साथ बातचीत। iii. अंतराष्ट्रीय विनियामकों/संगठनों से द्विपक्षीय बैठकें करना। iv. द्विपक्षीय समझौतों का मसौदा तैयार करना और अन्य विनियामकों के साथ चर्चा कर उन्हें अंतिम रूप देना। v. अंतराष्ट्रीय कार्यक्रम, बैठकें, दौरे आदि का संचालन करना एवं विदेश मंत्रालय (एमईए) और गृह मंत्रालय (एमएचए) के एसओपी के अनुसार द्विपक्षीय समझौते पर हस्ताक्षर करना। vi. आईटीयू की गतिविधियों में भाग लेना (स्टडी ग्रुप, कार्यशालाएं, सेमिनार आदि)। vii. वरिष्ठ अधिकारियों द्वारा समय-समय पर सौंपे गए अन्य कार्य।

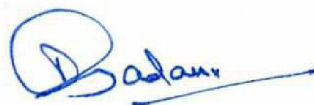
#रिक्तियों की संख्या अस्थायी है। भादूविप्रा निकट भविष्य में होने वाली रिक्तियों के लिए एक रिजर्व पैनेल तैयार करेगा।

3. मासिक पारिश्रमिक:

3.1 पेंशन योग्य संगठनों/डीओटी पीएसयू से सेवानिवृत्त सरकारी कर्मचारियों के लिए:

तालिका -I

क्र म	आदेश संख्या और तिथि	किस पर लागू	पारिश्रमिक निर्धारण की विधि
1	व्यय विभाग के दिनांक 09.12.2020 की कार्यालय आदेश सं. 3-25/2020-E.IIIA	केंद्र सरकार से सेवानिवृत्त पेंशनभोगी कर्मचारी	सेवानिवृत्ति के समय आहरित वेतन से मूल पेंशन में कटौती करके एक निश्चित मासिक राशि देय होगी।
2	दूरसंचार विभाग दिनांक 29.03.2022 की पत्र सं.3-10/2014-SEA-I/Fin 10/2014-SEA-I/Fin	डीओटी पीएसयू से सेवानिवृत्त कर्मचारी	केंद्र सरकार में पद के समकक्ष स्तर, जिस पर सेवानिवृत्त पीएसयू कर्मचारी को अनुबंध के आधार पर नियुक्त करने का प्रस्ताव है, का पता लगाया जाना है। फिर केंद्र सरकार में इस तरह के पद का नोशलन वेतन, ऐसे पद के संबंधित वेतन स्तर के सेल-1 और सेल-10 का औसत लेकर आ सकता है। इस प्रकार



			प्राप्त राशि को अंतिम मूल वेतन माना जा सकता है और ऐसे मूल वेतन के 50% को पारिश्रमिक के रूप में अनुमति दी जा सकती है।
3	व्यय विभाग के दिनांक 18.10.2023 की कार्यालय आदेश सं 03-25/2020-E.III(A)/Pt	केंद्र सरकार के एनपीएस के तहत सेवानिवृत्त	सेवानिवृत्ति के समय आहरित अंतिम मूल वेतन के 30% के बराबर राशि पिछले मूल वेतन से काट ली जाएगी और रीजल्टेंट एमाउंट पारिश्रमिक के रूप में निश्चित मासिक राशि तय होगी।

3.1.1 पेंशन योग्य संगठनों/दूरसंचार विभाग के सार्वजनिक क्षेत्र के उपक्रमों से सेवानिवृत्त सरकारी कर्मचारियों के लिए परिवहन भत्ता व्यय विभाग के दिनांक 09.12.2020 के कार्यालय जापन संख्या 3-25/2020-ई. IIIA अनुसार निर्धारित किया जाएगा।

3.2 गैर-पेंशन योग्य संगठनों (जैसे पीएसयू, स्वायत्त निकाय, सांविधिक निकाय) से सेवानिवृत्त उम्मीदवारों के लिए:

तालिका -II

क्रम	श्रेणी	पारिश्रमिक निर्धारण की विधि	परिवहन भत्ता
1	पीएसयू/स्वायत्त निकाय/ सांविधिक निकाय आदि सहित गैर-पेंशन योग्य संगठनों से सेवानिवृत्त।	गैर-पेंशन योग्य संगठन से सेवानिवृत्ति के समय आहरित अंतिम मूल वेतन के बराबर राशि और संबंधित क्षेत्र में अतिरिक्त सेवानिवृत्ति के बाद के अनुभव (पूर्णांकित) के प्रत्येक वर्ष के लिए मूल वेतन की 5%, की अतिरिक्त राशि, यदि कोई हो।	रु. 8000/- (निश्चित) प्रति माह

4. परामर्शदाता की सेवाएं भारतीय दूरसंचार विनियामक प्राधिकरण के दिनांक 05.08.2025 के दिशा-निर्देशों सं ए-25/4/(3)/2021-ए&पी के अनुसार शासित होंगी। अनुबंध के सामान्य नियम और शर्तें अनुबंध 'क' के रूप में संलग्न हैं।

5. भादूप्रा मुख्यालय में अंतर्राष्ट्रीय संबंध (आईआर) प्रभाग में परामर्शदाता (सेवानिवृत्त सरकार /पीएसयू/स्वायत्त निकाय/सांविधिक निकाय) के पद के लिए विचार करने के इच्छुक योग्य उम्मीदवार केवल यूआरएल: <https://vacancies.trai.gov.in> पर ऑनलाइन मोड से अपना आवेदन भेज सकते हैं। डाक तथा ई-मेल आदि जैसे अन्य तरीकों से प्राप्त आवेदनों पर विचार



नहीं किया जाएगा। ऑनलाइन मोड के माध्यम से आवेदन प्राप्त करने की अंतिम तिथि 2025 है। निम्नलिखित दस्तावेजों की स्व-सत्यापित प्रतियां ऑनलाइन आवेदन के साथ भी अपलोड की जानी चाहिए।

क) जन्म तिथि दर्शाने वाला दस्तावेज [10 वीं कक्षा की मार्क शीट (जिसमें जन्म तिथि दिख रही हो), जन्म प्रमाण पत्र, पैन कार्ड, सेवानिवृत्ति आदेश की प्रति आदि]

ख) शैक्षिक योग्यता [10 वीं की मार्क शीट। पोस्ट ग्रेजुएशन में अंकों वाली अंतिम वर्ष की डिग्री मार्कशीट अनिवार्य है।

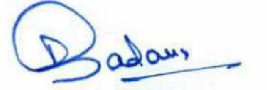
ग) योग्यता के बाद का अनुभव/नियोजन .

घ) पीपीओ कॉपी (पेंशन योग्य संगठन से सेवानिवृत्त के मामले में)

अं) कोई अन्य प्रासंगिक दस्तावेज।

6. अपूर्ण आवेदन या ऐसे आवेदन जिनके साथ ऊपर पैरा 5 (क) से (घ) में दर्शाए गए सपोर्टिंग दस्तावेज नहीं लगे होंगे, उन पर विचार नहीं किया जाएगा।

7. भादूविप्रा बिना कोई कारण बताए किसी भी समय इस विज्ञापन के आधार पर परामर्शदाता (सेवानिवृत्त सरकार/पीएसयू/स्वायत्त निकाय/सांविधिक निकाय) के चयन/नियुक्ति की प्रक्रिया को रद्द करने का अधिकार सुरक्षित रखता है।



(डी.एस. जादौन)

वरिष्ठ अनुसंधान अधिकारी (मानव संसाधन)

ईमेल: sro-hr@traigov.in

आंतरिक परिचालन हेतु प्रेषित

1. भादूविप्रा चेयरपर्सन कार्यालय के ओएसडी
2. भादूविप्रा सदस्य के वरिष्ठ पीपीएस
3. भादूविप्रा सचिव के वरिष्ठ पीपीएस
4. भादूविप्रा मुख्यालय के सभी प्रधान सलाहकार/ सलाहकार
5. भादूविप्रा के संयुक्त सलाहकार (आईटी) वेबसाइट पर अपलोड करने हेतु
6. राष्ट्रीय करियर सेवा पोर्टल
7. सूचना पट्ट

वर्ल्ड ट्रेड सेंटर, टावर-एफ, नौरोजी नगर, नई दिल्ली-110029
World Trade Centre, Tower-E, Nauroji Nagar New Delhi - 110029

**Terms and Condition of Engagement (Hiring) of
Consultants on contract basis in Telecom Regulatory Authority of India**

1. Duration of contract and Extension thereof:

The Consultants will be hired for an initial period of one year.

The Consultants shall be eligible for an extension on annual basis subject to requirement and suitability for TRAI up to a maximum period of engagement of four years.

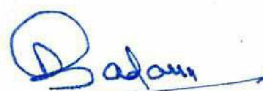
2. General Conditions and Remuneration:

Consultants (Retired Government/PSU/Autonomous Body /Statutory Body Servants)

The position, experience, age limit, remuneration, etc. of the Consultants to be engaged (hired) on contract basis by TRAI are categorized as under:

TABLE-I

S. No.	Category	Minimum experience ^{^ss} (number of completed Years)	Upper age limit ^{^^} (years) as on date of issue of vacancy Circular	Monthly Remuneration (Rs.)	Transport Allowance (per month)** (Rs.)
	(1)	(2)	(3)	(4)	(5)
(a)	For Govt. Servants Retired from Pensionable Organizations				
	Consultant retired from Pensionable Organization .	As per requirement against vacancy Circular issued by TRAI	64	See Table -III	
(b)	For Govt. Servants Retired from DoT PSUs				
	Consultant retired from DoT PSU.	As per requirement against vacancy Circular issued by TRAI	64	See Table -III	



S. No.	Category (1)	Minimum experience ^{^ss} (number of completed Years) (2)	Upper age limit ^{*^} (years) as on date of issue of vacancy Circular (3)	Monthly Remuneration (Rs.) (4)	Transport Allowance (per month) ^{**} (Rs.) (5)
(c)	For Govt. Servants Retired from Non-Pensionable Organizations including PSU/Autonomous Body / Statutory Body etc.^{##}				
	Consultant retired from Non-Pensionable Organizations including PSU/Autonomous Body / Statutory Body etc.	As per requirement against vacancy Circular issued by TRAI	64	An amount equivalent to last basic pay as drawn at the time of retirement from Non-Pensionable Organization plus 5% of basic for per year of additional post-retirement experience (rounded off) in the relevant field, if any.	8000/- (Fixed)

In case of Pensionable Retired Government Servants / DoT PSU, the remuneration will be fixed in accordance with the Government of India directions issued in this regard from time to time. Presently following guidelines are applicable:

TABLE-II

S.No.	OM No. & date	Applicable for	Methodology for fixation of Remuneration
1	Deptt. Of Expenditure OM No. 3-25/2020-E.IIIA dated 09.12.2020	Central Govt. retirees having pension.	A fixed monthly amount shall be admissible arrived by deducting the basic pension from the pay drawn at the time of retirement.
2	DoT Lt. No. 3-10/2014-SEA-I/Fin dated 29.03.2022	Retired DoT PSU's employees .	The equivalent level of post in the Central Government at which the retired PSU employee is proposed to be appointed on contract basis is to be ascertained. Then the notional pay of such post in Central Govt. 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.
3	Deptt. Of Expenditure OM No. 03-25/2020-E.III(A)/ Pt dated 18.10.2023	Central Govt. 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 resultant amount shall be the fixed monthly amount as remuneration.

The initial term of Engagement shall be one year.

*Age-Limit: The term of engagement for consultants may be extended up to the age of 65 years. However, the term may be extended up to the age of 70 years in deserving cases subject to performance and the requirement of TRAI. The engagement beyond 65 years and upto 70 years shall be with the approval of Chairperson TRAI keeping in view the candidate's good health & level of expertise.

^As on the date of vacancy circular for a particular position. Notification for extension of last date of receipt of applications, if any, shall not be considered as vacancy circular for this purpose.

ssVigilance Clearance shall be obtained in case of retired officials from Centre/ State Ministry/ Department/ Organization/ Autonomous Body/ Statutory Body/ PSU as per the extant CVC/ Government directions/ guidelines.

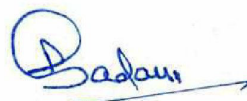
**The transport allowance shall remain unchanged during the duration of the contract. There will be no increment, annual or otherwise, during the contract period. No dearness allowance (DA) component shall be allowed on transport allowance.

##These positions are open to all government sector employees who retired from non-pensionable Centre/ State Ministry/ Department/ Organization/ Autonomous Body/ Statutory Body/ PSUs etc , subject to eligibility and other terms & conditions prescribed in these guidelines and relevant directions/ guidelines of Government, if any.

3. Contractual Terms and Conditions

3.1. Legal status:

The person engaged as Consultants under these guidelines shall not be regarded, for any purpose, as being staff member or an official of TRAI and shall be governed by the terms and conditions contained in these guidelines and the agreement entered into between TRAI and the Consultants. As such, nothing within or relating to the contract shall establish the relationship of employer and employee between TRAI and the Consultants. During the contract period or thereafter, the Consultants shall not claim to be an employee of TRAI. The Consultants shall mandatorily give an undertaking in this regard, as per **Annexure-I**, while entering into contract with TRAI.



3.2. Standards of conduct:

The Consultants shall neither seek nor accept instructions from any authority external to TRAI in connection with the performance of her/his obligations under the contract. The Consultants shall not take any action in respect of her/ his performance or otherwise related to its obligations under the contract that may adversely affect the interests of TRAI. The Consultants shall fulfil her/ his obligations with full regard to the interests of TRAI. The Consultant shall comply with all laws, ordinances, rules, and regulations bearing upon the performance of obligations under the contract. In the performance of the obligations under the contract, the Consultants shall comply with the expected standards of conduct. Failure to comply with the same shall be ground for the termination of the contract.

3.3. Assignment of duties:

The Consultants shall be deployed for specific projects identified by the functional wings. The competent authority reserves the right to assign any additional duty also as and when required. No extra/ additional allowance shall be admissible in case of such additional assignment.

3.4. Termination:

3.4.1. TRAI reserves the right to terminate the contract by giving one month's notice, in writing, to the Consultants, without assigning any reason.

3.4.2. However, TRAI may also terminate the contract at any time, without prior notice and without assigning any reason, if in its opinion the Consultant is no longer required or has failed to discharge satisfactorily her/ his duties or obligations under the contract or has committed the breach of the contract.

In case the notice given by TRAI for termination of contract is less than the requisite notice period or contract is terminated by TRAI without prior notice, the monthly remuneration for the period short of requisite notice period (calculated on pro rata basis) or one month's remuneration, shall be payable by TRAI.

3.4.3. The Consultants can also seek termination of the contract upon giving one month's written notice to TRAI. If the Consultant seek termination of the contract for the period short of one month's written notice to TRAI, she/ he shall require to pay the monthly remuneration for the period short of requisite notice period (calculated on pro rata basis).

3.5. Prohibition of sexual exploitation and abuse:

In the performance of the contract, the Consultants shall comply with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Consultants acknowledges and agrees that any breach of the provisions thereof shall constitute a breach of an essential term of the contract and, in addition to any other legal right or remedies available to any person, shall be a ground for termination of the contract. If required, further appropriate legal action may also be recommended.

3.6. Medical Certificate:

TRAI may require the Consultants to submit a good health certificate from a registered Physician at the time of entering into the contract.



3.7. Basic support facility:

TRAI may provide basic support facilities such as office space, furniture, stationery, computer, laptop, calculator, access to Internet, etc. as may be required by the Consultants for proper and smooth discharge of her/ his duties. Such equipment and facilities provided to the Consultants shall be returned by the Consultants at the time of termination of the contract or when no longer needed by her/ him.

3.8. Confidentiality of documents & information:

The Consultants shall comply with the provisions of the Indian Official Secrets Act, 1923. She/ he shall not use the name, emblem, or official seal of TRAI for any commercial purpose other than discharging assigned duties. The Consultants shall sign an agreement of confidentiality, as per Annexure-I, while entering into contract with TRAI.

3.9. Intellectual property rights:

All intellectual property (including but not limited to copyrights, design rights, know-how and trademarks) contained in the information and documents provided to the Consultants by TRAI shall remain the sole and exclusive property of TRAI. TRAI shall also own all intellectual property rights with regard to processes, ideas, technical/ consultation papers/ reports, documents or any other material which the Consultants has developed for TRAI under the contract, and which bears a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the duties assigned to the Consultants. The Consultants shall have no rights to such intellectual property whatsoever and shall not publish or make available such information, documents, or any other material in public domain or to any third party, without prior approval of TRAI.

3.10. Settlement of disputes:

TRAI and the Consultants shall make best efforts to amicably settle any dispute, controversy or claim arising out of the contract or the breach, termination, or invalidity thereof.

3.11. Arbitration:

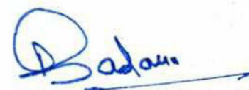
Any dispute, controversy or claim between the parties arising out of the contract, or the breach, termination, or invalidity thereof, unless settled amicably, as provided above, shall be referred by either of the parties to the Chairperson, TRAI for arbitration. The Chairperson, TRAI may appoint an arbitrator for the settlement of such dispute/ controversy.

3.12. Conflict of interest:

The Consultants are expected to follow all the applicable rules and regulations of TRAI/ Government of India which are in force. He/ she is also expected to display utmost honesty, secrecy of office, and sincerity while discharging her/ his duties. In case the services of the Consultants are not found to be satisfactory or found in conflict with the interests of TRAI, her/ his services will be liable to be terminated, without assigning any reason.

3.13. Residuary matters:

In regard to matters not specifically covered by or under these guidelines, the terms and



conditions given in the Manual for Procurement of Consultancy and Other Services 2017 as well as GFR 2017 issued by M/o Finance, Department of Expenditure shall be applicable.

4. Payment of Remuneration:

4.1. The monthly remuneration and transport allowance, as indicated in relevant paras above, shall be paid to the Consultants and no other allowances, such as Dearness Allowance and House Rent Allowance, shall be admissible.

4.2. The payment of consolidated remuneration will be released by TRAI, after deduction of applicable taxes, within one week of completion of the month, based on the attendance verified by the concerned Division. The Consultant/ shall invariably mark attendance on arrival in the office and at the time of leaving the office.

5. Travelling Allowance: The Consultants may be required to undertake domestic tours for official purposes, subject to the approval of the competent authority. Their Travelling Allowance entitlement shall be as below:

6. Leave:

6.1. The Consultants shall be eligible for paid leave of absence @ 1.5 day for each completed month of service under the contract, besides the Gazetted holidays.

6.2. The paid leaves accumulated during the duration of the contract can be availed during the currency of the contract only and cannot be carried forward to next year, in case of any extension of the contract.

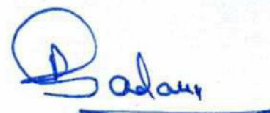
6.3. The balance accumulated leaves, if any, at the year end of the contract / date of termination of the contract will be lapsed.

6.4. "No work no pay" will be applicable during the period of contract, if more than the prescribed leave is taken.

7. Tax Deduction at Source: The income tax or any other tax liable to be deducted as per prevailing rules will be deducted at source before releasing payment and any certificate as applicable will be issued. Any other applicable taxes or contribution payable by the Consultant on payment made under the contract shall be borne by consultant only.

8. Authenticity: If any declaration given or information furnished by the Consultants proves to be false or if he/ she is found to have wilfully suppressed any material information, the contract shall be liable to be terminated and TRAI may take such other action as deemed necessary.

9. All type of Consultants including Young Professionals, engaged prior to issuance of these guidelines, shall continue to be governed by the terms and conditions of the Guidelines under which they were engaged.



10. Compensation: In the event of death or grievous injury to the Consultants during the course of her/ his duties, compensation, in any form, shall neither be payable to the Consultants nor to her/ his dependents. It shall be the sole responsibility of the Consultants to take adequate insurance policy to safeguard her/ his interest.



(Durgendra Jadaun)

SRO(HR)