

**TELECOM REGULATORY AUTHORITY OF INDIA
NOTIFICATION**

New Delhi , the 15th February, 2001

No. 5-4/2000–A&P –In exercise of the powers conferred by the Sections 10(1) and 36(1) of the Telecom Regulatory Authority of India Act, 1997 as amended from time to time the Telecom Regulatory Authority of India hereby makes the following Regulation governing appointment of the officers and other employees of TRAI.

**THE TELECOM REGULATORY AUTHORITY OF INDIA (OFFICERS AND STAFF
APPOINTMENT) REGULATION, 2001**

(2 of 2001)

PART I – PRELIMINARY

1. Short title and commencement:

- (i) This Regulation shall be called the Telecom Regulatory Authority of India (Officers and Staff Appointment) Regulation, 2001.
- (ii) It shall come into force from the date of its publication in the official Gazette.

2. Definitions

In this Regulation, unless the context otherwise requires:

- (i) ‘Authority’ means the Telecom Regulatory Authority of India;
- (ii) ‘Appointing Authority’ means Chairperson of the Telecom Regulatory Authority of India or a Member of the Authority/Officer exercising delegated powers on his/her behalf;
- (iii) ‘Selection Committee’ means a committee constituted to consider selection for appointment, confirmation and promotion of officers/staff in any grade, in accordance with the Schedules to this Regulation;
- (iv) ‘Grade’ means a grade as specified in clauses 3 and 14;
- (v) ‘Post’ means any post in a grade whether permanent or temporary mentioned in Schedules of this Regulation;
- (vi) ‘Regular Service’ in relation to any grade means the period of service in that grade rendered in terms of clauses 4 and 15 of the Regulation and includes any period during which the officer/staff would have held the post in that grade but for being on leave or otherwise not being available for holding such post.

PART II – REGULATIONS RELATING TO OFFICERS’ CADRE

3. Constitution of Officers’ Cadre

(i) The officers’ cadre shall consist of :

- (a) any person who immediately before the constitution of this cadre was holding any post of an officer as listed in Table A below on deputation or on ad hoc appointment basis or on contract appointment basis and on offer for absorption in the officers’ cadre of TRAI being made to him by the Authority exercise the option for absorption while in Telecom Regulatory Authority of India, and is regularized;
- (b) any person appointed to a post under clause 5 after initial ¹[formation of the Officers’ cadre including the officers permanently absorbed under regulation 10A of these regulations]

(ii) Any person appointed under para (a) of sub-clause (i) above shall on such appointment be deemed to be a member of the cadre in the appropriate grade applicable to him/her from the date of his/her initial appointment with the Authority.

(iii) On the commencement of this Regulation there shall be the following posts in the Officers’ cadre:—

Table A. Officers’ Cadre

Grade/post	Scale of Pay
Secretary	1) As per pay scales as determined by rules applicable from time to time
Principal Advisor	
Advisor	
² [Joint Advisor/Staff Officer]	2) Other terms and conditions as prescribed
Deputy Advisor/Senior Principal Private Secretary	
Senior Research Officer/Principal Private Secretary	
Technical Officer	
³ ⁴ [* * * *]	
⁵ [Section Officer/Private Secretary/Librarian]	

The Authority may decide from time to time as regards ⁶[the number of grades and strength of the posts, (including the number of posts in the various Divisions of the Authority)], as it may deem necessary.

(iv) The pay, on appointment in TRAI under the provisions above, shall normally be fixed at the minimum of the scale. The Authority may, however, fix it at a higher point in the scale keeping in view the seniority, pay already being drawn or suitability of the candidate.

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 2(a) (w.e.f. 31.12.2008), for the following:
“formation of the Officers’ cadre.”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 2(b)(i)(A) (w.e.f. 31.12.2008), for the following:
“Joint Advisor”

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 2 (w.e.f. 08.06.2016)

4 Del. the words “Technical Officer (Engineering)” by the Twelfth Amendment Regulations, 2017, reg. 2 (w.e.f. 27.07.2017)

5 Subs. by the Seventh Amendment Regulations, 2008, reg. 2(b)(i)(B) (w.e.f. 31.12.2008), for the following:
“Section Officer/Private Secretary/ Assistant Accounts officer/Librarian”

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 2(b)(ii) (w.e.f. 31.12.2008), for the following:
“the number of grades and strength of the posts”

PART III – METHODS OF RECRUITMENT

4. Initial constitution of the Officers' Cadre

The Officers' cadre shall be formed initially by absorption of the officers working in TRAI who on being offered opt for and are absorbed in TRAI's cadre. The service rendered by the officers in TRAI prior to the date of notification of this Regulation, will at the discretion of TRAI, be counted as regular service for the purpose of this Regulation.

5. Method of Recruitment

(i) After initial formation of the Officers' Cadre, if any vacancy arises in any of the grades specified in sub clause (iii) of clause 3 or if a new post or posts is/are created in any of the grade, the same shall be filled up ¹[in the following manner and in accordance with Schedule I]:—

Name of the Post	Mode of recruitment	Qualification/Experience
Secretary	² [Deputation/Absorption/Direct Recruitment]	As in Schedule I
Principal Advisor	³ [Deputation/Absorption/Direct Recruitment]	-do-
Advisor	³ [Deputation/Absorption/Direct Recruitment]	-do-
Jt. Advisor	³ ⁴ [Promotion/Deputation/Absorption/ Direct Recruitment]	-do-
⁵ [Staff Officer	Promotion/Deputation/Absorption	As in Schedule I]
⁶ [Deputy Advisor	Promotion/Deputation/Absorption/ Direct Recruitment	As in Schedule I
Senior Principal Private Secretary	Promotion/Deputation/Absorption	As in Schedule I
Senior Research Officer	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule I
Principal Private Secretary	Promotion/Deputation/Absorption	As in Schedule I
Technical Officer	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule I
⁷ [⁸ [* * * *]]	⁹ [¹⁰ [* * * *]]	¹¹ [¹² [* * * *]]

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 3(a)(i) (w.e.f. 31.12.2008), for the following:
“in the following manner”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 3(a)(ii)(I) (w.e.f. 31.12.2008), for the following:
“Promotion/Deputation/Direct Recruitment (DR)”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 3(a)(ii)(II)-(IV) (w.e.f. 31.12.2008), for the following:
“-do-”

4 Subs. by the Eleventh Amendment Regulations, 2016, reg. 3(a)(i) (w.e.f. 08.06.2016), for the following:
“Deputation/Absorption/Direct Recruitment”

5 Ins. by the Seventh Amendment Regulations, 2008, reg. 3(a)(ii)(V) (w.e.f. 31.12.2008)

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 3(a)(ii)(VI) (w.e.f. 31.12.2008), for the following:

“Dy. Advisor/Senior. PPS	-do-	-do-
Senior Research officer/Principal Private Secretary	-do-	-do-
Technical Officer	-do-	-do-
Section Officer/Private Secretary/Asstt. Accounts Officer/Librarian	-do-	-do-”

7 Ins. by the Eleventh Amendment Regulations, 2016, reg. 3(a)(ii) (w.e.f. 08.06.2016)

8 Del. the words “Technical Officer (Engineering)” by the Twelfth Amendment Regulations, 2017, reg. 3 (w.e.f. 27.07.2017)

9 Ins. by the Eleventh Amendment Regulations, 2016, reg. 3(a)(ii)(A) (w.e.f. 08.06.2016)

10 Del. the words “Deputation/Absorption/Direct Recruitment” by the Twelfth Amendment Regulations, 2017, reg. 3(a) (w.e.f. 27.07.2017)

11 Ins. by the Eleventh Amendment Regulations, 2016, reg. 3(a)(ii)(B) (w.e.f. 08.06.2016)

12 Del. the words “As in Schedule I” by the Twelfth Amendment Regulations, 2017, reg. 3(b) (w.e.f. 27.07.2017)

Section Officer	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule I
Private Secretary	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule I
Librarian	Promotion/Deputation/Absorption/ Direct Recruitment	As in Schedule I]

(ii) Selection in each case under sub-clause (i) of clause 5 shall be on the recommendations of the Selection Committee as specified in Schedule III.

¹[(iii) Officers borne on the cadre of TRAI and possessing requisite qualifications and experience for the posts of Secretary, Principal Advisor, Advisor and Joint Advisor shall also be eligible for consideration for appointment to these posts along with outside candidates for appointment on deputation, absorption or direct recruitment on the basis of combined evaluation of the candidate's performance in the interview and his/her qualifications/job experience by the Selection Committee.]

²[**Explanation:** For removal of doubts, it is clarified that on appointment on selection to the post of Secretary, Principal Advisor, Advisor and Joint Advisor, the service rendered in TRAI by the officers after inclusion in the cadre of TRAI shall be counted for grant of retiral benefits and the age limit specified for selection by direct recruitment and deputation shall not apply to the officers of TRAI cadre on their selection to the said posts.]

PART IV—DIRECT RECRUITMENT

6. Direct recruitment:

Selection of candidate for appointment to various posts which are to be filled up by direct recruitment shall be made as per the procedure laid down below:

- (a) The vacancies which are to be filled up shall be advertised at least in two leading national dailies.
- (b) Applications which are not received by the last date mentioned in the advertisement or which are from candidates who do not satisfy the conditions laid down will not be entertained.
- (c) From the remaining applications, the Appointing Authority will short-list the candidates who are to be called for an interview, provided that the Appointing Authority may choose to call all candidates for interview.
- (d) Final selection of the candidate(s) will be made by the Appointing Authority on the basis of combined evaluation of the candidate's performance in the interview and his/her qualifications/job experience. The Authority may at its discretion, in cases where it considers it desirable, also stipulate whether examination of the candidates is a part of the selection process.

¹ Ins. by the Seventh Amendment Regulations, 2008, reg. 3(b) (w.e.f. 31.12.2008)

² Ins. by the Eleventh Amendment Regulations, 2016, reg. 3(b) (w.e.f. 08.06.2016)

- (e) The Appointing Authority, in its discretion, may maintain a panel of names of suitable candidates who may be offered employment against future vacancies in the concerned posts. Any such panel of names, if prepared and maintained, shall remain valid for a period not exceeding twelve months from the date of its approval:

Provided that if the Authority, without following the procedure mentioned above, is of the opinion that a person is suitable for a post under TRAI, the Authority shall be free to appoint that person directly in the appropriate grade.

7. Orders on reservation of posts for SC/ST/OBC and other categories which may be applicable currently will apply to these posts.

8. Qualifications and age limit:

Minimum qualifications and age limit for appointment to cadre by direct recruitment shall be as specified in the Schedule I.

9. Medical Examination:

No candidate who, after such medical examination as the Authority may prescribe, is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the service shall be appointed to the Post. The fact that a candidate has been physically examined will not mean or imply that he/she shall be considered for appointment.

PART V—APPOINTMENT BY PROMOTION

10. Appointment by promotion to different grades will be made from the lower grades as specified in the Schedule I.

¹PART VA—ABSORPTION

10A. ²[(1) The Appointing Authority may, from time to time, by appropriate order, appoint any person in the officer cadre on permanent absorption basis:

Provided that no person shall be appointed on permanent absorption basis unless such person has,---

- (a) given in writing his option to get permanently absorbed in the Authority, on being called upon to do so by the Authority; and

1 Ins. by the Seventh Amendment Regulations, 2008, reg. 4 (w.e.f. 31.12.2008)

2 Subs. by the Eleventh Amendment Regulations, 2016, reg. 4 (w.e.f. 08.06.2016), for the following:

“(1) The Appointing Authority may, from time to time, by appropriate order, appoint on permanent absorption basis any person already appointed on deputation in the Authority;

Provided that no person shall be absorbed in the Authority unless, such person has,—

- (a) given in writing his option to get permanently absorbed in the Authority, on being called to do so by the Authority, and
(b) completed one year on deputation in the Authority.”

(b) completed one year on deputation in the Authority:

Provided further that nothing contained in clause (b) of the first proviso shall apply to the appointment upto the grade of Senior Research Officer.]

(2) The Appointing Authority may absorb any person referred to in sub-regulation (1),—

- (a) on the recommendation of the Selection Committee and having regard to the suitability and the requirement of such person in the Authority; and
- (b) in consultation with the parent Ministry/Department/Public Sector Undertakings or Statutory or Autonomous Body, as the case may be, for absorption of such persons.]

11. Seniority:

(i) The relative seniority of members of the cadre appointed to any grade at the time of initial formation of the cadre shall be fixed by the Authority and unless decided other-wise on account of special reasons be governed by their relative seniority obtaining on the date of commencement of this Regulation.

(ii) All officers included in the initial formation of the cadre in any grade shall rank senior to all officers appointed to that grade subsequently unless an officer is appointed to a grade giving him specially a certain seniority in that grade ¹[by the Authority].

²[(iia) In the case of a person who is initially taken on deputation and absorbed later, his seniority in the grade in which he is absorbed will normally be counted from the date of absorption. If he has, however, been holding already (on the date of absorption) the same or equivalent grade on regular basis in his parent Department such regular service in the grade shall also be taken into account in fixation of his seniority, subject to the condition that he will be given seniority from—

(A) the date he has been holding the post on Deputation; or

(B) the date from which he has been appointed on a regular basis to the same or equivalent grade in his parent Department,

whichever is earlier:

Provided that the fixation of seniority of a transferee in accordance with the above principles will not, however, affect any regular promotions to the next higher grade made prior to the date of such absorption.]

(iii) The seniority of an officer not covered by the above provisions shall be determined by the Appointing Authority.

1 Ins. by the Seventh Amendment Regulations, 2008, reg. 5(a) (w.e.f. 31.12.2008)

2 Ins. by the Seventh Amendment Regulations, 2008, reg. 5(b) (w.e.f. 31.12.2008)

PART VI—CONTRACT APPOINTMENT

12. The Authority may appoint officers on contract for a specified period at terms specified by the Authority to meet ¹[short term requirement not exceeding three years] for which suitable entry qualifications/contract time frames/terms and conditions will be specified.

PART VII—DEPUTATION

13. The posts which are to be filled up by the method of Deputation would be widely circulated among such Ministries/Departments of the Central Government ²[Public Sector Undertakings and Statutory and Autonomous Bodies] which are expected to have people with the qualifications and experience matching the requirements of the TRAI and willing to join the Authority on deputation.

PART VIII—REGULATIONS RELATING TO THE STAFF CADRE

14. Constitution of Staff Cadre

(i) The Staff Cadre shall consist of—

(a) any person who immediately before the constitution of this cadre was holding any post as staff as listed in Table B below on deputation or on ad hoc appointment basis or on contract appointment basis and on offer for absorption in the staff cadre of TRAI being made to him by the Authority exercises the option for absorption while in Telecom Regulatory Authority of India, and is regularized;

(b) any person appointed to a post under clause 16 after initial ³[formation of the Staff cadre including the staff permanently absorbed under regulation 21A of these regulations].

(ii) Any person appointed under para (a) of sub-clause (i) above shall on such appointment be deemed to be a member of the cadre in the appropriate grade applicable to him/her from the date of his/her initial appointment with the Authority.

(iii) ⁴[* * * *] There shall be the following posts in the Staff cadre:—

Table B. Staff Cadre

Grade/post	Scale of Pay
⁵ [* * * *] Assistant/Personal Assistant	1) As per pay scales as determined by rules applicable from time to time.
Stenographer	
Lower Division Clerk	

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 6 (w.e.f. 31.12.2008), for the following:
“short term requirement”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 7 (w.e.f. 31.12.2008), for the following:
“and Public Sector Undertakings”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 8(a) (w.e.f. 31.12.2008), for the following:
“formation of Staff cadre”

4 Del. the words “On the commencement of this Regulation” by the Eleventh Amendment Regulations, 2016, reg. 5(a) (w.e.f. 08.06.2016)

5 Del. the words “Junior Accounts Officer” by the Seventh Amendment Regulations, 2008, reg. 8(b)(i)(A) (w.e.f. 31.12.2008)

¹ [² [³ [* * * *]] ⁴ [Staff Car Driver (Special Grade)/ Staff Car Driver (Grade-I)/ Staff Car Driver (Grade-II)/Staff Car Driver (Ordinary Grade)] ⁵ [* * * *]]]	2) Other terms and conditions as prescribed.
⁶ [⁷ [Photo Copy Machine Operator (Senior Grade) Photo Copy Machine Operator]	
Despatch Rider]	
⁸ [Multi Tasking Staff]	

The Authority may decide from time to time as regards ⁹[the number of grades and strength of the posts, (including the number of posts in various Divisions of the Authority)], as it may deem necessary.

(iv) The pay, on appointment in TRAI under the provisions above, shall normally be fixed at the minimum of the scale. The Authority may, however, fix it at a higher point in the scale keeping in view the seniority, pay already being drawn or suitability of the candidate.

PART IX—METHODS OF RECRUITMENT

15. Initial constitution of the Staff Cadre:

The Staff Cadre shall be constituted initially by the absorption of the staff working in TRAI who on being offered opt for and are absorbed in TRAI's cadre. The service rendered by the staff in TRAI prior to the date of notification of this Regulation will, at the discretion of TRAI, be counted as regular service for the purpose of this Regulation.

1 Subs. by the Fourth Amendment Regulations, 2005, reg. 2(i) (w.e.f. 10.05.2005), for the following:
"Driver"

2 Sub. by the Eleventh Amendment Regulations, 2016, reg. 5(b) (w.e.f. 08.06.2016), for the following:
"Driver (Grade-I)
Driver (Grade-II)"

3 Del. the words "Driver (Special Grade)" by the Twelfth Amendment Regulations, 2017, reg. 4 (w.e.f. 27.07.2017)

4 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 2(a) (w.e.f. 24.03.2022), for the following:
"Driver (Grade I)
Driver (Grade II)"

5 Del. the words "Driver (Ordinary Grade)" by the Twelfth Amendment Regulations, 2017, reg. 4 (w.e.f. 27.07.2017)

6 Ins. by the First Amendment Regulations, 2004, reg. 2(i) (w.e.f. 22.01.2004)

7 Subs. by the Seventh Amendment Regulations, 2008, reg. 8(b)(i)(B) (w.e.f. 31.12.2008), for the following:
"PHOTO COPY MACHINE OPERATOR"

8 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 2(b) (w.e.f. 24.03.2022), for the following:
"Attendant"

9 Subs. by the Seventh Amendment Regulations, 2008, reg. 8(b)(ii) (w.e.f. 31.12.2008), for the following:
"the number of grades and strength of the posts"

16. Method of Recruitment:

¹[(i) After initial constitution of the staff cadre, if any vacancy arises in any of the grades specified in sub-clause (iii) of clause 14 or if new posts are created in any of the grades, it shall be filled up in accordance with Schedule II and in the following manner, namely:–

Name of the Post	Mode of recruitment	Qualification/Experience
Assistant/Personal Assistant	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule II
Stenographer	Deputation/Absorption/Direct Recruitment	As in Schedule II
Lower Division Clerk	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule II
² [Staff Car Driver (Special Grade)]	Promotion	As in Schedule-II]
³ [⁴ [* * * *]]	⁵ [⁶ [* * * *]]	⁷ [⁸ [* * * *]]
⁹ [Staff Car Driver (Grade-I)]	¹⁰ [¹¹ [¹² [Promotion]]]	As in Schedule II

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 9(a) (w.e.f. 31.12.2008), for the following:

“(i) After initial constitution of the Staff Cadre, if any vacancy arises in any of the Grades specified in sub clause (iii) of clause 14 or if new posts are created in any of the grade, it shall be filled up in the following manner:-

<u>Name of the post</u>	<u>Mode of recruitment</u>	<u>Qualification/Experience</u>
Junior Account Officer/Assistant/ Personal Assistant	Promotion/DR/Depuration	As in Schedule II
Stenographer	DR/Depuration	-do-
Lower Division Clerk	-do-	-do-
¹³ [Driver (Grade-I)]	-do-	-do-
Driver (Grade-II)	-do-	-do-]
¹⁴ [Photo Copy Machine Operator	By Transfer on deputation failing which by promotion/Direct recruitment	As in Schedule II
Despatch Rider	-do-	-do-]
Attendant	-do-	-do-”

2 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 3(a) (w.e.f. 24.03.2022)

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(a) (w.e.f. 08.06.2016)

4 Del. the words “Driver (Special Grade)” by the Twelfth Amendment Regulations, 2017, reg. 5(a) (w.e.f. 27.07.2017)

5 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(a)(i) (w.e.f. 08.06.2016)

6 Del. the words “Promotion” by the Twelfth Amendment Regulations, 2017, reg. 5(a)(i) (w.e.f. 27.07.2017)

7 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(a)(ii) (w.e.f. 08.06.2016)

8 Del. the words “As in Schedule II” by the Twelfth Amendment Regulations, 2017, reg. 5(a)(ii) (w.e.f. 27.07.2017)

9 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 3(b) (w.e.f. 24.03.2022), for the following:

“Driver (Grade I)”

10 Subs. by the Eleventh Amendment Regulations, 2016, reg. 6(b) (w.e.f. 08.06.2016), for the following:

“Promotion/Deputation/Absorption”

11 Subs. by the Twelfth Amendment Regulations, 2017, reg. 5(b) (w.e.f. 27.07.2017), for the following:

“Promotion”

12 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 3(b) (w.e.f. 24.03.2022), for the following:

“Promotion/Deputation/Absorption/Direct Recruitment”

13 Subs. by the Fourth Amendment Regulations, 2005, reg. 2(ii) (w.e.f. 10.05.2005), for the following:

“Driver -do- -do-”

14 Ins. by the First Amendment Regulations, 2004, reg. 2(ii) (w.e.f. 22.01.2004)

¹ [Staff Car Driver (Grade-II)]	² [³ [⁴ [Promotion]]]	As in Schedule II
⁵ [Staff Car Driver (Ordinary Grade)]	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule-II]
⁶ [[* * * *]]	⁸ [⁹ [* * * *]]	¹⁰ [¹¹ [* * * *]]
Photocopy Machine Operator (Senior Grade)	Promotion	As in Schedule II
Photocopy Machine Operator	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule II
Despatch Rider	Promotion/Deputation/Absorption/Direct Recruitment	As in Schedule II
¹² [Multi Tasking Staff]	Deputation/Absorption/Direct Recruitment	As in Schedule II]

In the interest of career progression of the employees, the Authority will from time to time, fix proportion of any grade which will be filled by promotion from the lower grade(s). Where such a proportion is fixed but it is not possible to fill a post or posts by promotion due to lack of suitable candidates, direct recruitment or deputation will be resorted to.

(ii) Selection in each case under sub clause (i) of clause 16 shall be on the recommendations of the Selection Committee as specified in Schedule III.

PART X–DIRECT RECRUITMENT

17. Direct recruitment:

Selection of candidate for appointment to various posts which are to be filled up by direct recruitment shall be made as per the procedure laid down below:–

- a) The vacancies which are to be filled up shall be advertised at least in two leading national dailies.
- b) Applications which are not received by the last date mentioned in the advertisement or which are from candidates who do not satisfy the conditions laid down will not be entertained.

1 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 3(c) (w.e.f. 24.03.2022), for the following:
“Driver (Grade II)”

2 Subs. by the Eleventh Amendment Regulations, 2016, reg. 6(c) (w.e.f. 08.06.2016), for the following:
“Promotion/Deputation/Absorption/ Direct Recruitment”

3 Subs. by the Twelfth Amendment Regulations, 2017, reg. 5(c) (w.e.f. 27.07.2017) for the following:
“Promotion”

4 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 3(c) (w.e.f. 24.03.2022), for the following:
“Promotion/Deputation/Absorption/Direct Recruitment”

5 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 3(d) (w.e.f. 24.03.2022)

6 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(d) (w.e.f. 08.06.2016)

7 Del. the words “Driver (Ordinary Grade)” by the Twelfth Amendment Regulations 2017, reg. 5(d) (w.e.f. 27.07.2017)

8 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(d)(i) (w.e.f. 08.06.2016)

9 Del. the words “Promotion/Deputation/Absorption/Direct Recruitment” by the Twelfth Amendment Regulations 2017, reg. 5(d)(i) (w.e.f. 27.07.2017)

10 Ins. by the Eleventh Amendment Regulations, 2016, reg. 6(d)(ii) (w.e.f. 08.06.2016)

11 Del. the words “As in Schedule II” by the Twelfth Amendment Regulations 2017, reg. 5(d)(ii) (w.e.f. 27.07.2017)

12 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 3(e) (w.e.f. 24.03.2022), for the following:
“Attendant”

c) From the remaining applications, the Appointing Authority will short-list the candidates who are to be called for an interview, provided that the Appointing Authority may choose to call all candidates for interview.

d) Final selection of the candidate(s) will be made by the Appointing Authority on the basis of combined evaluation of the candidate's performance in the interview and his/her qualifications/job experience. The Authority may at its discretion, in cases where it considers it desirable also stipulate whether examination of the candidate is a part of the selection process.

e) The Appointing Authority, in its discretion, may maintain a panel of names of suitable candidates who may be offered employment against future vacancies in the concerned posts. Any such panel of names, if prepared and maintained, shall remain valid for a period not exceeding twelve months from the date of its approval.

Provided that the Authority, where it considers fit, can entrust the job of selection of suitable candidates to any agency engaged in such activity.

18. Orders on reservation of posts for **SC/ST/OBC** and other categories which may be applicable currently will apply to these posts.

19. Qualifications and age limit:

Minimum qualifications and age limit for appointment to cadre by direct recruitment shall be as specified in the Schedule II.

20. Medical Examination:

No candidate who, after such medical examination as the Authority may prescribe, is not found to be in good mental or bodily health and free from any mental or physical defect likely to interfere with the discharge of the duties of the service shall be appointed to the Post. The fact that a candidate has been physically examined will not mean or imply that he/she shall be considered for appointment.

PART XI—APPOINTMENT BY PROMOTION

21. Appointment by promotion to different grades will be made from the lower grades as specified in the Schedule-II.

¹[PART XIA—ABSORPTION

21A. ²[(1) The Appointing Authority may, from time to time, by appropriate order, appoint any person in the staff cadre on permanent absorption basis:

¹ Ins. by the Seventh Amendment Regulations, 2008, reg. 10 (w.e.f. 31.12.2008)

² Subs. by the Eleventh Amendment Regulations, 2016, reg. 7 (w.e.f. 08.06.2016), for the following:

“The Appointing Authority may, from time to time, by appropriate order, appoint on permanent absorption basis the persons already appointed on deputation in the Authority:

Provided that no person shall be absorbed in the Authority unless, such person has,-

(a) given in writing his option to get permanently absorbed in the Authority, on being called to do so by the Authority, and
(b) completed one year on deputation in the Authority.”

Provided that no person shall be appointed on permanent absorption basis unless such person has, on being called upon by the Authority for permanent absorption, given in writing his option to get permanently absorbed in the Authority.]

(2) The Appointing Authority may absorb the persons referred to in sub-regulation (1),—

(a) on recommendation of the Selection Committee and having regard to the suitability and the requirement of such person in the Authority; and

(b) in consultation with the parent Ministry/Department/Public Sector Undertakings and Statutory or Autonomous Body, as the case may be, for absorption of such person.]

22. Seniority:

(i) The relative seniority of members of the cadre appointed to any grade at the time of formation of the cadre shall be decided by the authority and will generally be governed by their relative seniority obtaining on the date of commencement of this Regulation.

(ii) All staff included in the initial constitution of the service in any grade shall rank senior to all others appointed to that grade subsequently, unless someone is appointed to a grade giving him specially a certain seniority in that grade ¹[by the Authority].

²[(iia) In the case of a person who is initially taken on deputation and absorbed later, his seniority in the grade in which he is absorbed will normally be counted from the date of absorption. If he has, however, been holding already (on the date of absorption) the same or equivalent grade on regular basis in his parent Department such regular service in the grade shall also be taken into account in fixation of his seniority, subject to the condition that he will be given seniority from—

(A) the date he has been holding the post on Deputation; or

(B) the date from which he has been appointed on a regular basis to the same or equivalent grade in his parent Department,

whichever is earlier:

Provided that the fixation of seniority of a transferee in accordance with the above principles will not, however, affect any regular promotions to the next higher grade made prior to the date of such absorption.]

(iii) The seniority of a staff member not covered by the above provisions shall be determined by the Appointing Authority.

PART XII – CONTRACT APPOINTMENT

23. The Authority may appoint staff on contract for a specified period at terms specified by the Authority to meet ³[short term requirement not exceeding three years] for which suitable entry qualifications/contract time frames/terms and conditions shall be specified.

1 Ins. by the Seventh Amendment Regulations, 2008, reg. 11(a) (w.e.f. 31.12.2008)

2 Ins. by the Seventh Amendment Regulations, 2008, reg. 11(b) (w.e.f. 31.12.2008)

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 12 (w.e.f. 31.12.2008), for the following:
“short/medium term requirement”

PART XIII–DEPUTATION

24. The posts which are to be filled up by the method of Deputation would be widely circulated among such Ministries/Departments of the Central Government ¹[Public Sector Undertakings and Statutory and Autonomous Bodies] which are expected to have people with the qualifications and experience matching the requirements of the TRAI and willing to join the Authority on deputation.

²[PART XIV–MISCELLANEOUS (APPLICABLE FOR OFFICERS AND STAFF)]

³[25. **Probation:** Candidates appointed through direct recruitment process shall be on probation for a period of two years. A direct recruit shall be confirmed only after he/she has completed the period of probation and during the period his/her services and/or conduct have been found by the Authority to be satisfactory. In the event that the service and/or conduct of any employee are/is not found to be satisfactory during the probation period, at the discretion of the Authority, the period may be extended to provide the employee an opportunity to improve. If the service and/or conduct of any employee are/is not found to be satisfactory at the end of the probation period/extended probation period, his/her services may be terminated.]

26. **Liability for service in or outside India:**

An officer/staff member appointed to the cadre shall be liable to serve anywhere in India or outside India.

⁴[27. **DISCHARGE OF DUTIES OF HIGHER GRADE AND LOWER GRADE IN CERTAIN CASES:**

The Appointing Authority may, by order, having regard to the exigency of service, direct,—

(a) to look after work of next higher grade for such period as may be specified in the order, to the officer or staff member while he continues to hold a particular post and responsibility without any pecuniary benefit;

(b) an officer, belonging to a higher grade in the cadre while holding such post, to look after the responsibilities relating to a post in the immediately lower grade without any pecuniary loss]

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 13 (w.e.f. 31.12.2008), for the following:
“and Public Sector Undertakings”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 14 (w.e.f. 31.12.2008), for the following:
“PART XIV–MISCELLANEOUS”

3 Subs. by the Fifth Amendment Regulations, 2006, reg. 3 (w.e.f. 26.05.2006), for the following:
“25. **Probation:** A period of probation may be stipulated for candidates appointed through direct recruitment process. If any probation period is stipulated, a fresh recruit will be confirmed only after he/she has completed the period of probation and during the period his/her services and conduct have been found by the Authority to be satisfactory. In the event that the service and conduct of any employee are not found to be satisfactory, in the probation period, at the discretion of the Authority, the period may be extended to provide the employee an opportunity to improve. If the service and conduct of any employee are not found to be satisfactory at the end of the probation period/extended probation period, his/her services may be terminated.”

4 Subs. by the Seventh Amendment Regulations, 2008, reg. 15 (w.e.f. 31.12.2008), for the following:

27. Upgradation/Downgradation:

Considering that promotional avenues in the small cadre of TRAI may be limited, the Authority may consider grant of next higher grade to the officer/staff member while he/she continues to hold a particular post and responsibility. Similarly at any given time an officer belonging to a higher grade in the cadre may in the exigency of service continue to hold a post and discharge responsibilities relating to a post in the immediately lower grade.”

28. Pay fixation:

The pay of an officer/staff member in a particular grade shall be fixed by the Authority.

29. Nationality:

A candidate must be a citizen of India or he/she must belong to such categories of persons as may from time to time be notified by the Government.

30. Superannuation: The age of superannuation would be on attaining the age of 60 years.

31. Disqualification: No person—

a) who has entered into or contracted a marriage with a person having a spouse living, or

b) who having a spouse living, has entered into or contracted marriage with any person, shall be eligible for appointment to any post under the Authority,

Provided that the Authority may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this Regulation.

32. Power to relax:

Where the Authority is of the opinion that it is necessary or expedient so to do, it may, by order, and for reasons to be recorded in writing, relax any of the provisions of this Regulation with respect to any class or category of persons.

33. Interpretation:

If any queries relating to implementation of this Regulation arise, they shall be decided by the Authority.

34. Removal of difficulties:

The Authority may from time to time issue such general or specific directions as may be necessary to remove difficulties in the operation of any of the provisions of this Regulation.

Schedule I

Officer' cadre

Name of Post	Mode of Recruitment	Qualification & experience for Direct Recruit	Length of service for promotion	Qualification and experience for deputation	Age for Direct Recruit
Secretary	¹ [Deputation/ Absorption/ Direct Recruitment]	² [Degree from a recognized University or equivalent. ³ [twenty eight years experience] including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.]	⁴ ⁵ [Not applicable]]	⁶ ⁷ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] ⁸ [(i) holding post in the HAG (pre-revised) on substantive basis or (ii) who have been granted HAG (pre-revised) in their cadre on non functional upgradation (NFU) basis and having four years regular service in the SAG] and not exceeding 58 years of age. Preference will be given to those holding any or a combination of the following:– (i) Senior managerial position; (ii) Bachelors Degree in Telecommunication Engineering from a recognized University or equivalent; (iii) Bachelors Degree in Electronics and Telecommunication Engineering from a	Not exceeding 55 years

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(a)(A) (w.e.f. 31.12.2008), for the following:
“Promotion/deputation/DR”

2 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(i) (w.e.f. 26.05.2006), for the following:
“Degree from a recognised University or equivalent. 19 years experience including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.”

3 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(a) (w.e.f. 20.03.2009), for the following:
“21 years experience”

4 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(i) (w.e.f. 26.05.2006), for the following:
“Promotion from amongst the TRAI officers with minimum one year of regular service in a grade immediately below.”

5 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(a)(B) (w.e.f. 31.12.2008), for the following:
“Promotion from amongst the TRAI officers with minimum of four years of regular service in a grade immediately below.”

6 Subs. by the Sixth Amendment Regulations, 2006, reg. 2 (w.e.f. 09.10.2006), for the following:
“Officers of the Central/State Govt./PSUs (i) holding equivalent post on regular basis.”.

7 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(a)(C)(I) (w.e.f. 31.12.2008), for the following:
“Officers of the Central/State Govt./ PSUs”

8 Subs. by the Twelfth Amendment Regulations, 2017, reg. 6(a) (w.e.f. 27.07.2017), for the following:
“holding equivalent post on regular basis”

				recognized University or equivalent; (iv) MBA Degree from a Recognised University or equivalent.] ¹ [(v) Masters Degree in Economics/Commerce or Doctorate Degree in Economics/Commerce]	
Principal Advisor	² [Deputation/Absorption/Direct Recruitment]	³ [Degree from a recognized University or equivalent. ⁴ [twenty five years experience] including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.]	⁵ [⁶ [Not applicable]]	⁷ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post on regular basis or (ii) officers in SAG with ⁸ [⁹ [¹⁰ [four years of regular service]]] in that grade or ¹¹ [¹² [(iii) Group A officers having twenty-one years of regular service in Group A of which at least ¹³ [four years of regular service] shall be in the SAG]]	Not exceeding 55 years

1 Ins. by the Seventh Amendment Regulations, 2008, reg. 16(a)(C)(II) (w.e.f. 31.12.2008)

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(b)(A) (w.e.f. 31.12.2008), for the following:
“do”

3 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(i) (w.e.f. 26.05.2006), for the following:

“Degree from a recognized University or equivalent. 18 years experience including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.”

4 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(b)(A) (w.e.f. 20.03.2009), for the following:

“21 years experience”

5 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(i) (w.e.f. 26.05.2006), for the following:

“Promotion from amongst the officers with one year of regular service in a grade immediately below.”

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(b)(B) (w.e.f. 31.12.2008), for the following:

“Promotion from amongst the TRAI officers with minimum of four years of regular service in a grade immediately below.”

7 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(b)(C)(I) (w.e.f. 31.12.2008), for the following:

“Officers of the Central/State Govt./ PSUs”

8 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(b)(B)(I) (w.e.f. 20.03.2009), for the following:

“4 years of regular service”

9 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(a)(I) (w.e.f. 13.07.2010), for the following:

“six years of regular service”

10 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(a)(i) (w.e.f. 08.06.2016), for the following:

“three years of regular service”

11 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(b)(B)(II) (w.e.f. 20.03.2009), for the following:

“(iii) Group A officers having 21 years of regular service in Group A of which at least 4 years shall be in the SAG”

12 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(a)(II) (w.e.f. 13.07.2010), for the following:

“(iii) Group A officers having twenty six years of regular service in Group A of which at least six years continuous service shall be in the SAG”

13 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(a)(ii) (w.e.f. 08.06.2016), for the following:

“three years of regular service”

Advisor	¹ [Deputation/ Absorption/ Direct Recruitment]	Degree from a Recognized University or equivalent. ² [twenty years experience] including relevant experience in the field of telecommunications, Industry, finance, accountancy, law, management, or consumer affairs.	³ [Not applicable]	⁴ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post on regular basis, or (ii) officers in Selection Grade with ⁵ [⁶ [four years of regular service]] in that grade or ⁷ [⁸ [(iii) Group A officers having seventeen years of regular service in Group A of which at least four years of regular service shall be in the Selection Grade]]	Not exceeding 50 years
Joint Advisor	⁹ [¹⁰ [(i) Fifty percent of posts, by promotion failing which by deputation.	Degree from a recognized University or equivalent ¹¹ [sixteen years experience] including relevant	¹² [Promotion from amongst the officers with five years of regular	¹³ [Officers of the Central Government, Public Sector Undertakings and Statutory and	Not exceeding 50 years

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(c)(A) (w.e.f. 31.12.2008), for the following:
“-do-”

2 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(c)(A) (w.e.f. 20.03.2009), for the following:
“17 years experience”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(c)(B) (w.e.f. 31.12.2008), for the following:
“Promotion from amongst the officers with 4 years of regular service in a grade immediately below.”

4 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(c)(C)(I) (w.e.f. 31.12.2008), for the following:
“Officers of the Central/State Govt./ PSUs”

5 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(c)(B)(I) (w.e.f. 20.03.2009), for the following:
“4 years of regular service”

6 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(b)(I) (w.e.f. 13.07.2010), for the following:
“six years of regular service”

7 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(c)(B)(II) (w.e.f. 20.03.2009), for the following:
“(iii) Group A officers having 17 years of regular service in Group A of which at least 4 years shall be in the Selection Grade”

8 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(b)(II) (w.e.f. 13.07.2010), for the following:
“(iii) Group A officers having twenty years of regular service in Group A of which at least six years continuous service shall be in the Selection Grade”

9 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(d)(A) (w.e.f. 31.12.2008), for the following:
“-do-”

10 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(b)(i) (w.e.f. 08.06.2016), for the following:
“Deputation/Absorption/Direct Recruitment”

11 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(d)(A) (w.e.f. 20.03.2009), for the following:
“14 years experience”

12 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(b)(ii), (w.e.f. 08.06.2016), for the following:
“Promotion from amongst the officers with (i) 4 years of regular service in a grade immediately below ¹⁴[* * * *]”

13 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(d)(B)(I) (w.e.f. 31.12.2008), for the following:
“Officers of the Central/State Govt./PSUs”

14 Del. the words “or equivalent” by the Fifth Amendment Regulations, 2006, reg. 2(ii) (w.e.f. 26.05.2006)

	(ii) Fifty percent of posts by deputation/ absorption/ direct recruitment.]]	experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.	service in a grade immediately below possessing the requisite educational and technical qualifications]	Autonomous Bodies] (i) holding equivalent post on regular basis or (ii) officers in Junior Administrative Grade with ¹ [² [³ [five years of regular service]]] in that grade or ⁴ [⁵ [(iii) Group A officers having twelve years of regular service in Group A of which at least ⁶ [five years of regular service] shall be in the Junior Administrative Grade]]]	
⁷ [Staff Officer	Promotion/ Deputation/ Absorption	Not applicable	Promotion from amongst the officers with 4 years of regular service in Senior Principal Private Secretary grade	Officers of the Central Government, Public Sector Undertakings, and Statutory or Autonomous Bodies (i) holding equivalent post or (ii) Officers in Senior Principal Private Secretary grade with 4 years of regular service in that grade.	Not applicable]

1 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(d)(B)(I) (w.e.f. 20.03.2009), for the following:
“4 years of regular service”

2 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(c)(I) (w.e.f. 13.07.2010), for the following:
“five years of regular service”

3 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(b)(iii)(A) (w.e.f. 08.06.2016), for the following:
“four years of regular service”

4 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(d)(B)(II) (w.e.f. 20.03.2009), for the following:
“(iii) Group A officers having 13 years of regular service in Group A of which at least 4 years shall be in the Junior Administrative Grade”

5 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(c)(II) (w.e.f. 13.07.2010), for the following:
“(iii) Group A officers having sixteen years of regular service in Group A of which at least five years continuous service shall be in the Junior Administrative Grade”

6 Subs. by the Eleventh Amendment Regulations, 2016, reg. 8(b)(iii)(B) (w.e.f. 08.06.2016), for the following:
“four years of regular service”

7 Ins. by the Seventh Amendment Regulations, 2008, reg. 16(e) (w.e.f. 31.12.2008)

Deputy Advisor	⁴ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	Degree from a recognised University or equivalent. 10 years experience including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.	Promotion from amongst the officers with 4 years of regular service in a grade immediately below.	² [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post on regular basis or (ii) officers in Senior Time Scale with ³ [four years of regular service in that grade] ⁴ [⁵ [* * * *]]	Not exceeding 45 years
Senior Principal Private Secretary	⁶ [Promotion/ Deputation/ Absorption]	⁷ [Not applicable]	⁸ [Promotion from amongst the officers with 4 years of regular service in a grade immediately below.]	⁹ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post on regular basis, or (ii) officers in Senior Time Scale with 4 years of regular service in that grade. The officer must possess the working knowledge of computer	¹⁰ [Not applicable]

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(f)(A) (w.e.f. 31.12.2008), for the following: “-do-”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(f)(B)(I) (w.e.f. 31.12.2008), for the following: “Officers of the Central/State Govt./PSUs”

3 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(d)(I) (w.e.f. 13.07.2010), for the following: “¹¹[five years of regular service] in that grade or”

4 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(e)(A)(II) (w.e.f. 20.03.2009), for the following: “(iii) the Group A officer with 8 years of regular service in Group A of which at least 4 years shall be in the Senior Time Scale”

5 Del. the words “(iii) the Group A officers with ten years of regular service in Group A of which at least five years continuous service shall be in the Senior Time Scale” by the Tenth Amendment Regulations, 2010, reg. 2(d)(II) (w.e.f. 13.07.2010)

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(g)(A) (w.e.f. 31.12.2008), for the following: “-do-”

7 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(g)(B) (w.e.f. 31.12.2008), for the following: “Degree from a recognized University or equivalent. Experience of 10 years as Secretary to senior level management. Computer literacy essential.”

8 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(iii) (w.e.f. 26.05.2006), for the following: “Promotion from amongst the officers with 5 years of regular service in a grade immediately below.”

9 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(g)(C) (w.e.f. 31.12.2008), for the following: “Officers of the Central/State Govt./ PSUs”

10 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(g)(D) (w.e.f. 31.12.2008), for the following: “Not exceeding 45 years”

11 Subs. by the Eighth Amendment Regulations, 2009, reg. 2(e)(A)(I) (w.e.f. 20.03.2009), for the following: “4 years of regular service”

Senior Research Officer	¹ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	Degree from a recognized University or equivalent. 8 years experience including relevant experience in the field of telecommunications, industry, finance, accountancy, law, management, or consumer affairs.	² [Promotion from amongst the officers with 4 years of regular service in the grade of Technical Officers having working knowledge of computer.]	³ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post on regular basis or (ii) Officers in Junior Time scale with 4 years of regular service in that grade or ⁴ [7 years of regular service in the grade of Section Officer or any other equivalent or higher grade]. The officer must possess the working knowledge of computer.	Not exceeding 40 years
Principal Private Secretary	⁵ [Promotion/ Deputation/ Absorption]	⁶ [Not applicable]	Promotion from amongst the officers with 7 years of regular service in a grade immediately below. The working knowledge of computer is essential.	⁷ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post or (ii) with 7 years of regular service in the grade of Private Secretary in the pay scale of Rs. 6,500-10,500 or equivalent.	⁸ [Not applicable]

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(h)(A) (w.e.f. 31.12.2008), for the following:
“-do-”

2 Subs. by the Fifth Amendment Regulations, 2006, reg. 2(iv) (w.e.f. 26.05.2006), for the following:
“Promotion from amongst the officers with 4 years of regular service in the grade of Technical Officer or 7 years of combined regular service in the grades of Tech. Officer/ Section officer or equivalent posts having working knowledge of computer.”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(h)(B) (w.e.f. 31.12.2008), for the following:
“Officers of the Central/State Govt./ PSUs”

4 Subs. by the Tenth Amendment Regulations, 2010, reg. 2(e) (w.e.f. 13.07.2010), for the following:
“7 years of regular service in the grades of Section officer or equivalent or 7 years of combined service ⁹[on regular basis] in the Junior Time Scale/Section Officer’s grade”

5 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(i)(A) (w.e.f. 31.12.2008), for the following:
“-do-”

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(i)(B) (w.e.f. 31.12.2008), for the following:
“Degree from a recognized University or equivalent. Experience of 8 years as Secretary to senior level management. Computer literacy essential.”

7 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(i)(C)(I) (w.e.f. 31.12.2008), for the following:
“Officers of Central/State Govt./ PSUs”

8 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(i)(E) (w.e.f. 31.12.2008), for the following:
“Not exceeding 40 years”

9 Ins. by the Eighth Amendment Regulations, 2009, reg. 2(f)(A) (w.e.f. 20.03.2009)

				The officer must have working knowledge of computer.	
Technical Officer	¹ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	Degree from a recognized University/ Institutions, with 3 years experience. However, depending on the post to be filled, specific degree in Electronic and/or Telecommunications Engineering, Commerce, Economics, Accountancy, Law, or Management, etc., may be prescribed based on the need.	Promotion from amongst the officer with 3 years of regular service in a grade immediately below, with working knowledge of computer	² [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post or (ii) with 3 years of regular service in a grade of Section Officer or equivalent. The officer must possess the Working knowledge of computer.	Not exceeding 30 years
³ [⁴ [* * * * *]]	⁵ [⁶ [* * * * *]]	⁷ [⁸ [* * * * *]]	⁹ [¹⁰ [* * * * *]]	¹¹ [¹² [* * * * *]]	¹³ [¹⁴ [* * * * *]]
¹⁵ [Section Officer/ Librarian]	¹⁶ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	Degree from a recognised University/ Institutions, with 2 years of relevant experience.	Promotion from amongst the officials with 6 years of regular	¹⁷ [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies]	Not exceeding 30 years.

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(j)(A) (w.e.f. 31.12.2008), for the following:
“Promotion/DR/Deputation”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(j)(B)(I) (w.e.f. 31.12.2008), for the following:
“Officers of Central/State Govt./ PSUs”

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c) (w.e.f. 08.06.2016)

4 Del. the words “Technical Officer (Engineering)” by the Twelfth Amendment Regulations, 2017, reg. 6(b) (w.e.f. 27.07.2017)

5 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c)(i) (w.e.f. 08.06.2016)

6 Del. the words “Deputation/Absorption/Direct Recruitment” by the Twelfth Amendment Regulations, 2017, reg. 6(b)(i) (w.e.f. 27.07.2017)

7 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c)(ii) (w.e.f. 08.06.2016)

8 Del. the words “Engineering degree in Electronics/Telecommunication/Information Technology/Computer Science from a recognized University/Institutions, with three years experience in the relevant field.” by the Twelfth Amendment Regulations, 2017, reg. 6(b)(ii) (w.e.f. 27.07.2017)

9 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c)(iii) (w.e.f. 08.06.2016)

10 Del. the words “Not Applicable” by the Twelfth Amendment Regulations, 2017, reg. 6(b)(iii) (w.e.f. 27.07.2017)

11 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c)(iv) (w.e.f. 08.06.2016)

12 Del. the words “Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies with Engineering degree in Electronics/Telecommunication/Information Technology/Computer Science from a recognized University/ Institutions, (i) holding equivalent post or (ii) with three years of regular service in grade of Section Officer or equivalent. The officer must possess the working knowledge of computer and experience in the relevant field.” by the Twelfth Amendment Regulations, 2017, reg. 6(b)(iv) (w.e.f. 27.07.2017)

13 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(c)(v) (w.e.f. 08.06.2016)

14 Del. the words “Not exceeding thirty years” by the Twelfth Amendment Regulations, 2017, reg. 6(b)(v) (w.e.f. 27.07.2017)

15 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(k)(A) (w.e.f. 31.12.2008), for the following:
“Section Officer/Assistant Account Officer/Librarian”

16 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(k)(B) (w.e.f. 31.12.2008), for the following:
“Promotion/DR/Deputation”

17 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(k)(C) (w.e.f. 31.12.2008), for the following:
“Officers of the Central/State Govt./ PSUs”

		For librarian, Degree should be in Library Science, with 2 years relevant experience.	service in a grade immediately below with working knowledge of computer.	(i) holding equivalent post, or (ii) with 6 years of regular service in Grade immediately below. The officer must possess the working knowledge of computer.	
Private Secretary	¹ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	Degree from a recognised University, and 5 years experience in Secretarial position. Computer literacy is essential.	Promotion from amongst the officials with 6 years of regular service in a grade immediately below with working knowledge of computer.	² [Officers of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post or (ii) with 6 years of regular service in a Grade Immediately below. The officer must possess the working knowledge of computer.	Not exceeding 30 years

³[Note 1.— For the post of Principal Advisors/Advisors/Joint Advisors/Deputy Advisors/Senior Research Officers dealing with matters relating to ⁴[Fixed, Mobile and Converged Networks] in telecommunication, a Degree in Electronic Engg. and/or Telecommunications Engineering from a recognized University would be an essential qualification for the persons appointed by promotion/ deputation/absorption/direct recruitment, as the case may be, and possessing requisite experience in the telecommunication field.

Note 2.— For the post of Principal Advisors/Advisors/Joint Advisors/Deputy Advisors/Senior Research Officers dealing with matters not falling under Note 1, a Master/Bachelors Degree in Business Administration/Economics/Commerce/Engineering/Law/Science/Humanities from a recognized University/institution or, Membership of the Institute of Chartered Accountants of India/Institute of Cost and Works Accountants of India, as the case may be, would be an essential Qualifications for the persons to be appointed by promotion/deputation/absorption/direct recruitment, as the case may be, and possessing requisite experience in the relevant field.

Note 3.— The maximum age for persons to be appointed on deputation to the posts of Principal Advisors, Advisors, Joint Advisors, Staff Officer, Deputy Advisors, Senior Principal Private Secretary Senior Research Officers, Principal Private Secretary, Technical Officers, Section Officer/Librarian

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(I)(I) (w.e.f. 31.12.2008), for the following: “-do-”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(I)(II) (w.e.f. 31.12.2008), for the following: “Officers of the Central/State Govt./ PSUs”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 16(m) (w.e.f. 31.12.2008), for the following:

“Note: For the post of Advisors dealing with Networks i.e. Fixed, Mobile and Converged, a Degree in Electronic and/or Telecommunications Engineering would be an essential qualification.”

4 Subs. by the Ninth Amendment Regulations, 2010, reg. 2 (w.e.f. 23.04.2010), for the following:

“Networks (including Fixed, Mobile, Converged Networks, Regulatory Enforcement and Quality of Service)”

and Private Secretary shall in no case exceed fifty-six years on the date of closing of applications for filling up the posts, as the case may be.

Note 4.— The persons appointed before the commencement of the Telecom Regulatory Authority of India (Officers and Staff Appointment) (Seventh Amendment) Regulations, 2008, and holding post in the feeder grade, shall continue to be considered for promotion to such next higher post and all other provisions of the Telecom Regulatory Authority of India (Officers and Staff Appointment) Regulation, 2001 (2 of 2001), as they stood before such commencement, shall continue to apply to such persons appointed before such amendment.

Note 5.— Mere fulfillment of eligibility criteria as specified in these Regulations, will not confer a right upon any individual for claiming promotion to the next higher grade. Cases for promotion would be considered subject to administrative expediency keeping in view availability of vacancies in the next higher grade.]

¹[²Note 6.— (i) An officer borne on the cadre of the Authority and holding the post of Advisor shall be eligible, subject to being found fit and suitable by the Authority, for financial upgradation to the next higher grade of Principal Advisor (L-15) upon completion of 8 years of service in the Advisor Grade (L-14) or any other equivalent grade.

(ii) An officer borne on the cadre of the Authority and holding the post of Joint Advisor shall be eligible, subject to being found fit and suitable by the Authority, for financial upgradation to the next higher grade of Advisor (L-14) upon completion of 8 years of service in the grade of Joint Advisor (L-13) or any other equivalent grade.

(iii) For the purpose of reckoning “8 years of service” for financial upgradation mentioned in clauses (i) and (ii) above, such service would mean any service in the relevant grade in the parent cadre of the officer or in any other organization or in the Authority irrespective of any break or breaks in between.

(iv) The financial upgradation granted in terms of sub-notes (i) and (ii) shall not be construed as promotion to higher grade and shall be on non-functional basis.]]

³[Note 7.— The exemption from the rule of immediate absorption is not required for appointment on deputation basis for the posts of Assistant, Section Officer, Senior Research Officer, Deputy Advisor, Joint Advisor, Advisor, Principal Advisor and Secretary.]

1 Ins. by the Eighth Amendment Regulations, 2009, reg. 2(g) (w.e.f. 20.03.2009)

2 Subs. by the Thirteenth Amendment Regulations, 2020, reg. 2 (w.e.f. 21.05.2020), for the following:

“(i) An officer borne on the cadre of the Authority and holding the post of Advisor shall be eligible, subject to being found fit and suitable by the Authority, for personal upgradation to the next higher grade of Principal Advisor upon completion of 28 years of regular service in Group A or in an equivalent grade of which at least 8 years of regular service or 10 years of service shall be in the Senior Administrative Grade or any other equivalent grade.

(ii) An officer borne on the cadre of the Authority and holding the post of Joint Advisor shall be eligible, subject to being found fit and suitable by the Authority, for personal upgradation to the next higher grade of Advisor upon completion of 22 years of regular service in Group A or in an equivalent grade of which at least 8 years of regular service or 10 years of service shall be in the grade of Joint Advisor or any other equivalent grade.

(iii) For the purpose of these regulations, “continuous service” shall mean service rendered in the relevant grade or post continuously without any break irrespective of whether such service was rendered in the parent cadre of the officer or any other organization or in the Authority.

(iv) For the purpose of reckoning “10 years of service” for personal upgradation mentioned in clause (i) and clause (ii), such service would mean any service in the relevant grade in the parent cadre of the officer or in any other organization or in the Authority irrespective of any break or breaks in between.

(v) Upgradation to the next higher grade shall be personal to the incumbent holding a post in the lower grade and the upgraded post shall revert to its original lower post as and when the incumbent vacates the upgraded post.”

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 8(d) (w.e.f. 08.06.2016)

Schedule-II

Staff Cadre

Name of Post	Mode of Recruitment	Qualification & experience for Direct Recruit	Length of service for Promotion	Qualification and experience for deputation	Age for Direct Recruit
¹ [Assistant	Promotion/ Deputation/ Absorption/ Direct Recruitment	A Graduate Degree from a recognised University/ Institution. Possessing working knowledge of computer	² [Promotion from amongst the officials having working knowledge of computer with (i) ten years of regular service in the grade of Lower Division Clerk or (ii) ten years of regular service in the grade of Photo Copy Machine Operator with Matric or equivalent qualification from a recognised board or institution and successfully qualifying examination held by TRAI.]	Officials of Central Government, Public Sector Undertakings, and Statutory or Autonomous Bodies (i) holding equivalent post or (ii) ten years of service in the pay scale of Rs. 3050-4590 with working knowledge of computer.	Not exceeding 28 years]
Personal Assistant	³ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	(i) 12 th Standard Pass from a recognised Board/ Institution (ii) a Speed of 120 w.p.m. for Stenography (English or Hindi) and 30	Promotion from amongst the officials with six years of regular service in a grade immediately below having working knowledge of computer.	⁴ [Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies]	Not exceeding 28 years

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(a) (w.e.f. 31.12.2008), for the following:

“Junior Account Officer/ Assistant	Promotion/ DR/ deputation	A Graduate Degree from a recognized University/ Institution.	Promotion from amongst the officials with ten years of regular service in the LDC grade with working knowledge of computer.	Officials of Central/ State Govt./ PSUs (i) holding equivalent post or (ii) six years of regular service in the pay scale of Rs. 4000-6000 or, (iii) ten years of service in the pay scale of Rs. 3050-4590 with working knowledge of computer.	Not exceeding 28 years”
------------------------------------	---------------------------------	--	---	---	-------------------------

2 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(a) (w.e.f. 08.06.2016), for the following:

“Promotion from amongst the officials with ten years of regular service in the LDC grade with working knowledge of computer.”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(b)(A) (w.e.f. 31.12.2008), for the following:

“Promotion/DR/Deputation”

4 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(b)(B) (w.e.f. 31.12.2008), for the following:

“Officials of Central/State Govt./ PSUs”

		w.p.m. in typing, Possessing working Knowledge of computer		(i) holding equivalent post or (ii) with six years of regular service in a grade immediately below. Having working knowledge of computer.	
Stenographer	¹ [Deputation/Absorption/Direct Recruitment]	(i) Matric or equivalent from a recognized Board/Institution and (ii) a speed of 80 w.p.m. in Stenography (English/Hindi) and typing speed of 30 w.p.m., possessing working knowledge of computer	N.A.	² [Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] holding equivalent post or (i) Lower Division Clerk with a speed of 80 w.p.m. in Stenography (English/Hindi) and typing speed of 30 w.p.m. and possessing working knowledge of computer	Not exceeding 27 years

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(c)(A) (w.e.f. 31.12.2008), for the following:
“DR/Deputation”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(c)(B) (w.e.f. 31.12.2008), for the following:
“Officials of Central/State Govt./ PSUs”

Lower Division Clerk	¹ [Promotion/ Deputation/ Absorption/ Direct Recruitment]	(i) Matric or equivalent from a recognised Board/ Institution and (ii) a typing speed of 30 w.p.m. in English/Hindi and (iii) possessing working knowledge of computer.	² [Promotion from amongst Attendants with 3 years of regular service in that grade and who possess the following: (i) matriculation or equivalent from a recognised board or institution, (ii) a typing speed of 30 w.p.m. in English/Hindi ³ [or proficiency in computer operation to be determined through test]; ⁴ [* * * *] ⁵ [* * * *]]	⁶ [Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] (i) holding equivalent post with typing speed of 30 w.p.m. in English/ Hindi and having working knowledge of computer.	Not exceeding 27 years
⁷ [Staff Car Driver (Special Grade)]	⁸ [Promotion]	⁹ [Not Applicable]	¹⁰ [Promotion from amongst the officials with three years of regular service in the Staff Car Driver (Grade-I) in Pay Level – 5 of the Seventh Central Pay Commission]	¹¹ [Not Applicable]	¹² [Not Applicable]
¹³ [¹⁴ [* * * *]]	¹⁵ [¹⁶ [* * * *]]	¹⁷ [¹⁸ [* * * *]]	¹⁹ [²⁰ [* * * *]]	²¹ [²² [* * * *]]	²³ [²⁴ [* * * *]]

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(d)(A) (w.e.f. 31.12.2008), for the following:
“DR/Deputation”

2 Subs. by the Second Amendment Regulations, 2004, reg. 2 (w.e.f. 11.05.2004), for the following:
“N.A.”

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(b)(i) (w.e.f. 08.06.2016)

4 Del. the word “and” by the Eleventh Amendment Regulations, 2016, reg. 9(b)(ii) (w.e.f. 08.06.2016)

5 Del. the words “(iii) possessing working knowledge of computer.” by the Eleventh Amendment Regulations, 2016, reg. 9(b)(iii) (w.e.f. 08.06.2016)

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(d)(B) (w.e.f. 31.12.2008), for the following:
“Officials of Central/State Govt./ PSUs”

7 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a) (w.e.f. 24.03.2022)

8 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a)(i) (w.e.f. 24.03.2022)

9 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a)(ii) (w.e.f. 24.03.2022)

10 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a)(iii) (w.e.f. 24.03.2022)

11 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a)(iv) (w.e.f. 24.03.2022)

12 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(a)(v) (w.e.f. 24.03.2022)

13 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(c) (w.e.f. 08.06.2016)

14 Del. the words “Driver (Special Grade)” by the Twelfth Amendment Regulations, 2017, reg. 7(a) (w.e.f. 27.07.2017)

15 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(c)(i) (w.e.f. 08.06.2016)

16 Del. the words “Promotion” by the Twelfth Amendment Regulations, 2017, reg. 7(a)(i) (w.e.f. 27.07.2017)

17 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(c)(ii) (w.e.f. 08.06.2016)

18 Del. the words “Not Applicable” by the Twelfth Amendment Regulations, 2017, reg. 7(a)(ii) (w.e.f. 27.07.2017)

19 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9I(iii) (w.e.f. 08.06.2016)

20 Del. the words “Promotion from amongst the officials with three years of regular service in the Driver (Grade I) in pay band-I (Rs. 5200-20200) with Grade Pay of Rs. 2800.” by the Twelfth Amendment Regulations, 2017, reg. 7(a)(iii) (w.e.f. 27.07.2017)

21 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(c)(iv) (w.e.f. 08.06.2016)

22 Del. the words “Not Applicable” by the Twelfth Amendment Regulations, 2017, reg. 7(a)(iv) (w.e.f. 27.07.2017)

23 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(c)(v) (w.e.f. 08.06.2016)

24 Del. the words “Not Applicable” by the Twelfth Amendment Regulations, 2017, reg. 7(a)(v) (w.e.f. 27.07.2017)

1 ² [Staff Car Driver (Grade-I)]	3 ⁴ [5 ⁶ [Promotion]]]	7 ⁸ [9[Not Applicable]]]	10 ¹¹ [12[Promotion from amongst the officials who have (i) completed either six years of regular service in the Staff Car Driver (Grade-II) in Pay Level – 4 of the Seventh Central Pay Commission or a combined service of fifteen years in Staff Car Driver (Grade-II) and Staff Car Driver (Ordinary Grade) and (ii) passed the trade	13 ¹⁴ [15[Not Applicable]]]	16 ¹⁷ [18[Not Applicable]]]
---	--	-------------------------------------	--	--	--

- 1 Ins. by the Fourth Amendment Regulations, 2005, reg. 2(iii) (w.e.f. 10.05.2005)
- 2 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b) (w.e.f. 24.03.2022), for the following:
“Driver (Grade-I)”
- 3 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(e)(A) (w.e.f. 31.12.2008), for the following:
“Promotion/DR/Deputation”
- 4 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(d)(i) (w.e.f. 08.06.2016), for the following:
“Promotion/Deputation/Absorption/Direct Recruitment”
- 5 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(b)(i) (w.e.f. 27.07.2017), for the following:
“Promotion”
- 6 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b)(i) (w.e.f. 24.03.2022), for the following:
“Promotion/Deputation/Absorption/Direct Recruitment”
- 7 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(d)(ii) (w.e.f. 08.06.2016), for the following:
“(i) 8th Pass (ii) Possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) (iv) experience of driving of motor cars for 12 years.”
- 8 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(b)(ii) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 9 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b)(ii) (w.e.f. 24.03.2022), for the following:
“(i) 8th Pass, (ii) Possessing a valid driving licence for motor cars, (iii) Knowledge of motor mechanism (should be able to remove minor defects in vehicles), (iv) experience of driving of motor cars for twelve years”
- 10 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(d)(iii) (w.e.f. 08.06.2016), for the following:
“Promotion from amongst the officials with 9 years of regular service in the Driver Grade-II in the pay scale of Rs. 3050-75-4590.”
- 11 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(b)(iii) (w.e.f. 27.07.2017), for the following:
“Promotion from amongst the officials with six years of regular service in the Driver (Grade II) in pay band-I (Rs. 5200-20200) with Grade Pay of Rs. 2400 or with combined service of fifteen years in Driver Grade II and Driver (Ordinary Grade) and having passed the trade test specified by the Government.”
- 12 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b)(iii) (w.e.f. 24.03.2022), for the following:
“Promotion from amongst the officials with nine years of regular service in the Driver Grade-II in the pay scale of Rs. 3,050-75-4,590”
- 13 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(d)(iv) (w.e.f. 08.06.2016), for the following:
“¹⁹[Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] holding equivalent post or with 9 years of regular service as Driver Grade-II who possess the following qualifications:-
(i) Pass in 8th Standard (ii) possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles).”
- 14 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(b)(iv) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 15 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b)(iv) (w.e.f. 24.03.2022), for the following:
“Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies holding equivalent post or with nine years of regular service as Driver Grade-II who possess the following qualifications:- (i) Pass in 8th Standard (ii) possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles)”
- 16 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(d)(v) (w.e.f. 08.06.2016), for the following:
“Not exceeding 45 years.”
- 17 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(b)(v) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 18 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(b)(v) (w.e.f. 24.03.2022), for the following:
“Not exceeding 45 years”
- 19 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(e)(B) (w.e.f. 31.12.2008), for the following:
“Officials of Central/State/PSUs”

			test specified by the Government]]]		
1 ² [Staff Car Driver (Grade-II)]]	3 ⁴ [5 ⁶ [Promotion]]]]]	7 ⁸ [9[Not Applicable]]]	10 ¹¹ [12[Promotion from amongst the officials who have completed nine years of regular service in the Staff Car Driver (Ordinary Grade) in Pay Level – 2 of the Seventh Central Pay Commission and	13 ¹⁴ [15[Not Applicable]]]	16 ¹⁷ [18[Not Applicable]]]

- 1 Subs. by the Fourth Amendment Regulations, 2005, reg. 2(iii) (w.e.f. 10.05.2005), for the following:
“Driver”
- 2 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c) (w.e.f. 24.03.2022), for the following:
“Driver Grade-II”
- 3 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(e)(A) (w.e.f. 31.12.2008), for the following:
“Promotion/DR/Deputation”
- 4 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(e)(i) (w.e.f. 08.06.2016), for the following:
“Promotion/Deputation/Absorption/ Direct Recruitment”
- 5 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(c)(i) (w.e.f. 27.07.2017), for the following:
“Promotion”
- 6 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c)(i) (w.e.f. 24.03.2022), for the following:
“Promotion/Deputation/Absorption/Direct Recruitment”
- 7 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(e)(ii) (w.e.f. 08.06.2016), for the following:
“(i) 8th Pass (ii) possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) (iv) experience of driving of motor cars for 3 years”
- 8 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(c)(ii) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 9 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c)(ii) (w.e.f. 24.03.2022), for the following:
“(i) 8th Pass, (ii) Possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles), (iv) experience of driving of motor cars for three years.”
- 10 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(e)(iii) (w.e.f. 08.06.2016), for the following:
“Attendant who possesses the following-
(i) Pass in 8th Standard, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles), (iv) experience of driving of motor cars for 3 years”
- 11 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(c)(iii) (w.e.f. 27.07.2017), for the following:
“Promotion from amongst the officials with nine years of regular service in the Driver (Ordinary Grade) in the pay band-I (Rs. 5200-20200) with Grade pay of Rs. 1900.”
- 12 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c)(iii) (w.e.f. 24.03.2022), for the following:
“Attendant who possesses the following– (i) pass in 8th Standard, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving of motor cars for three years.”
- 13 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(e)(iv) (w.e.f. 08.06.2016), for the following:
“¹⁹[Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] holding equivalent post or Attendant/Group D employee who possesses the following- (i) Pass in 8th Standard (ii) possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) (iv) experience of driving of motor cars for 3 years.”
- 14 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(c)(iv) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 15 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c)(iv) (w.e.f. 24.03.2022), for the following:
“Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies holding equivalent post or with 9 years of regular service as Driver Grade-II who possesses the following qualifications:- (i) Pass in 8th Standard (ii) possessing a valid driving licence for motor cars (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles)”
- 16 Subs. by the Eleventh Amendment Regulations, 2016, reg. 9(e)(v) (w.e.f. 08.06.2016), for the following:
“Not exceeding 40 years”
- 17 Subs. by the Twelfth Amendment Regulations, 2017, reg. 7(c)(v) (w.e.f. 27.07.2017), for the following:
“Not Applicable”
- 18 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(c)(v) (w.e.f. 24.03.2022), for the following:
“Not exceeding 40 years”
- 19 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(e)(B) (w.e.f. 31.12.2008), for the following:
“Officials of Central/State/PSUs”

			have passed the trade test specified by the Government]]]		
¹ [Staff Car Driver (Ordinary Grade)]	² [Promotion/ Deputation/ Absorption/ Direct Recruitment]	³ [(i) passed 8th standard, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving a motor car for three years]	⁴ [Multi Tasking Staff who possesses the following – (i) passed 8th standard (ii) a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving a motor cars for three years]	⁵ [Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies holding equivalent post or Multi Tasking Staff who possesses the following – (i) passed 8th standard (ii) a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving a motor car for three years]	⁶ [Not exceeding forty years]

1 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d) (w.e.f. 24.03.2022)

2 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d)(i) (w.e.f. 24.03.2022)

3 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d)(ii) (w.e.f. 24.03.2022)

4 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d)(iii) (w.e.f. 24.03.2022)

5 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d)(iv) (w.e.f. 24.03.2022)

6 Ins. by the Fourteenth Amendment Regulations, 2022, reg. 4(d)(v) (w.e.f. 24.03.2022)

1 ² [*** *]]	3 ⁴ [*** *]]	5 ⁶ [*** *]]	7 ⁸ [*** *]]	9 ¹⁰ [*** *]]	11 ¹² [*** *]]
13[Photo Copy Machine Operator (Senior Grade)	Promotion	Not Applicable	Photo Copy Machine Operator with eight years of regular service in the grade.	Not Applicable	Not Applicable]
14[Photo Copy Machine Operator	15[Promotion / Deputation/ Absorption/ Direct Recruitment]	(i) Matriculation (ii) One year experience of operating photocopy machines	(i) 3 years regular service in group 'D' (ii) One year experience of operating photocopy machines	16[Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies having the following qualifications and experience namely:-] (i) Matriculation (ii) One year experience of operating photocopy machines	Not exceeding 40 years
Despatch Rider	17[Promotion / Deputation/	(i) 8th Pass (ii) Possession of a valid	(i) 3 years regular service in Group 'D'	18[Officials of the Central Government,	Not exceeding 40 years]

1 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f) (w.e.f. 08.06.2016)

2 Del. the words "Driver (Ordinary Grade)" by the Twelfth Amendment Regulations, 2017, reg. 7(d) (w.e.f. 27.07.2017)

3 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f)(i) (w.e.f. 08.06.2016)

4 Del. the words "Promotion/Deputation/Absorption/Direct Recruitment" by the Twelfth Amendment Regulations, 2017, reg. 7(d)(i) (w.e.f. 27.07.2017)

5 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f)(ii) (w.e.f. 08.06.2016)

6 Del. the words "(i) 8th pass, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving of motor cars for three years" by the Twelfth Amendment Regulations, 2017, reg. 7(d)(ii) (w.e.f. 27.07.2017)

7 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f)(iii) (w.e.f. 08.06.2016)

8 Del. the words "Attendant who possesses the following- (i) pass in 8th Standard, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving of motor cars for three years" by the Twelfth Amendment Regulations, 2017, reg. 7(d)(iii) (w.e.f. 27.07.2017)

9 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f)(iv) (w.e.f. 08.06.2016)

10 Del. the words "Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies holding equivalent post or Attendant/Group D employee who possesses the following- (i) pass in 8th Standard, (ii) possessing a valid driving licence for motor cars, (iii) knowledge of motor mechanism (should be able to remove minor defects in vehicles) and (iv) experience of driving of motor cars for three years" by the Twelfth Amendment Regulations, 2017, reg. 7(d)(iv) (w.e.f. 27.07.2017)

11 Ins. by the Eleventh Amendment Regulations, 2016, reg. 9(f)(v) (w.e.f. 08.06.2016)

12 Del. the words "Not exceeding forty years" by the Twelfth Amendment Regulations, 2017, reg. 7(d)(v) (w.e.f. 27.07.2017)

13 Ins. by the Seventh Amendment Regulations, 2008, reg. 17(f) (w.e.f. 31.12.2008)

14 Ins. by the First Amendment Regulations, 2004, reg. 2(iii) (w.e.f. 22.01.2004)

15 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(g)(A) (w.e.f. 31.12.2008), for the following:

"BY TRANSFER ON DEPUTATION FAILING WHICH BY PROMOTION/DIRECT RECRUITMENT"

16 Ins. by the Seventh Amendment Regulations, 2008, reg. 17(g)(B) (w.e.f. 31.12.2008)

17 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(g)(A) (w.e.f. 31.12.2008), for the following:

"By transfer on deputation failing which by promotion/direct recruitment"

18 Ins. by the Seventh Amendment Regulations, 2008, reg. 17(g)(B) (w.e.f. 31.12.2008)

	Absorption/ Direct Recruitment]	driving licence for motorcycle/auto rickshaw; (iii) Knowledge of motorcycle/ auto rickshaw mechanism to be able to remove minor defects in the vehicle; (iv) Two years experience of driving motorcycle or autorickshaw; (v) ability to read English and Hindi.	(ii) Possession of a valid driving licence for motorcycle/auto rickshaw; (iii) Knowledge of motorcycle/ auto rickshaw mechanism to be able to remove minor defects in the vehicle; (iv) Two years experience of driving motorcycle or auto rickshaw; (v) ability to read English and Hindi.	Public Sector Undertakings and Statutory and Autonomous Bodies having the following qualifications and experience namely:-] (i) 8th Pass (ii) Possession of a valid driving licence for motorcycle/ auto rickshaw; (iii) Knowledge of motorcycle/ auto rickshaw mechanism to be able to remove minor defects in the vehicle; (iv) Two years experience of driving motorcycle or autorickshaw; (v) ability to read English and Hindi.	
¹ [Multi Tasking Staff]	² [Deputation/ Absorption/ Direct Recruitment]	Eighth Standard pass. Should be able to read and write English.	N.A.	³ [Officials of the Central Government, Public Sector Undertakings and Statutory and Autonomous Bodies] holding equivalent post	Not exceeding 40 years

1 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 4(e) (w.e.f. 24.03.2022), for the following:
“Attendant”

2 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(h)(A) (w.e.f. 31.12.2008), for the following:
“DR/deputation”

3 Subs. by the Seventh Amendment Regulations, 2008, reg. 17(h)(B) (w.e.f. 31.12.2008), for the following:
“Officials of Central/State Govt./ PSUs”

¹[**Note 1.**— The maximum age for persons to be appointed on deputation to the posts of Assistant, Personal Assistant, Lower Division Clerk, Driver (Grade I) Driver (Grade II), Photo Copy Machine Operator, Despatch Rider, and Attendant, shall in no case exceed fifty six years on the date of closing of applications for filling up the posts.

Note 2.— The persons appointed, before the commencement of the Telecom Regulatory Authority of India (Officers and Staff Appointment) (Seventh Amendment) Regulations, 2008, and holding posts in the feeder grade, shall continue to be considered for promotion to such next higher post and all other provisions of the Telecom Regulatory Authority of India (Officers and Staff Appointment) Regulation, 2001 (2 of 2001), as they stood before such commencement, shall continue to apply to such persons appointed before such amendment.

Note 3.— The ex-servicemen and persons having training in basic and refresher courses in Home guards and civil Defence shall be given preference for appointment/promotion to the posts of Driver (Grade I), Driver (Grade II), Photo Copy Machine Operator (Senior grade), Photo Copy Machine Operator, Despatch Rider, and Attendant.

Note 4.— Mere fulfillment of eligibility criteria as specified in these Regulations, will not confer a right upon any individual for claiming promotion to the next higher grade. Cases for promotion would be considered subject to administrative expediency keeping in view availability of vacancies in the next higher grade.]

²[**Note 5.** – The present modification shall be without prejudice to the validity of anything previously done under the Regulation.]

1 Ins. by the Seventh Amendment Regulations, 2008, reg. 17(i) (w.e.f. 31.12.2008)

2 Ins. by the Twelfth Amendment Regulations, 2017, reg. 7(e) (w.e.f. 27.07.2017)

Schedule III

Sl. No.	Name of the post	Composition of the Selection Committee.	
1.	Secretary	Chairperson, TRAI Members, TRAI	Chairman Member
2.	Principal Advisor/Advisor	Chairperson, TRAI Members, TRAI	Chairman Member
3.	¹ [Joint Advisor/Staff Officer]	Member, TRAI Secretary Advisor of concerned Division	Chairman Member Member
4.	Deputy Advisor & equivalent	Secretary Advisor (² [A&P]) Advisor of Concerned Division	Chairman Member Member
5.	Senior Research Officer & equivalent	-do-	-do-
*[6.	³ [⁴ Technical Officer]]	-do-	-do-]
7	Section Officer & equivalent	Advisor (² [A&P]) Jt./Dy. Advisor (² [A&P]) Jt./Dy. Advisor (⁵ [FA])	Chairman Member Member
⁶ [8	Assistant & equivalent	Advisor [(A&P)] Jt./Dy. Advisor Sr. Research Officer	Other than A&P division
9	Stenographer Lower Division Clerk	Jt/Dy. Advisor [(A&P)] Sr. Research Officer Sr. Research Officer	Other than A&P division

1 Subs. by the Seventh Amendment Regulations, 2008, reg. 18(a) (w.e.f. 31.12.2008), for the following:
"Joint Advisor"

2 Subs. by the Fifth Amendment Regulations, 2006, reg. 4 (w.e.f. 26.05.2006), for the following:
"A&L"

* Ins. by Corrigendum (appear in Hindi version)

3 Subs. by the Eleventh Amendment Regulations, 2016, reg. 10(a) (w.e.f. 08.06.2016), for the following:
"Technical Officer"

4 Subs. by the Twelfth Amendment Regulations, 2017, reg. 8(a) (w.e.f. 27.07.2017), for the following:
"Technical Officer & Technical Officer (Engineering)"

5 Subs. by the Fifth Amendment Regulations, 2006, reg. 4 (w.e.f. 26.05.2006), for the following:
"(F&A)"

6 Subs. by the Seventh Amendment Regulations, 2008, reg. 18(b) (w.e.f. 31.12.2008), for the following:

8.	Assistant. & equivalent	Advisor (² [A&P]) Jt./Dy. Advisor (² [A&P]) Sr. Research Officer (² [A&P])	Chairman Member Member
9.	Stenographer & Lower Division Clerk	Jt/Dy. Advisor (² [A&P]) Sr. R. O. (² [A&P]) Sr. R. O. (GA)	Chairman Member Member
⁷ [9A	Photo Copy Machine Operator/ Despatch Rider	Jt/Dy. Advisor (² [A&P]) Sr. R.O (² [A&P]) Sr. R.O (GA)	Chairman Member Member
⁸ [10.	Driver (Grade-I) Driver (Grade-II)	Jt/Dy Advisor (² [A&P]) SRO (A&P) SRO (GA)	Chairman Member Member]
⁹ [11.	Attendant	Section Officer (² [A&P]) Section Officer (GA-I) Section Officer (GA-II)	Chairman Member Member

7 Ins. by the First Amendment Regulations, 2004, reg. 2(iv) (w.e.f. 22.01.2004)

8 Ins. by the Fourth Amendment Regulations, 2005, reg. 2(iv) (w.e.f. 10.05.2005)

9 Subs. by the Fourth Amendment Regulations, 2005, reg. 2(iv) (w.e.f. 10.05.2005), for the following:
"10"

9A	Photocopy Machine Operator (Senior Grade)/Photocopy Machine Operator/Despatch Rider	Jt/Dy Advisor [(A&P)] Sr. Research Officer Sr. Research Officer	Other than A&P division
10	¹ [* * * *] ³ [Staff Car Driver (Special Grade)/ Staff Car Driver (Grade-I)/Staff Car Driver (Grade-II)/Staff Car Driver (Ordinary Grade)] ⁴ [* * * *]	Jt/Dy Advisor [(A&P)] Sr. Research Officer Sr. Research Officer	Other than A&P division
11	⁵ [Multi Tasking Staff]	Jt/Dy/ Advisor [(A&P)] Sr. Research Officer Sr. Research Officer	Other than A&P division]

Y. K. GAIHA, Advisor (A&P)
[ADVT-III/IV/Exty/142/2000]

1 Subs. by the Eleventh Amendment Regulations, 2016, reg. 10(b) (w.e.f. 08.06.2016), for the following:

“Driver (Grade-I)
Driver (Grade-II)”

2 Del. the words “Driver (Special Grade)” by the Twelfth Amendment Regulations, 2017, reg. 8(b) (w.e.f. 27.07.2017)

3 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 5(a) (w.e.f. 24.03.2022), for the following:

“Driver (Grade I)
Driver (Grade II)”

4 Del. the words “Driver (Ordinary Grade)” by the Twelfth Amendment Regulations, 2017, reg. 8(b) (w.e.f. 27.07.2017)

5 Subs. by the Fourteenth Amendment Regulations, 2022, reg. 5(b) (w.e.f. 24.03.2022), for the following:

“Attendant”