TELECOMMUNICATIONS CONSULTANTS INDIA LIMITED
(A Government of India Enterprise)

Advt. No.: TCIL/11/970/2026/Vig **Date: 13/11/2026**

Advertisement for Empanelment of retired Govt. officers/retired CPSE officers as Inquiry Officers to Conduct Departmental Inquiry

Telecommunications Consultants India Limited (TCIL), a prime engineering and consultancy company, is a Mini Ratna Category-I wholly owned Government of India Public Sector Enterprise under the administrative control of the Department of Telecommunications (DoT), Ministry of Communications, Government of India. TCIL was set up in 1978 for providing Indian telecom expertise in all fields of telecom, Civil and IT to developing countries around the world. The Company's core competence is in the fields of Switching, Transmission Systems, Cellular services, Rural Telecommunication, Optical fibre based backbone trans systems, IT & Networking Solutions, Application Software, e-Governance and also Civil construction projects.

TCIL invites applications from retired officers of the Central Government and Public Sector Undertakings (PSUs) for empanelment as Inquiry Officers to conduct departmental inquiries in TCIL.

TERMS AND CONDITIONS OF EMPANELMENT OF INQUIRY OFFICERS

1. Tenure:

- The panel created for the above purpose will be valid for a period of **THREE YEARS**.

2. Eligibility Criteria:

- Retired officers of the rank of Deputy Secretary in Central Government / Joint General Manager, JGM in Schedule A PSUs or holding equivalent or higher scales

- Equivalent scales of Deputy Secretary in Central Government are as below:

  i. Rs 5550-6870 (IDA) Pre 01/01/1992
  ii. Rs 7500-9900 (IDA) Post 01/01/1992
  iii. Rs 17500-22300 (IDA) Post 01/01/1997
  iv. Rs 36600-62000 (IDA) Post 01/01/2007
  v. Rs 90000-240000 (IDA) Post 01/01/2017
  vi. Rs 12000-16500 (CDA) Pre-revised
  vii. Rs 15600-39100+ GP 7600 (CDA)
  viii. Rs 78800-209200 (Level 12) CDA

3. Other Terms and Conditions:

4.1 The officer should not have been penalized in a disciplinary proceeding case (No penalty in disciplinary proceedings or No prosecution in criminal case) during service or post-retirement. The officer shall submit an undertaking to this effect

4.2 The number of disciplinary cases assigned to an inquiry Officer shall be restricted to 08 cases in a year, with no more than 04 cases at a time.

4.3 After being selected as Inquiry Officer, the following Undertaking shall be given:

i. That he/ she is not a witness or a complainant in the matter to be inquired into or a close relative or a known friend of the delinquent employee. A certificate to this effect shall be obtained from the Inquiry Officer with respect to every inquiry and placed on record;

ii. That he/ she shall maintain strict secrecy in relation to the documents he/she receives or information/ data collected by him / her in connection with the Inquiry and utilize the same only for the purpose of Inquiry in the case entrusted to him/ her.

4.4 No such documents/information or data shall be divulged to anyone during the Inquiry or after presentation of the Inquiry Report. All the records, reports etc. available with the Inquiry Officer shall be duly returned to the authority which appointed him/her as such, at the time of presentation of the Inquiry Report.

4.5 For Outstation cases the Inquiry Officer shall conduct the inquiry proceedings at a location taking into account the availability of records, station/place where the misconduct occurred as well as the convenience of the witnesses/PO etc. Video Conferencing should be utilized to the maximum extent possible to minimize travel undertaken by the IO/PO/CO.

4.6 For Outstation cases the Inquiry Officer shall undertake travel for conducting inquiry (in unavoidable circumstances) with the approval of the competent authority.

4.7 The Inquiry Officer shall submit the inquiry report after completing the inquiry within 180 days from the date of his/her appointment as the Inquiry Officer. Extension of time beyond 180 days can be granted only by the competent authority.

4.8 The honorarium and other allowances payable to the Inquiry Officer shall be as per the applicable entitlements given under:

S.No.	Items	Category		Rate per case (In Rs.)	
				For retired Govt. Servants	For retired PSU Executives
1	Honorarium*	I	Where the number of witnesses cited in the charge sheet is more than 10	An amount equal to 90% of the monthly basic pension drawn	An amount equal to 45% of the last drawn Basic pay
		II	Where the number of witnesses cited in the charge sheet are between 6-10	An amount equal to 70% of the monthly basic pension drawn	An amount equal to 35% of the last drawn Basic pay
		III	Where the number of witnesses cited in the charge sheet is less than 6	An amount equal to 60% of the monthly basic pension drawn	An amount equal to 30% of the last drawn Basic pay

2	Transport Allowance		Rs.40,000/- per case Subject to the condition that for outstation journey, the actual expenses for air travel/railways AC1 journey will be reimbursed in addition. (Subject to the approval of the competent authority and the outstation journey will be performed in the cheapest of the entitled class as per their status before retirement and tickets will be arranged by TCIL. Similarly, travelling by train would also be permissible/ restricted as per the fare of class entitled to the officer before retirement.		
3	Secretarial Assistance	I	Where the number of witnesses cited in the charge sheet is more than 10	Rs.40,000/-	Rs.40,000/-
		II	Where the number of witnesses cited in the charge sheet are between 6-10	Rs.30,000/-	Rs.30,000/-
		III	Where the number of witnesses cited in the charge sheet is less than 6	Rs.20,000/-	Rs.20,000/-
4	In case of common disciplinary proceedings, an additional amount of honorarium of Rs.5000/- will be payable to Inquiry Officer for every additional charged officer.				

*This Honorarium would include work of preparation of Inquiry Report.

6. Removal from Empanelment:

- Empanelment as IO can be terminated at any time for performance-related or any other reasons, after seeing a Show Cause Notice to the empaneled IO, to be replied within 30 days from the date of issuance of such Notice. Such Show Cause Notice shall preferably be issued by Speed post and email.

7. Removal as Inquiry Officer:

- Disciplinary Authority who appointed him/ her as Inquiry Officer may, for reasons to be recorded in writing, divest him from the charge of IO without notice and without communicating any reasons, and in such case, no remuneration shall be paid to the IO.

8. Miscellaneous:

- The Inquiry Officer shall not engage himself/herself in any other professional work or service, which is likely to conflict with the performance of his/ her duties as Inquiry Officer during the Inquiry.
- TCIL reserves the right to reject any or all applications without assigning any reason(s) thereto. TCIL reserves the right to change/modify/cancel the terms and conditions of the empanelment without assigning any reason or notice thereof
- Inquiry Officer appointed in terms of this notification shall conduct Inquiry at the place mutually agreed with the Presenting Officer. In case of disagreement regarding the place of Inquiry, the decision of the DA shall be final and binding

9. IMPORTANT DATES:

Date of Commencement of Submission of Application via e-mail: **13.11.2026**
Last Date of receipt of Application**: 04.12.2026**

No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications not submitted as per the prescribed format are liable to be REJECTED.

10. Necessary Instruction for submission of Application:

i. Before applying, the candidate should ensure he/she fulfills the eligibility criteria and other norms mentioned in the advertisement.
ii. TCIL reserves the right to cancel the empanelment process at any stage.
iii. TCIL reserves the right to shortlist applications for interview and not bound to call all candidates meeting the eligibility criteria. The selection shall be based on recommendations by a screening committee nominated for the purpose by the Competent Authority.
iv. The decision of TCIL in all matters will be final and binding, and no correspondence in this regard will be entertained.
v. Incomplete/unsigned applications and applications received after the last date of submission will not be entertained.
vi. Interested candidates should email the signed and scanned copy of their applications at the following email id:
pinky.rani@tcil.net.in

vii. The candidates should write Advertisement No. **TCIL/11/970/2026/Vig** in the subject and send the duly filled in application form along with its enclosures on or before last date of submission.
viii. Corrigendum/ Extension etc., if any, shall be published on TCIL's website.