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Air HQ/40811/1/PA-III

Mar 07

HQ WAC, IAF	}	For SOsA
HQ EAC, IAF		
HQ CAC, IAF		
HQ SWAC, IAF		
HQ SAC, IAF		
HQ TC, IAF		
HQ MC, IAF (For SAASO)		
IDS		(ACIDS-DOT)
HQ ANC		(Dy C-in-C)
HQ SFC, IAF		(CSO Ops & Co-Ord)

POLICY : AIRMEN CADRE MANAGEMENT

References : (a) AFO 11/1999
(b) AFO 14/2001
(c) AFO 05/2003

1. The Sgt-level bulge affecting the airmen cadre and its detrimental effects on the cadre on the whole is a well known fact. Even with the recent increase of Est sanctioned by the Govt (to be actually added in phases), the strength of Sgts would still remain considerably above the Est. For any sort of meaningful overhaul of the cadre, the removal of this bulge would be an inescapable step. The bulge has come about due to two main factors:-

(a) A liberal, welfare-oriented policy regarding extensions beyond the term of Regular Engagement (RE) of 20 years, which awards extensions based on the employment needs of the individual with scant emphasis on cadre requirements beyond ensuring that the individual has the basic attributes regarding medical category and disciplinary benchmarks.

(b) Promotion to the rank of Sgt at 13.5 years of service, regardless of est. vacancies.

2. The time taken for promotion to Sgt rank is satisfactory and no change is recommended. However, the present policy regarding grant of extension beyond RE requires a review.

Change in Extension Policy

3. The present Sgt-level bulge is of significant proportions, and would need firm, proactive measures so as to achieve noticeable results within meaningful time frames. The following measures are being taken for implementation:-

(a) Trade and rank-wise (above Sgt level) cadre requirements would be drawn and continuously updated. This would form the basic benchmark for the ideal cadre for the AF, on which cadre management strategy would be based.

(b) The airmen would indicate their willingness or otherwise for extension beyond RE two year prior to RE expiry i.e. on completion of 18th year of service starting from PBOR who are completing 18 years in Sep 07 and whose RE expiry is Sep 2009. To help the PBOR to decide on willingness or otherwise for extension of term of engagement, a rough estimate of vacancies (rank wise and trade wise) likely to arise in the next three years would also be published every year.

(c) A BOO would be convened at AFRO twice a year to identify shortfalls in each rank, trade wise. Vacancies to be filled by extensions would then be worked out on actual requirements, taking into consideration any recently approved additional vacancies and also the manpower allotted to newly formed units from within the existing strength. The BOO would consider airmen who have completed 18 years of service and are willing for extension. The extension panel would be published indicating the list of airmen considered by the BOO. The bi-annual BOO would have a member each from the Adm Branch, D Trg and DMP. The critical requirements to hold HR in a particular trade, in a fleet or for any specialized training imparted would be provided by Dte of MP/Specialist Dte for consideration of the Board of Officers. The applications for extension would be arranged into a trade-wise and rank-wise merit list, and the available vacancies allotted as per merit.

(d) Extensions would be awarded in a controlled and selective manner, where merit would be the key factor (compassionate cases would continue

to be dealt with by this HQ). A trade-wise list of airmen who would be granted extension subject to their medical fitness would be published. The cases of airmen recommended for extension by BOO but not meeting the medical standards would be considered by a condonation board.

No Objection Certificates for Civil Employment and Discharge

4. Presently airmen are granted No Objection Certificate for applying for Civil Posts and subsequently permitted to seek discharge after seven years of service in case they get employment in Central Govt/State Govt/PSUs. The job could be for any Gp A, B, C and even a Gp D post. This results in some PBOR considering the Air Force as only a stepping stone for another career. Even though the number of such individuals may not be alarming, the image of the IAF should also be considered. While an individual could be permitted to seek release in case he was offered a job which ensured better prospects/career enhancement, allowing him to leave for low paid jobs like LDC/Primary school teacher etc would be retrograde step, especially after spending a considerable amount of money on his training; thus this does not seem advisable, though this is the present situation.

5. In view of the above, It has now been decided that airmen shall be allowed to apply for appointment to Civil Central Govt/State Govt/PSU posts carrying higher pay scales only. However, such a restriction will not be applicable to those PBOR who have completed 15 years of service, subject to cadre requirements at that time. NOC for applying for civil posts falling in the above categories would continue to be issued by Air HQ with the overriding condition being the overall cadre requirement in a particular rank/trade. Station/Unit administration would issue NOC to PBOR who have completed 18 years of service and have submitted unwillingness to extend their service or have not been cleared for grant of extension. NOC to PBOR unwilling or not cleared for extension may be granted by the Station/Unit administration for employment by any agency, including the private sector. Airmen granted such NOCs will be allowed to seek discharge in case they are selected for employment in Govt enterprises/PSUs/Private Sector as the case may be. PBOR having undergone specialist training/course/deputation abroad would be allowed discharge after completion of their obligatory period, if any.

Pre Release Courses

6. Presently, airmen can apply for pre-release courses when proceeding on discharge or when unwilling for further extension/when extension is denied to them. Thus the restriction limiting the vacancies is being reviewed, as utilization

of pre-release vacancies would depend on the number of individuals being denied further extension. It goes without saying that such individuals would get preference for PRCs.

Conclusion

7. A holistic view of cadre management has been taken by granting controlled and selective extension of service to airmen based on the overall cadre requirement as well as a more relaxed policy regarding the welfare aspect relating to allowing discharges on compassionate grounds and those seeking alternate careers in civil life. All airmen who are denied extension would be given preference for PRC courses so as to better prepare them for civil life, as well as permitting the issue of NOCs for any job including the Private Sector.

8. This policy on extension and discharge of airmen based on cadre requirement will come into effect from Sep 09 and necessary amendments would be incorporated in the relevant HRP's in due course. Your HQs are requested to disseminate the same to all Stations/Units under your Command.

(DN Ganesh)
AVM
ACAS(PA&C)

