



A COMPENDIUM OF BENEFITS
FOR
OUR
EX-SERVICEMEN



RE-EMPLOYMENT

AMENDMENTS TO RECRUITMENT RULES TO HELP EX-SERVICEMEN TO FIND A SECOND CAREER

1. The States were to amend their recruitment rules in respect of age and educational qualifications for ex-servicemen especially for such posts where military experience in a given discipline or trade is suitable for a second career. Such provisions for providing relaxation in age/educational qualification for ex-servicemen in Central Govt jobs already exist. Similar provisions have been incorporated by a few States in their recruitment rules. The States had been requested, during various meetings of Kendriya Sainik Board, to amend the Recruitment Rules for providing relaxation in age/educational qualifications for ex-servicemen on the lines adopted by the Central Govt.
2. The benefit of relaxation of upper age limit by the length of military service plus three years, at present available for appointment only to reserved vacancies in Groups 'C' and 'D' posts should be extended for appointment also against unreserved vacancies in these groups.
3. The details of amendments incorporated by different States are outlined in succeeding pages.
4. State Govts which have not amended their Recruitment Rules on the lines of Central Govt are requested to do so at an early date.

EMPLOYMENT BENEFITS – AMENDMENT TO RECRUITMENT RULES

RSB CODE	STATE/UT	WHETHER AMENDED	BRIEF DESCRIPTION OF AMENDMENT
1	ANDHRA PRADESH	YES	Age relaxation upto 3 years in addition to the period of service with 2% reservation to ex-Servicemen.
2	ARUNACHAL PRADESH	NO	The Govt of Arunachal Pradesh has not made separate recruitment rules for ESM. The Rules made by Central Govt is applicable in the State of Arunachal Pradesh.
3	ASSAM	NIL	Not applicable
4	BIHAR	YES	Employment upto the age of 53 years.
5	CHHATTISGARH	YES	Service rendered in Defence Forces is reduced from the actual age plus a further allowance of 3 years in age is given to the applicant.
6	DELHI	YES	Relaxation are provided as per the Rules of Central Govt.
7	GOA	YES	[a] For posts, where graduation is required ESM having 15 years service considered as graduate. [b] Number of years of actual Military Service reduced from age, for recruitment in state service.
8	GUJARAT	NO	Not applicable
9	HARYANA	YES	Circular No. .4170-5GS-70/189 dt 15-07-90
10	HIMACHAL PRADESH	YES	ESM are given relaxation in age only.
11	JAMMU AND KASHMIR	YES	Vide SRO-286 dt 02 SEP 2003, only ESM are recruited up to the age of 52 years.
12	JHARKHAND	YES	Age relaxation upto 3 years in addition to the period of service and only upto the age of 53.
13	KARNATAKA	NO	Total service rendered in Armed Forces+3 years.

14	KERALA	YES	Age relaxation, total service+5 years. Educational qualification as approved by Govt of India.
15	MADHYA PRADESH	YES	In Rule 6 after sub Rule (2) & 2(A), 2(B) and 6A vide MP Govt, GAD Order No. F. C-3-386-3-I dt 23 FEB 87.
16	MAHARASHTRA	YES	Relaxation in education and age for recruitment to class III and class IV posts vide Govt of Maharashtra, Gen Adm Deptt Circular No. Rta-1079/0/482/xvi- a dt 16 apr 1981
17	MANIPUR	NO	Nil
18	MEGHALAYA	NO	Nil
19	MIZORAM	YES	Service rendered in Armed Forces is reduced from the actual age plus a further allowance of 3 years in age is given to ESM
20	NAGALAND	YES	Nil
21	ORISSA	NO	Age Relaxation for ESM for five years for Class-B posts actual age-total service in Armed Forces for Class-C and D Posts
22	PUNJAB	YES	Group'A' Age of D.S.W, Punjab. Director Sainik Welfare shall be initially appointed for two years and extendable by a period not exceeding two years at a time subject to satisfactory performance. But no extension shall be granted after four years service or 60 years of age, which ever is earlier (copy of Notification dt 09.06.06) (b) Qualification of DSWO is an ex-Indian Commissioned Officer of the Rank of the Colonel/Lt Colonel or equivalent rank of the Indian Navy or Indian Air Force (Notification dt 09.06.06)
23	RAJASTHAN	YES	Age relaxation upto 50 yrs.
24	SIKKIM	NO	Service period of ESM/serving personnel be deducted from the actual age. Notification no. 157/gen/estt dt.20.08.1998
25	TAMIL NADU	YES	Age limit 53 years for SC/ST and 48 for others.
26	TRIPURA	YES	Age and educational qualification relaxation have been provided in the recruitment rules.
27	UTTRAKHAND	YES	Service rendered in Armed Forces is reduced from the actual age plus a further allowance of 3 years in age is given to ESM
28	UTTAR PRADESH	-	Authority GO No.25/5/1986-karmik-2/1992 dated 28 Apr 92
29	WEST BENGAL	NO	-
30	A AND NICOBAR UT	Nil	Nil
31	CHANDIGARH UT	YES	Govt of India, MoD Dept of ESM Welfare, New Delhi letter No 10(4)/Vs(I&C)/D(Res)/09 dated 06 Aug 2009 .
32	PUDUCHERRY UT	NO	Nil

RE-EMPLOYMENT BENEFITS - RESERVATIONS

LATERAL INDUCTION INTO GROUP 'A' & 'B' POSTS DURING THE LAST YEAR OF SERVICE

1. During the various meetings of Kendriya Sainik Board, the issue of reservation to ex-servicemen in jobs has been discussed, It was observed that certain States were providing reservation in Govt jobs from 2 to 10% in Group 'C' & 'D' posts but majority of the States are not providing reservations in Group 'A' & Group 'B' posts. Also jobs were not being provided against reserved vacancies as the subject of reservation of ESM did not have statutory backing and ban on fresh recruitments by the States was another cause. It is the general opinion that there is requirement of automatic placement of retiring service personnel in suitable civil jobs so that they could continue to be employed in Govt jobs upto the age of 60 years.

2. The details of reservations provided by State/UTs in Gp 'A', 'B', 'C' and 'D' posts are shown in succeeding page.

3. The State Govts which have not extended reservation in jobs in Gp 'A', 'B' and 'C' are requested to do so at an early date. In view of the abolition of Gp 'D', the reservation may be extended in Gp 'B' and 'C' as well.

CARRY FORWARD OF RESERVED VACANCIES

4. The HLC had recommended that the reserved vacancies of ex-servicemen be kept vacant and carried forward for at least one year before these are de-reserved and filled by others. The Hon'ble Raksha Mantri had also made similar request to the States without reservations for ex-servicemen to make such reservations, introduce regular monitoring system through roster and carry forward unutilized reserved vacancies, at least for one year. All those States which have not made provision for carry forward of reserved vacancies are requested to implement the same.

INDUCTION OF EX-SERVICEMEN AT SUITABLE LEVELS IN STATE POLICE FORCE

5. During various meetings of the KSB, the point regarding induction of ex-servicemen at suitable levels in State Police was discussed and the State Govts requested to make provisions in this regard. The details of induction in the State Police force by different States are given in the succeeding pages. State Govts which do not have the provision for induction in State Police Forces are requested to do so at the earliest.

RE-EMPLOYMENT BENEFITS – RESERVATIONS

Sl. No.	STATE/UT	RESERVATION IN STATE GOVT JOBS				CARRY FORWARD RESERVED VACANCIES	INDUCTION AT SUITABLE LEVELS IN STATE POLICE FORCE
		GP 'A' %	GP 'B' %	GP 'C' %	GP 'D' %		
1	ANDHRA PRADESH	0	0	2	2	YES	YES
2	ARUNACHAL PRADESH	0	0	10	20	NO	NO
3	ASSAM	0	0	2	2	YES	NO
4	BIHAR	0	0	0	0	NO PRIORITY GP C & D	YES
5	CHHATTISGARH	-	-	10	20	NO	NO
6	DELHI	0	0	10 14	20 24.5	YES	YES
7	GOA	0	0	2	2	YES	YES
8	GUJARAT	01	01	10	20	NO	NO (Physical Std Test relaxed for Constable / PSI in Police & PSI (Unarmed) / Constable (armed/unarmed) in SRP)
9	HARYANA	5	5	14	14	NO	YES
10	HIMACHAL PRADESH	15	15	15	15	YES	NO
11	JAMMU AND KASHMIR	0	0	6*	6*	NO	NO
12	JHARKHAND**	NIL	NIL	NIL	NIL	NIL	NIL
13	KARNATAKA	10	10	10	10	NO	NO
14	KERALA	0	0	0	0	NO	NO
15	MADHYA PRADESH	-	-	10	20	NO	YES (Phy std test relaxed)

16	MAHARASHTRA	0	0	15	15	Yes for One year	for constable only) Yes 15% Reservation
17	MANIPUR	0	2	3	5	NO	NO
18	MEGHALAYA	0	0	0	0	NO	NO (Case for 5% res for specific posts in the State Police and Home Guards has taken up with State Govt. Decision of Govt is still awaited).
19	MIZORAM	0	0	10	20	NO	NO
20	NAGALAND	0	0	5	5	YES	NO. (Re-employment under 5% reservation policies in constable rank only. Grant of rank held in the Army on honorary basis is under consideration.)
21	ORISSA	0	3	3	3	NO	YES
22	PUNJAB	13	13	13	13	YES	YES
23	RAJASTHAN	0	0	12.5	15	YES	YES
24	SIKKIM	0	0	02	02	NO	YES
25	TAMIL NADU	0	0	5	10	NO	NO #
26	TRIPURA	Nil	Nil	2	2	YES	YES
27	UTTRAKHAND	-	-	5	5	YES	YES
28	UTTAR PRADESH	0	0	5	5	YES	YES
29	WEST BENGAL	0	0	5	10	NO	No (Induction is only at constable level). 501 constables are being recruited during 2010 under a special scheme only from men category.
30	ANDAMAN AND NICOBAR (UT)	-	-	1	1	NO	YES
31	CHANDIGARH (UT)	-	-	10	20	NO	YES
32	PUDUCHERRY (UT)	0	0	10	20	NO	YES

(*) Horizontal. 2500 SPOs employed in Police on consolidated salary of Rs. 3,000/- p.m.

(**) 3000 and 1250 vacancies in Special Auxiliary Police and Wardens in Jails on contractual basis for ESM in Jharkhand.

(#) As grade second constables ESM, within 3 years of discharge and below 45 years have exempted from physical measurement & physical efficiency test, for the posts of drivers, auto mechanic, auto electricians and armourers.