

Tele : 23377171

Air Headquarters  
Vayu Bhawan  
New Delhi-110011

Air HQ/40722/PA(RC)

27 Jun 02

HQ WAC, IAF  
HQ EAC, IAF  
HQ CAC, IAF  
HQ SWAC, IAF  
HQ SAC, IAF  
HQ TC, IAF  
HQ MC, IAF  
HQ A&N Command  
Port Blair-744 102

For SOsA/SAASO

**CIVIL EMPLOYMENT FOR AIRMEN DURING  
LAST 18 MONTHS OF SERVICE**

1. Further to this HQ letter of even number dated 22 Nov 99.
2. To improve resettlement prospects of PBOR, it has been decided to permit airmen to apply for civil posts in Central/State Govt Organisations and PSUs on giving unwillingness for further extension of service. However, they should have completed eighteen and a half years of service. The procedure for applying for civil posts remains the same.
3. Modified "No Objection Certificate" will be issued as per the specimen attached at appendix and countersigned by AOC/Stn Cdr, on a specific written request from the individual.

(F H Major)  
A V M  
ACAS(PA&C)  
For AOP

Encl. : As stated.

Appendix to  
Air HQ/40722/PA(RC) dated 27 Jun 02

-  
**NO OBJECTION CERTIFICATE**  
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1. Service No..... Rank .....Name & initials .....

Trade..... was enrolled in the Indian Air Force on .....(date).

2. His present term of engagement will expire on ..... . He has submitted unwillingness for further extension of service and as such, he is due for discharge from service with effect from ..... .

3. He is permitted to register his name with Employment Exchange and to appear for any competitive examination. He is also permitted to accept any civil post in Central/State Government Organisations and Public Sector Undertakings.

Date :

Signature of AOC/Stn Cdr/CO

Tele : 3377171

Air Headquarters  
Vayu Bhawan  
New Delhi-110011

Air HQ/40722/PA(RC)

22 Nov 99

HQ WAC, IAF  
HQ EAC, IAF  
HQ CAC, IAF  
HQ SWAC, IAF  
HQ SAC, IAF  
HQ TC, IAF  
HQ MC, IAF

For SOsA/SAASO

### **CIVIL EMPLOYMENT FOR AIRMEN DURING LAST YEAR OF SERVICE**

1. To enhance the rehabilitation avenues for the outgoing airmen, it has been decided to permit them to apply for civil posts in Central/State Govt Organisations and Public Sector Undertakings (PSUs) during the last year of their service, provided they would be completing 19 years in the Air Force. Whilst this provision would continue to be availed of the following procedure for applying for the civil posts will be henceforth adhered to:-

(a) Applications from the eligible airmen will be forwarded by Stn/Unit Cdrs directly to the prospective employers under intimation to AFRO.

(b) In the event of any requirement of furnishing 'No Objection Certificate' (NOC) from Air Force to the civil employer, the NOC will be issued by CO Unit as per specimen attached at Appendix and countersigned by AOC/Station Commander on specific written request from the individual.

(c) Duplicate copy of the NOC is to be forwarded to AFRO for retention in the personal records of airman.

(d) In case any airman is selected and gets an offer for employment, he will be required to apply for discharge through Command HQ to AFRO under para 1 (h) of AFO 04/95. A photostat/CTC copy of the appointment letter issued by the civil employer is to be enclosed while forwarding the application for discharge to AFRO.

2. The airman will take up the employment, only after approval has been accorded for discharge from service by the competent authority at this HQ.

3. This supersedes all previous correspondence on the subject issued by this HQ.

(HS Sidhu)  
Air Vice Marshal  
Assistant Chief of Air Staff(PA&C)  
for AOP

**AFO 18**  
**AIR FORCE ORDER**

**BY**

**AIR CHIEF MARSHAL AY TIPNIS**  
**PVSM AVSM VM ADC**  
**CHIEF OF THE AIR STAFF**

**No 18**

**AIR HEADQUARTERS**

**NEW DELHI, Friday, 07 September, 2001**

**PERMISSION TO AIRMEN/NCs (E) FOR APPLYING FOR**  
**CIVIL POSTS/SERVICES UNDER CENTRAL/STATE GOVTS**  
**AND PUBLIC SECTOR UNDERTAKINGS**

1. Airmen/NCs (E) who have completed 15 years of their engagement period are permitted to apply for civil posts under Central/State Govts and equivalent jobs in PSUs.

2. This AFO deals with the procedure to be followed when an Airman/NC (E) applies for a civil post under Central/State/PSUs. Eligible Airmen/NCs (E) desirous of applying for civil posts will route their applications to the concerned department/employer through Air HQ (Dte of PA). While recommending such applications/bio-data, unit Commanders/Station Adjutant will ensure that the post for which the application is being recommended belongs to civil posts under Central/State and PSUs and that the Airmen/NCs (E) have completed 15 years service in Air Force including training period. Unit Commanders will also ensure that the application/bio-data does not contain any classified information.

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3. Airmen/NCs (E) who have given undertaking to serve for a particular period (after undergoing courses within the country/abroad posting/deputation abroad, NIS qualified coaches etc) are not permitted to apply for civil posts under provisions of this AFO within the specified period for which they are under obligation to serve in the IAF. They will, however, be eligible to apply for civil posts on completion of the prescribed obligatory period of service as per the undertaking. Station Adjutant/Unit Commanders are to obtain a certificate from the Airmen/NCs (E) applying for civil posts to the effect that they have not undergone any such courses or qualified as NIS coach and are not under obligation to serve for any specific period.

4. If an Airman/NC (E) qualifies for the interview, Air HQs is to be approached directly by the units for issue of 'No Objection Certificate' which required to be produced to the employer at the time of interview on specific written request from the concerned Airman/NC (E). NOC will be issued by ADPA (RC)/DPA Air HQs only for civil posts under Central/State and PSUs. While requesting for issue of 'No

Objection Certificate', a copy of interview call letter with specific date and venue of interview, copy of advertisement indicating civil posts, a certificate as per para 3 above and no disciplinary case is in progress/ contemplated against the Airman/NC (E) be enclosed alongwith the application. Requisite NOC will be issued by ADPA (RC) Air HQs as per lay out at Appendix to this AFO on case by case basis subject to Air Force exigencies, on approval by ACAS (PA&C). Issuance of NOC is a privilege and cannot be claimed as a matter of right within the engagement period of 20 years. Request for issue of NOCs are to be made when an Airman/NC (E) fulfills all the conditions to apply for such a post and if issued, the same is to be attached either as part of the application for the post or at the time of interview as per the requirement of the employer.

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In no case, NOC will be sought once the post has been offered after the interview nor it will be issued ex-post facto. No provisional or conditional NOC will be issued by units for appearing in the interview. Any endorsement required to be made as part of the application be completed by Unit Adjutant before forwarding to prospective employer. Airmen/NCs (E) while applying for such posts be briefed properly about the procedure.

5. Airmen/NCs (E), if selected, should apply for discharge and take-up the appointment only after approval of discharge by the competent authority at Air HQs.

6. Expenditure incurred on the movement for appearing at the examination/interview will be borne by the Airmen/NCs (E) themselves and the period of absence on the account shall be treated as leave, if granted, within the normal entitlement.

7. This supersedes AFO 9/2000 and will take immediate effect from the date of issue.

Case No Air HQ/40726/PA (RC)

A Y TIPNIS  
Air Chief Marshal  
Chief of the Air Staff

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Appendix to AFO 18/2001  
Refers to para 4

NO OBJECTION CERTIFICATE

FOR ATTENDING THE INTERVIEW/TAKING UP OF  
APPOINTMENT OF.....  
IN.....

1. This is to certify that service No.....Rank.....Name&Initials  
 .....Trade.....is serving in the Indian  
 Air Force as Combatant Member.

2. This Headquarter do no have any objection for his appearing in the interview to be held at  
 .....on.....  
 for the post of.....in.....  
 in the pay scale of Rs.....

(  
 DDPA(RC)  
 for CAS )

Air Headquarters (VB)  
 New Delhi-110011

Date:

RESTRICTED