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Air Headquarters
Vayu Bhavan
New Delhi - 110106

Air HQ/C 40651/PA(CPC)

08 Aug 13

As per distribution list

PROMOTION POLICY: NCs(E)

- References:-
- (a) Air HQ/40283/12/PA (CPC)/1741/DOI/D(Air-III) dated 26 Dec 95
 - (b) Air HQ/C 40651/PA (CPC) dated 30 Aug 06 (HRP 31/06)

INTRODUCTION

1. The Government has sanctioned 1066 posts of NC(E) Tindal in the category of NCs(E) in the IAF. These posts are to be restricted to 1:9 ratio of the establishment of NCs(E). All NCs(E) who have completed 15 years and above service as on 30th Jun of the year preceding the promotion panel year (e.g. 30 Jun 13 for promotion year 2013 - 14) would be eligible for consideration for promotion to the post of NC(E) Tindal.

ELIGIBILITY CRITERION

2. Promotion to the post of NC(E) Tindal will be considered as per seniority subject to fulfilling eligibility criteria outlined in succeeding paragraphs.

Assessment Reports

3. Assessment marks for the preceding five years would be considered for promotion to the post of NC(E) Tindal as shown below:-

Maximum Marks

500

Minimum Marks

300

Weightage for Honours & Awards

4. The allocation of marks for Honours and Awards is listed below:-

SI No.	Honours / Awards	Marks
(a)	Presidential Awards (Gallantry / Distinguished Service)	20
(b)	Commendation by CAS / CNS / CoAS	06
(c)	Commendation by AOsC-in-Cs / VCAS or equivalent (Other Services)	04

Note:-

(a) The total marks for Honours and Awards will not exceed 5% of the maximum marks awarded in assessment reports in the last five years i.e. max 25 Marks.

(b) There is no limit (percentage restrictions) for award of marks in case of gallantry awards.

(c) In cases of repeat commendation in a calendar year, only marks for higher category of commendation will be considered.

Negative Marks

5. Negative marks will be awarded to NCs(E) for each conduct entry incurred during preceding five years. The allocation of negative marks shall be effective when an individual is considered for promotion, only for the first empanelment. Negative marks considered once by a Promotion Board will not (R) not be applicable for subsequent promotion panels. Each punishment entry will carry negative marks as given below:-

SI No.	Type of Punishment	Negative Marks
(a)	Red Ink Entry	10
(b)	Severe Displeasure by CAS	06
(c)	Severe Displeasure by AOsC-in-C/AOA	05
(d)	Displeasure by CAS	05
(e)	Displeasure by AOsC-in-C / AOA	04
(f)	Black Ink Entry	03

6. After taking into consideration the AR marks, weightage for honours & awards and negative marks for punishment(s) the merit list will be drawn.

Promotion to Habitual Offenders

7. Promotion in respect of Habitual Offenders, whose cases have been referred to respective Command HQs for discharge under **Habitual Offender** category, will not be considered. Such cases are to be referred immediately to AFRO (OIC CP Wing) by signal. In such cases, promotion is to be effected only after confirmation from AFRO.

Medical Category

8. Promotion of NCs(E) will be authorised provided they are in medical category A4G1 / A4G2. Promotion in medical category A4G3 will be subject to the following conditions:-

- (a) Medical Category A4G3 does not affect performance of his service (trade) duties.
- (b) Promotion for NCs(E) in A4G3, in individual case, is recommended by the AOC / Stn Cdr / CO.
- (c) Promotion in respect of NCs(E) in Med Cat A4G3 is considered subject to recommendation by Medical Authorities.

Seniority

9. Seniority of NCs(E) for the purpose of promotion is to be fixed based on the following :-

- (a) For NCs(E), who joined with previous service as civilian, the date of enrolment as NC(E) as shown in his enrolment form.
- (b) NCs(E) enrolled directly from civil stream and detailed for general training course immediately or at a later date would also be considered as per the date of enrolment as shown in enrolment form.

Preparation of Panel and Effective Date of Promotion

10. The period of promotion panel in respect of NCs(E) is from 01 Jul – 30 Jun. A Board of Officers, constituted at AFRO is to empanel eligible NCs(E) to be promoted to the post of NC(E) Tindal for the promotion year commencing from 01 Jul current year to 30 Jun of following year for approval by ACAS (PA&C).

11. The authority to grant the promotion to NCs(E) is delegated to AOC AFRO, within the parameters stipulated in preceding paragraphs.

12. Promotion to the post of NC(E) Tindal is to be authorised from 1st of the succeeding month when the vacancy becomes available.

Withholding / Release of Promotion

13. AOC, AFRO will be the competent authority for withholding / release of promotion. Conditions governing withholding of promotion in respect of NCs(E) and procedures are stipulated as follows: -

(a) Where a CO or a higher authority considers that in the case of NCs(E), who has been authorised promotion, promotion ought not to be effected because of any grave misconduct or offence of which he has been found guilty or any investigation being or intended to be held into any matter(s) involving any misconduct or offence on the part of such NC(E), the CO or higher authority will immediately make a recommendation to AFRO giving full circumstances of the case.

(b) Where such a recommendation has been made in case of an NC(E) vide sub para 14 (a) above, notwithstanding orders, if any, issued authorizing promotion, the NC(E) is not to be promoted unless a decision on such recommendation has been received from AFRO.

14. In all cases, where promotion has been withheld because of ongoing / impending investigation or inquiry, every effort is to be made to expedite proceedings and outcome along with recommendations i.e. in favour or against be communicated by the CO directly to AFRO with copies endorsed to Command. Subsequent authorisation for promotion will be intimated by AFRO.

Deprivation / Restoration of Promotion to Tindal Post

15. Conditions governing deprivation of promotion to Tindal Post in respect of NCs(E) and procedures to be followed are: -

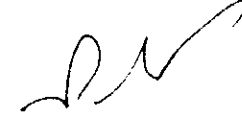
(a) If the NC(E) is considered by his CO to be unsuitable to continue to hold the post of NC(E) Tindal, he may be reverted to NC(E). In such cases, the authorisation by AFRO is mandatory prior to order for reversion.

(b) If the NC(E) ceases to perform the duties of Tindal through being placed in open or close arrest (including civil custody), he is to be immediately reverted to NC(E). Stns / Units are to intimate AFRO, by fastest means on priority, for seeking authority for such reversion.

(c) Acquittal or for any reason, if not brought to trial, the NC(E) may be reappointed to fill the establishment vacancy with effect from the date of acquittal / date of such authorisation. Authorisation to restore rank is to be sought from AFRO.

(d) All such cases of NCs(E) where any penalty has been awarded, may be considered for restoration of rank by deciding authority i.e AOC AFRO on receipt of a suitability report from the CO of the unit. The restoration is to be considered only after a period of three months from the effective date of reduction of rank.

16. This policy letter supersedes Part-C of HRP 31/06 circulated vide Air HQ/C 40651/3/PA(CPC) dated 30 Aug 06.



(PN Pradhan)
AVM
ACAS(PA&C)

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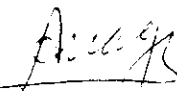
Air HQ/40283/2/PA (CPC)

22 Aug 13

AFRO (OIC CP Wing)

REVISED PROMOTION POLICY : NCs(E)

1. Please refer RO/S 1856/CP dated 19 Aug 13.
2. It has nowhere been mentioned in the subject policy letter circulated vide Air HQ/C 40651/PA(CPC) dated 08 Aug 13 that the provisions would be implemented wef 01 Jul 13. However, it is clarified that the provisions of revised promotion policy are to be implemented from the promotion year 2014-15 onwards.


(Arvind Nagar)
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RO/S 1856/CP

09 Apr 14

Air HQ (VB) {JDPA (CPC)}

PROMOTION POLICY : NCs(E)

1. Reference is made to your HQs letter No. Air HQ/C 40651/PA(CPC) dated 08 Aug 13.

2. It is suggested that the following amendments may be carried out in the said policy.

(a) Since there is only one promotion granted to an NC(E) in his whole career, the seniority should be maintained from his date of enrolment at all time. Hence, the Para-6 of the ibid letter, may be replaced as follows:-

“After taking into consideration the AR marks, weightage for honours & awards and negative marks for punishment(s) the list will be drawn as per the seniority, subject to fulfillment of MPC.”

(b) At Para-13 (b) in second line, the word **sub Para 14(a)** above may replaced with **sub Para 13(a)** above.

(Monica Bijlani)
Wg_Cdr
OIC CP Wing

17/04/14

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17/04/14

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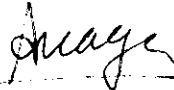
Air HQ/C 40651/PA(CPC)

02 May 14

AFRO (OIC CP Wing)

PROMOTION POLICY:NCs(E)

1. Further to our letter of even reference dated 08 Aug 13 and RO/S 1856/CP dated 09 Apr 14.
2. With reference to contents of para 6 of our letter under reference, it is clarified that after taking into consideration the AR marks, weightage for honours & awards and negative marks for punishment(s), the list will be drawn as per the seniority subject to fulfilment of MPC. Further, para 14 (a) referred in sub para 13 (b) is to be amended as Para 13 (a).
3. This is for your information and further necessary action.



(Arvind Nagar)
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