

PROMOTION AND APPOINTMENTS : JCOS/OR

Ref : AI 84/68 and AO 45/80, SAO 8/S/78 & AO 27/84

Appts

1. The following appts are made in the Army :-

- (a) Unpaid L/NK.
- (b) L/NK
- (c) L/Hav
- (d) CHM/CQMH
- (e) BQMH/BHM
- (f) NB Sub/Sub Adjt - Carry no appt pay but the appts are pub in Part II Orders.
- (g) Nb Sub/Sub QM

Promotion

2. The advancement in rk and status is called promotion which may be acting, substantive or time scale :-

- (a) Sepoy or L / Nk to Nk
- (b) Nk to Hav
- (c) Hav to Nb Sub
- (d) Nb Sub to Sub
- (e) Sub to Sub Maj

Conditions for Appts

3. There are no hard and fast rules for the appts with the exception of the following conditions for the appt of UP L/Nk, L/Nk or actg L/Nk :-

- (a) Must be a trained soldier, one should have achieved the lowest class of one's gp/category.
- (b) Must have passed Map reading Std vide SAO 8/S/76 as applicable.
- (c) Must be attested.

4. Conditions for holding the unpaid appt for 28 consecutive days will apply in all cases of appts except those mentioned at 1(a), (f) and (g) (AI 84/68) refers).

RESTRICTED

Conditions for Promotion

5. The conditions for promotion to various rks are as under :-

(a) **Sep to Nk.**

- (i) 2 yrs min service.
- (ii) Promotion Test vide AO 45/80.
- (iii) Map Reading Std vide SAO 8/S/78.
- (iv) Classification under NPC - One below the highest class of his group.
- (v) Med Cat SHAPE-1 or SHAPE-2 (Battle Cas).

(b) **Nk to Hav.**

- (i) 5 yrs min service.
- (ii) Promotion test vide AO 45/80.
- (iii) Map Reading Std vide SAO 8/S/78.
- (iv) ACR criteria as laid down by AG's Branch, IHQ of MoD (Army).
- (v) Classification under NPC - One below the highest class of his group.
- (vi) Med Cat SHAPE-1 or SHAPE-2 (Battle Cas).

(c) **Hav to Nb Sub.**

- (i) 10 Yrs service (except direct entry Havs).
- (ii) Promotion test vide AO 45/80.
- (iii) Map Reading std vide SAO 8/S/78.
- (iv) Classification under NPC – Highest class of his pay gp.
- (v) Maximum service 26 yrs.
- (vi) Maximum age 44 yrs in case of GD trade NCO s and 46 yrs in case of Clk and Store Keeper NCOs.
- (vii) Last 5 ACR will be considered (3 must be in the rk of Hav and in case of short fall may be in Nk). At least 3 ACR should be Above Average min in the rk of Hav.
- (viii) Remaining should be not less than High Average.
- (ix) 2 reports must be in regt duty or any instr duty (one should be above average) and that should be in Hav rk.
- (x) Should have been recommended for further promotion in all reports.

Nb Sub to Sub.

(c)

(i) Last three Reports will be considered out of which at least two should be in the rk of Nb Sub and one may be in the rk of Hav, in case of shortfall.

(ii) All these three reports should not be less than 'High Average'.

(iii) The indl should be recom for promotion in all the three reports.

(d)

Sub to Sub Maj.

(i) In view of the importance, job content and prestige attached to the rk of Sub Maj, an OAP based system of selection will be followed. The qualifying criteria for consideration by the DPC under OAP based system will be as follows.

(ii) Last five reports in the rk of JCO will be counted, Out of which at least three reports should be 'Above Average' and remaining two 'High Average'.

(iii) Two out of the last five reports should be on Regimental duty/or as an Instructor in an Army School or Instructions incl IMA, NDA, OTA and ACC, one of these two reports must be Above Average.

(iv) The indl should have been recommended for promotion in the last five reports in the rk of JCO.

(v) Merely qualifying for consideration by DPC does not entitle a Sub for promotion to the rk of Sub Maj. Selection will be based on seniority-cum-merit depending upon the vacancies available.

6. In the case of band masters promotion, they should have undergone potential Band Course at AEC Centre and College, Pachmarhi.

7. Vide Govt of India, Min of Defence letter No A/16099/Policy /AG/PS2(c)/2085/S/D (AG) dt 16 Dec 76, the service and age limit for promotion to GD JCO rk has now been raised to 26 yrs and 44 yrs respectively. The age and service limit for clerks and store keepers remains unchanged viz 26 yrs service and 46 yrs of age for Clk GD and Clk GD/SD must have qualified on NCC course at their respective Trg Centre.

Accelerated Promotion to Acting Rks

8. Indl who fulfil any of the following conditions may be considered for out of turn promotion to one rk higher provided they are fully qualified for such promotion:-

(a) Recipients of gallantry and distinguished service award.

(b) Pers whose devotion to duty or work is recognised to be an out-standing nature.

Time Scale Promotion – G of I/MOD 15(1)/83/D(AG) of 28 Jul 84.

9. Every soldier on completion of the following service limits will be gtd time scale promotion whether or not he is qualified for next promotion :-

- | | | | |
|-----|---------------------------------------|---|---|
| (a) | Appt of L/Nk (TS) | - | Sepoys not gtd the appt of L/Nk due to any reason will be appointed L/Nk (TS) three yrs before completion of the period of engagement. |
| (b) | Promotion to NK(TS) and (Substantive) | - | Sepoys and TS L/Nks not gtd the rk of Naik due to any reason will be gtd promotion to the rk of Nk (TS) one yr before completion of period of engagement. |

10. **Terms.** Time Scale promotion will be governed by the Terms of engagement as applicable to Sep and retire on completion of terms of engagement. But they can be gtd extn vide para 146 of Regs of the Army 1987 Naik (TS) will have the reserve liability vide AI 1/S/76.

11. Such promotions will be over and above authorised establishment of the unit.

12. **Pay & Allces.** They will get pay & allces of L/Nk or Naik of their trade less Rs 1/-. Pension is also paid of the rk less Rs 1/-.

13. **Criteria.** No Educational, Med, Discipline or ACR criteria is applicable to TS.

14. **Regular Promotion.** No bar on regular promotion to TS provided. They are fit and promotion before retirement.

15. **Discipline.** L/Nk is an appt for the purpose of AA Sec 80 and powers can be exercised as such. Nk is a substantive promotion. Provisions of AO 190/73 will apply in this case.

ADM A - 12 (2/2)

PROMOTION AND APPOINTMENT : JCOs/OR

Substantive Promotion

1. Substantive quota is allotted by Govt to IHQ of MoD (Army) and IHQ of MoD (Army) sub allots to each Regt/Corps, Records Office and the grants of substantive rks of NCOs are notified in Part II Orders by Records Office in case of those centrally controlled and by units in cases the quota of substantive rks structure has been allotted to units. The casualty of grant of substantive JCO's rk is notified in Gazette of India and only then it is published in Part II Orders with the exception of promotion to the rk of Nb Sub which may be published in Pt II Order, on approval of the OIC Records subject to confirmation in the Gazette of India.

2. The physical presence of the indl is not necessary for the grant of substantive rk of NCO/JCO except in the case of Nb Sub, in which case a Hav's physical presence to perform the duties of a Nb Sub is necessary before he is promoted.

Reversion/Relinquishment of Acting Rks

3. Reversion of JCOs and NCOs holding acting rks being absent from duty incl AWL in the circumstances mentioned in Para 51, Pay and Allces Reg JCOs/OR, will be carried out by unit and occurrence published from the first day of overstayal/absence. If warranted, overstayal can be regularized vide Rule 6(d)(ii) of Lve Rules and relinquishment of acting rk will be restored.

4. Relinquishment of paid acting rk/appt under AI 84/68 and disposal of disciplinary action against indls, who overstay lve will be as under :-

- (a) Acting NCO will relinquish the acting rk.
- (b) Act of overstayal is treated as an offence if committed by the indl as an NCO.
- (c) When disciplinary proceedings are taken in hand, the rk of the accused would be his substantive rk. He will be arraigned and punished in that rk. The punishment will be subject to provisions of AA Sec 81(4).

Re-Promotion of NCOs After Reversion of Disciplinary Grnds or due to Overstayal of Lve and Absence Without Lve

5. If reverted under any Sec of AA, the promotion cannot be made till elapse of 12 months from the dt of the award.