

SMART “SHORT SERVICE COMMISSION”, MEASURES FOR THE ARMED FORCES



A Dissertation submitted to the Panjab University, Chandigarh, for award of Master of Philosophy in Social Sciences, in partial fulfilment of the requirement for the Advanced Professional Programme in Public Administration (APPPA)



By

COMMODORE RAJAT MANCHANDA

Roll No 4520

Under the guidance of

DR. SHYAMLI SINGH

**45th Advanced Professional Programme in
Public Administration (APPPA)**

**INDIAN INSTITUTE OF PUBLIC ADMINISTRATION,
I.P ESTATE, RING ROAD, NEW DELHI -110002**

CERTIFICATE

I have the pleasure to certify that the dissertation titled “Smart Short Service Commission, Measures for the Armed Forces” is a bona fide research work carried out by Commodore Rajat Manchanda under my guidance and supervision. The dissertation is a result of his own research and to the best of my knowledge no part of it has earlier comprised in other monograph, dissertation or book.

This is being submitted to the Punjab University, Chandigarh, for the award of Master of Philosophy in Social Sciences in partial fulfilment of the requirement for the Advanced Professional Programme in Public Administration (APPPA) of the Indian Institute of Public Administration (IIPA), New Delhi.

I recommend that the dissertation of Commodore Rajat Manchanda is worthy of consideration for the award of M. Phil degree of the Panjab University, Chandigarh.

(Shyamli Singh)
Assistant Professor of Environment
Management & Climate Change
Indian Institute of Public Administration
I.P Estate, New Delhi – 110002

Place: New Delhi

Date:

ACKNOWLEDGEMENT

I wish to express my sincere gratitude to Dr. Shyamli Singh, Assistant Professor of Environment Management & Climate Change, Indian Institute of Public Administration, for her guidance in writing of this dissertation. Despite her hectic academic and administrative commitments, she always spared her valuable time to steer my research work with experienced observations and perspective comments. She had provided her valuable contribution and supervision in all domains of the project from the beginning to the end. She has also suggested relevant changes in the report to make it more useful. Without her guidance and encouragement, it would not have been possible to complete the dissertation with quality outcomes in such a limited time.

I am very thankful to the officers at the MS Branch of the Army, the Personnel Branch of the Indian Navy and the Indian Air Force for the meaningful discussions and the timely inputs on the various proposals of the three services.

I also express my gratitude to the IIPA library staff and also the staff of APPPA office for their continued support.

I am also indebted to my family members for their motivation and support during the entire journey of this dissertation.

Date:

(Cmde Rajat Manchanda)

Place: New Delhi

DISCLAIMER

The findings, interpretations, views, recommendations and conclusions in the dissertation are those of the author, and should not be attributed in any manner to any authority, organization or individual.

Date:

(Cmde Rajat Manchanda)

Place: New Delhi

LIST OF FIGURES

<u>Figure No.</u>	<u>Title</u>	<u>Page No.</u>
Fig 6.1	Awareness about the SSCO Scheme in youth	77
Fig 6.2	Means of reaching out to the youth	77
Fig 6.3	Awareness through Social Media	77
Fig 6.4	Awareness of Terms of Engagement of SSCO scheme	79
Fig 6.5	Awareness about perks of SSCO scheme	79
Fig 6.6	Preference for Short Tenure	80
Fig 6.7	Preference for Short Service Commission	80
Fig 6.8	Grant of Permanent Commission	81
Fig 6.9	Opting for Permanent Commission	81
Fig 6.10	SSC Pattern at the Time of Joining Service	82
Fig 6.11	Years of Service in current engagement	83
Fig 6.12	Extension of Service	83
Fig 6.13	Post exit career option	83
Fig 6.14	Shorter Initial Engagement	85
Fig 6.15	Preferred Period of Initial Engagement	85
Fig 6.16	Pattern of total SSC Engagement	85
Fig 6.17	Early Exit Option	86
Fig 6.18	In Service Training Courses	87
Fig 6.19	SSC to PC - Rules and Regulations	88
Fig 6.20	Conversion of SSC to PC	88
Fig 6.21	Details in Recruitment Advertisement	88
Fig 6.22	Resettlement Training/ Pre Release Course for SSC Officers	89
Fig 6.23	Professional Enhancement Training Leave	90
Fig 6.24	Choice of Resettlement Training Institute	90

Fig 6.25	Options in lieu of Resettlement Training	90
Fig 6.26	No Objection Certificate for Civil Employment	92
Fig 6.27	Expeditious Exit/ Release from Service	92
Fig 6.28	Post Armed Forces Options	94
Fig 6.29	Ex-Serviceman (ESM) Status	94
Fig 6.30	Reservation for Ex-Servicemen in Central/ State Jobs	94
Fig 6.31	Age Relaxation for Civil Services	96
Fig 6.32	Reduction in number of UPSC papers	96
Fig 6.33	Lateral Absorption in Para Military Forces	97
Fig 6.34	Lateral Absorption in Central Armed Police Forces	98
Fig 6.35	Severance Package	99
Fig 6.36	Ex-Serviceman Contributory Health Scheme (ECHS)	100
Fig 6.37	Contributory Health Insurance	100
Fig 6.38	Contributory Pension Scheme	101

INDEX

<u>Content</u>	<u>Page No.</u>
Certificate	i
Acknowledgement	ii
Disclaimer	lii
List of Figures	iv -v
Index	1-2
Abbreviations	3-4
Chapter 1 - Introduction	5-14
Chapter 2 - Short Service Commission	15-31
Chapter 3 - Necessity for Review	32-45
Chapter 4 - Literature Review	46-69
Chapter 5 - Methodology of Research Study	70-73
Chapter 6 - Data Analysis and Interpretation	74-102
Chapter 7 - Recommendation and Conclusion	103-121
References and Bibliography	122-124

<u>Appendices</u>		<u>Page No.</u>
Appendix 'A'	Report of Royal Indian Navy (15 Aug 1948 – 14 Aug 1949)	125
Appendix 'B'	Gol letter B/32313/ MoD/ D(AG)/ 4878 dated 06 Oct 2010	126
Appendix 'C'	Indian Army recruitment - SSC (Tech) Men (Oct 2020) and SSC (Tech) Women (Oct 2020)	127
Appendix 'D'	Gol letter MP/0417/1/NHQ/1111/DO/D(N-IV) dated 20 Dec 1991	128-129

Appendix 'E'	Gazette Notification No. 20 dated 28 Nov 1998	130
Appendix 'F'	Indian Navy recruitment Men and Women SSC officers in Executive Branch (Pilot & Observer), Education Branch and Men as PC officer in Logistics (Jan 2020)	131
Appendix 'G'	Indian Navy recruitment for PC - Education Branch / SSC through Indian Navy Entrance Test (INET) – Jun 2020	132
Appendix 'H'	Indian Air Force recruitment in Flying and Ground Duty (Technical And Non-Technical) Branches.	133
Appendix 'J'	Government of India/ Ministry of Defence vide letter No. 17(11)/2018/WE/D(Res-1) dated 07 Mar 19	134-135
Appendix 'K'	Gazette Notification issued by the Ministry Of Personnel, Public Grievances and Pensions dated 13th February, 2020	136-137
Appendix 'L'	Recruitment Advertisement – Pakistan Army, Navy, Air Force	138-140
Appendix 'M'	Research Questionnaire as Google Form	141-157
Appendix 'N'	Raw Data from Field Survey	158-162

ABBREVIATIONS

AAD	Army Air Defence
AEC	Army Education Corps
AOC	Army Ordnance Corps
APPPA	Advanced Professional Program in Public Administration
AR	Assam Rifles
ASC	Army Services Corps
AVSC	Ajay Vikram Singh Committee
BRD	Base Repair Depot
BRO	Border Rail Organisations
BSF	Border Security Forces
CAPF	Central Armed Police Forces
CISF	Central Industrial Security Force
CPC	Central Pay Commission
CPMF	Central Para Military Forces
CPOs	Central Police Organisations
CRPF	Central Reserve Police Force
DGR	Director General Resettlement
DoPT	Department of Personnel and Training
DRDO	Defence Research and Development Organisations
ECHS	Ex-Servicemen Contributory Health Scheme
EME	Electronics and Mechanical Engineers
ESM	Ex-Servicemen
Gol	Government of India
IAF	Indian Air Force
IIM	Indian Institute of Management

IIPA	Indian Institute of Public Administration
IIT	Indian Institute of Technology
ITBP	Indo-Tibetan Border Police
JAG	Judge Advocate General
M Tech	Master of Technology
MES	Military Engineering Services
MoD	Ministry of Defence
MoU	Memorandum of Understanding
MR	Maritime Reconnaissance
NC	Naval Constructors
NOC	No Objection Certificate
NSG	National Security Guards
PC	Permanent Commission
PG	Post-Graduation
PRC	Pre Release Course
PSC	Public Service Commission
RIN	Royal Indian Navy
SSB	Sashastra Seema Bal
SSC	Short Service Commission
SSCO	Short Service Commission Officers
SSCWO	Short Service Commission Women Officers
ToE	Terms of Engagement
UPSC	Union Public Service Commission
WSES-O	Women Special Entry Scheme for Women

Chapter 1

INTRODUCTION

1.1 Historical Perspective

At the time of independence, the Indian Army was primarily officered by the British. The voids created by the leaving of the British in 1947 were filled by accelerated promotions of the Indian Officers, leaving voids at the lower level. Post-independence and during the 1948 Indo-Pak conflict, to make up for these shortages in the lower officer ranks, all Emergency Commission Officers (commissioned during World War II) were given Permanent Commission and a new intake called the Temporary Commission with a tenure of five years was introduced. With time, and with rapid expansion of the Armed Forces, a Short Service Commission (SSC) was introduced in the Army in 1964 with a liability for the officer to serve for five years.

Short Service Commission (SSC). Whilst Army adopted the Short Service Commission in 1964, the Indian Navy continued with the existing practice of Short Service Commission of the Royal Indian Navy (RIN). The report on the Royal Indian Navy (15 Aug 1948 – 14 Aug 1949) (**Appendix 'A'**) indicates that in order to make up for the shortage of officers in different branches of the RIN, a scheme for direct recruitment in commissioned ranks on the basis of Short Service Commission of seven years duration was introduced,

with an intake of 55 Executive Officers, 07 Engineer Officers and 08 Electrical Officers.

The Air Force has been a late mover with the SSC scheme being introduced in 1985 in the Aeronautical Engineer branch to overcome cadre shortages. The scheme involved an initial tenure of six years followed by extension/ consideration for Permanent Commission (PC).

Necessity of Short Service Commission. Due to the steep pyramidal structure of the Armed Forces, there is a very high rate of supersession at the stage of promotion to the first select rank in all three services. As the number of select ranks in the Armed Forces remain the same, continuous intake of Permanent Commission (PC) officers leads to a large number of non-empanelled PC officers (officers who do not get considered for any further selection based promotion), and thus the “greying” of the Armed Forces as also the consequential management problems. To obviate the same, intake of Short Service Commission officers in commensurate numbers is required to be undertaken, who would exit the service after serving for a fixed tenure. The major advantages accruing out of the SSC scheme are as follows:-

- (a) Helps address the overall shortage of officers in the Armed Forces especially in the junior ranks.
- (b) View steep pyramidal structure, the promotion factor in the Armed Forces is very low. Presence of Short Service Commission officers, who

retire after their period of engagement, helps to improve the promotional prospects of Permanent Commission officers.

(c) Presence of Short Service Commission officers, with ages ranging between 22 and 35 years, helps the Armed Forces to maintain a youthful profile in the lower and mid-level leadership.

(d) The financial burden of Short Service Commission officers on the Government of India (GoI) is significantly lower than that of Permanent Commission officers helping reduce Revenue Expenditure in terms of Pay, Allowance and Pension.

(e) Short Service Commission officers, at exit, provide a trained and disciplined workforce, which can be absorbed in other professions in the country including central/ state governments as also the private industry.

(f) The period spent in the Armed Forces, make these officers ambassadors of Armed Forces in their second career and helps attract more youth to join the services

1.2 Statement of the Problem

(a) World over, young aspirants are given an opportunity to serve in the Defence Forces for short tenures which has been seen to have a beneficial impact on the society at large. However, in case of India, since inception, the Short Service Commission entry has generally been undersubscribed.

(b) The present Term of Engagement (ToE) of 10+4 years, which has been necessitated due to organisational requirements, has seen the

scheme being grossly undersubscribed, especially for the Army. The low intake can be attributed to a number of reasons as follows:-

- (i) The reluctance of the youth to take up a “temporary” job.
- (ii) The average age at entry of a SSC officer is between 22-24 years. Even accounting for an initial engagement of 10 years, the officer is 32-34 years at exit from service.
- (iii) At this age, with the added responsibility of a family, the officer faces an uncertain future.
- (iv) At 10th/ 14th year of service, the officer leaves the Armed Forces with no pension, no assured career and a limited lump sum money to restart another career.
- (v) Provisions that exist for relaxation in upper age limit and reserved vacancies in various Central/ State government services cannot be utilised due to longer initial contact period and consequently higher age at exit.

There are a number of issues linked with making Short Service Commission more attractive, and these have found mention in various government reports and views expressed by the Service Headquarters. Whilst the Armed Forces strive to not only get the right quantity but also the right quality of officers, no study has been carried out to assess the aspirations of the SSC officers themselves. Therefore, this research aims to bridge the gap by studying/ analysing the same.

1.3 Research Objectives

The research objectives of the study on Smart “Short Service Commission”, measures for the Armed Forces are:-

- (a) To study the provisions of the existing Short Service Commission scheme for the Armed Forces.
- (b) To suggest suitable Terms of Engagement (ToE) that balance both the organisational interest and individual aspirations in order to ensure adequate subscription to the SSC scheme.
- (c) To recommend measures to ensure motivation of the SSC officers whilst in service, including pre-release courses.
- (d) Propose monetary and other benefits (ECHS, lateral absorption in other Government organisations) to officers on release from service

1.4 Rationale / Justification

The Indian Armed Forces have been beset with the inherent contradictions of the Short Service Commission entry, since it seeks to satisfy both the organisational need *i.e.* to make up deficiencies in junior rank, improve promotional aspirations of Permanent Commission Officers and maintain financial prudence and the individual aspirations *i.e.* a permanent career with armed forces/ post exit career options. Though the Armed forces have been inducting officers for short durations including the Emergency Commission and the Short Service Commission since independence, the schemes have

generally been undersubscribed. The Armed forces have tried a number of iterations to the Terms of Engagement (ToE) including changing both the initial engagement as also the extension periods, however the response to the scheme has been less than satisfactory. The Ajay Vikram Singh Committee (AVSC) Report on restructuring of officers cadre to enhance combat effectiveness, has recommended increasing the intake of SSC officers as a desired ratio of 1.1 to 1 for SSC to PC officers as an effective way to prevent stagnation in the Armed Forces.

The SSC scheme, has been a part of the Armed Forces in one form or the other for a large number of years. For a long time prior to the 2006, SSC was applicable for a period of 5 years, extendable by another 5 years and then a further 4 years. However, since 2006, ostensibly to make SSC more attractive, the earlier 5+5+4 system has been changed to 10+2+2 / 10+4 / 14+0 years. Though from the organizational point of view, a period of 10 years is important so as to retain officers for a sufficient period, however from the point of view of an individual, at the end of this period he/ she is “neither here nor there” at an important phase of life.

Whist the initial engagement has been increased to a minimum of 10 years, corrective measures have not been provided to make the scheme more attractive. Despite the fact that, the Service HQs have recommended financial compensation depending on the length of service, the same is yet to be accepted by the government. The current study would thus focus on

understanding the aspirations of the SSC officers and on measures which would make the SSC scheme more attractive.

1.5 Research Questions

The research questions that arise are as under: -

Q.1 What is the impact of period of initial engagement on the attractiveness of the Short Service Commission?

Q.2 What are the recommendations with respect to suitable Terms of Engagement in order to ensure adequate subscription to the SSC scheme?

Q.3 What would be the impact of monetary benefits/ severance package on extended service for SSC officers?

Q.4 What are the measures that can be implemented to enable SSC officers to pursue a career in corporate sector/ industry after leaving the Armed Forces?

Q.5 What are the measures that can be implemented to enable SSC officers to avail lateral absorption in Ministry of Defence (MoD)/ other ministries/ arms of government after leaving the Armed Forces?

1.6 Research Design

Since the study seeks to find measures to make SSC scheme attractive, the research focused on data collection from serving SSC officers. This was supplemented by interaction with the officers of MS Branch (Army) and

Personnel Branch (Navy and Air Force) to get an idea of the induction numbers, numbers for the SSC officers granted PC, exit analysis of SSC officers (years of service), pre-release courses availed, as also the extant government provisions and policies dealing with SSC officers.

The research design adopted therefore was:-

- (a) Descriptive
- (b) Exploratory.

1.7 Methodology and Data Sources

The method of research was mainly through analysis of Primary Data collected through Quantitative Research by floating of a questionnaire to serving Short Service Commission officers and seeking feedback. Secondary Data on the induction figures of SSC officers, figures on SSC officers granted PC, exit analysis of SSC officers as also the pre-release courses availed, as available, from Service Headquarters was also utilized.

1.8 Chaptalization Scheme

The Dissertation has been divided into seven chapters. The brief content of the chapters is enumerated as follows:-

- (a) Chapter 1 - 'Introduction'. This Chapter includes the research problem, need for **the** study/ significance of the Dissertation, objectives,

methodology of carrying out the research, sources of information, tools and techniques of analysis and basic structure of the study.

(b) Chapter 2 - 'Short Service Commission'. The Chapter provides an insight into the provisions of the SSC scheme in its present form and its implementation by the Army, Navy and Air Force.

(c) Chapter 3 - 'Necessity for Review'. The Chapter provides an understanding into issues facing the SSC officers, their Terms of Engagement (ToE), grant of Permanent Commission, Severance package, Ex-Serviceman Contributory Health Scheme (ECHS), last leg posting, age relaxation in government service, pre-release courses, blanket No Objection Certificate (NOC) for civil employment in last year of service and lateral absorption into other government organisations on leaving service.

(d) Chapter 4 - 'Literature Review'. This Chapter brings out the details of literature review conducted. The Chapter also covers a global and regional scan to look at the prevalent schemes of induction into the Armed Forces used by some of the advanced countries like USA and UK as also the prevalent schemes in the sub-continent.

(e) Chapter 5 - Methodology of Research Study'. This Chapter brings out the research design adopted for the study. The section also

brings out the methodology of the data collection, choice of target audience and the tools used for data analysis and interpretation.

(f) Chapter 6 - 'Data Analysis and Interpretation'. The Chapter covers the analysis of data undertaken. The section includes statistical analysis of data collected through Questionnaire.

(f) Chapter 7 – 'Recommendation and Conclusion'. The Chapter concludes the study with detailed recommendations based on the results of data interpretation. The chapter ends with conclusion, to summarize the findings and comment upon the feasibility / practicality of adopting the suggested approach for making the SSC scheme attractive.

Chapter 2

SHORT SERVICE COMMISSION

2.1 Introduction.

Short Service Commission (SSC) Officers of Indian Army, Indian Navy and Indian Air Force are those officers who come into the services for a short period of time. Their length of service can range from 7 years to 14 years i.e. initial engagement of 7/10 years which can be extended up to a maximum of 14 years, after which they have to retire/ leave service. The Short Service Commission Officers (SSCO) can convert into Permanent Commission (PC) Officers through departmental examinations and interviews subject to service requirements, vacancies, willingness, suitability and merit.

2.2 Rationale of Short Service Commission.

The Armed Forces have a very steep pyramidal structure. Whist promotion in the first few years are based on length of service rendered, thereafter promotions are selection based, with only 20-30% of the officers moving beyond the first 'Select List' promotion (Colonel/ Captain (IN)/ Group Captain). There is thus a very high rate of supersession (70-80%) at the stage of promotion to the first select rank itself in all three services. An officer in the Armed Forces gets considered for his first 'Select List Promotion' between 16th to 19th years of service. If he does not merit selection/ promotion at that stage,

he remains in the same rank till retirement (another 15-18 years). As the number of select ranks in the Armed Forces are very less, continuous intake of Permanent Commission (PC) officers would lead to a large number of non-empanelled PC officers (officers who have missed their Select Promotion and would not get considered for any further selection based promotion). This would leads to “greying” of the Armed Forces as also the consequential management problems.

To obviate the same, there is requirement of sufficient number of officers in the Armed Forces, who can provide the necessary large numbers at junior ranks, but leave the Service prior to the first ‘Select List’ promotion. Intake of Short Service Commission officers in commensurate numbers is therefore required, who would exit the service after serving a fixed tenure. The Armed Forces therefore should have a core of professional officers, who are ‘Permanent Commission’ supplemented by the ‘Short Service Commission’ officers at the junior ranks, who would exit the service after a fixed period of time, without being considered for selection based promotions. Presently the officers joining the Short Service Commission (SSC), join for an initial period of 10 years, extendable to 14 years, in case they so desire. The SSC scheme has advantages both for the Armed Forces as also the individuals joining.

2.3 Advantages to the Armed Forces.

The major advantages accruing out of the SSC scheme for the Armed Forces are as follows:-

- (a) Helps address the overall shortage of officers in the Armed Forces especially in the junior ranks.
- (b) View steep pyramidal structure, the promotion factor in the Armed Forces is very low. Presence of Short Service Commission officers, who retire after their period of engagement, helps to improve the promotional prospects of Permanent Commission officers.
- (c) Presence of Short Service Commission officers, with ages ranging between 22 and 35 years, helps the Armed Forces to maintain a youthful profile in the lower and mid-level leadership.
- (d) The financial burden of Short Service Commission officers on the Government of India (GoI) is significantly lower than that of Permanent Commission officers. Their presence helps reduce Revenue Expenditure in terms of Pay, Allowance and Pension.

2.4 Advantages to the SSC Officers

The major advantages accruing out of the SSC scheme for the Officers are as follows:-

- (a) The scheme is ideal for people who do not want to live their whole working life in Armed Forces, but want to serve in the Forces
- (b) Helps the SSC officers to gain professionalism and experience in technical and administrable areas to allow them to start at a higher level in their second jobs

- (c) SSC officers, especially Technical Officers get a chance for higher technical or specialised studies (including M.Tech in various disciplines)
- (d) SSC officers' prior exit, get the chance to do a Management Course from premier management institutes, including various IIMs thus enhancing their core competencies.
- (e) Short Service Commission officers, at exit, provide a trained and disciplined workforce, which can be absorbed in other professions in the country. This could include absorption by Central/ State Governments as also the private industry.
- (f) The period spent in the Armed Forces, make these officers ambassadors of Armed Forces in their second career.

2.5 History of Short Service Commission

Whist the primary mode of joining the Armed Forces was as a Permanent Commission Officer, since independence induction of officers for shorter durations has been prevalent. The growth of SSC in the Army, Navy and Air Force is seen in the following paragraphs.

INDIAN ARMY

The Indian Army is the land-based branch and the largest component of the Indian Armed Forces. The primary mission of the Indian Army is to ensure national security and national unity, defending the nation from external

aggression and internal threats, and maintaining peace and security within its borders.

Historical Perspective. Whilst the size of a countries army should be dictated by its unique geopolitical circumstances, because of the cost involved with maintaining a large standing army, most nations strive to maintain an army of minimal size. Historically, and based on the lessons of World War I, all future wars were expected to be of long duration. They would involve large scale mobilization of man-power and resources. The core of the Army would be a small and lean group of professional soldiers, who would be supplemented with mobilized manpower. At the end of hostilities, there would be large scale demobilization, with the Army returning to its lean core of professionals.

Indian Army at Independence. World War II saw a similar trend with armies rapidly growing during the war period. This included officers being inducted against Emergency or Temporary Commission. The British Indian Army was structured on similar lines. At the time of independence, the Indian Army was primarily officered by the British Officers. At the time of independence, the British Indian Army was divided between India and Pakistan in the ratio of 2/3rd : 1/3rd. The Indian Army began with 5 divisions of the erstwhile British Indian Army. At that point in time, the officer cadre comprised approximately 5000 officers. Most of these officers, especially at the senior ranks were British. Post-independence, when the British were leaving the country, whilst a few of the British Officers continued in service, most choose to return to Britain. The sudden exodus of British Officers, created a void in the

upper hierarchy of the Army. The Indian Officers commissioned post-World War II, benefited from accelerated promotions.

The deficiencies in senior ranks were filled by accelerated promotions to the Indian Officers. However, this in turn left a void at the lower level. Immediately post-independence, the Indian Army saw the 1948 India-Pakistan conflict. The Army fought this battle with deficiencies in the lower ranks of officer cadre. Since the planned intake and the training pipeline was not commensurate to the pace of “indianisation” of the Army, to make up for the shortages in the lower officer ranks, the following steps were initiated by the Army:-

- (a) All Emergency Commission Officers (commissioned during World War II) were given Permanent Commission
- (b) A new intake called the Temporary Commission with a tenure of five years was introduced.

Growth of Indian Army. This was a period which also coincided with the rapid expansion of the Indian Army. To make good the shortages in numbers, all Temporary Commission officers were granted Permanent Commission. The Army increased to 07 Divisions and the number of officers increased to 9000 by 1950 and 15000 by 1962. However, there were still very few vacancies in the senior ranks, primarily due to the younger age profile of the Indian officers, which started creating problems of officers superannuating in the ranks of Majors and Lieutenant Colonel. The period from 1962 onwards

saw the number of divisions growing to 25 and the officer strength increasing to 27000. This rapid increase again created an upward pull leaving large gaps in the junior ranks. To cater to this rapid expansion of Army, a Short Service Commission was introduced in 1964 with a liability for the officer to serve for five years. This tenure was extended to 5+5 years in 1971.

From the end of eighties, the Short Service Commission Officers became eligible for grant of Permanent Commission. Whilst earlier 50% of the course was eligible for Permanent Commission, w.e.f Jan 1991, the number of SSC to PC conversions was limited to 250 officers on competitive merit based on Gol/ MoD letter N7(10)/88/O-(AG).

Women Special Entry Scheme. The next major milestone was the induction of women as Short Service Commission Officers. The Indian Army introduced the Women Special Entry Scheme for Officers (WSES-O), in 1992. Once commissioned, women had the option of joining any of the following branches: Army Services Corps (ASC), Army Ordnance Corps (ASC), Army Education Corps (AEC), Judges Advocate General (JAG), Engineers, Signals and Intelligence. However, women were not allowed in combat roles like Armoured Corps and Infantry. In 2010, Government of India, vide Gol letter B/32313/ MoD/ D(AG)/ 4878 dated 06 Oct 2010 (**Appendix 'B'**), approved grant of Permanent Commission to women officers of the Army in two branches i.e. Education and Law.

Increase to 10 years (extendable to 14). In 2004, the duration of commission of Short Service Commission Officers was revised and increased to 5+5+4. This was further modified in 2006 to 10+4 where it continues till date. The main rationale behind the enhanced period of initial engagement was as follows:-

- (a) It is more cost effective as officers would be available for a longer duration after training and therefore, the returns would be higher.
- (b) By limiting the total service to 14 years, the Government would be relieved of paying pension to the SSC officers, whilst increasing availability of officers and maintaining youthful profile of the Army.
- (c) Being released from Service in the 14th year, the SSC officers would not be eligible for select list promotion, and therefore this would improve promotion prospects of PC officers.

Supreme Court Judgement Short Service Commission (SSC) scheme allows women officers into the Army for a period of 10 years, extendable up to 14 years. However, women were restricted to specific responsibilities such as Corps of Engineers, Army Education Corps, Corps of Signals and Intelligence Corps. On the other hand, the SSC scheme provides an option to male army officers to opt for permanent commission even in these branches. The Supreme Court has ruled on February 17, 2020 that the women officers in Short Service Commission (SSC) would be eligible for the Permanent Commission in the Indian Army. Indian Army recruitment advertisement for SSC (Men and Women) for Oct 2020 is placed at **Appendix 'C'**.

Current SSC Entries. The induction of officers under the SSC scheme is currently undertaken in the following Branches/ Specialisations/ Cadres:-

<u>SNo</u>	<u>Entry</u>	<u>Gender</u>	<u>Period of Engagement</u>	<u>Eligible for Permanent Commission</u>
(a)	Armoured Corps	Male	10+4	YES
(b)	Artillery	Male	10+4	YES
(c)	Infantry	Male	10+4	YES
(d)	Mechanised Infantry	Male	10+4	YES
(e)	Army Air Defence	Male/Female	10+4	YES
(f)	Signals Corps	Male/Female	10+4	YES
(g)	Electronics & Mech Engineers	Male/Female	10+4	YES
(h)	Army Services Corps	Male/Female	10+4	YES
(j)	Army Ordnance Corps	Male/Female	10+4	YES
(k)	Corps of Engineers	Male/Female	10+4	YES
(m)	Intelligence Corps	Male/Female	10+4	YES
(n)	Army Aviation	Male/Female	10+4	YES
(p)	Army Education Corps	Male/Female	10+4	YES
(q)	Judge Advocate General	Male/Female	10+4	YES

INDIAN NAVY

During the early years following independence, the Navy still had many British officers who continued to serve with the Indian Navy. However, owing to an exodus of British officers and division of assets between India and Pakistan,

induction of Short Service Commission Officers (SSCOs) was taken up soon after independence. Here, the Indian Navy continued with the existing practice of Short Service Commission of the Royal Indian Navy (RIN). The first batch of SSC officers reported for training in Dec 1948. The report on the Royal Indian Navy (15 Aug 1948 – 14 Aug 1949) indicates that in order to make up for the shortage of officers in different branches of the RIN, a scheme for direct recruitment in commissioned ranks on the basis of Short Service Commission of seven years duration was introduced, with an intake of 55 Executive Officers, 07 Engineer Officers and 05 Electrical Officers. The report also indicates the following:-

- (a) Transfer of Short Service Commission to Permanent Cadre. A scheme for the transfer of Short Service Commission Officers to the Permanent Cadre was introduced in 1948. The transfer of 14 officers to the Permanent Cadre was effected under this scheme.
- (b) Granting of Short Service Commission to Reserve Officers. 14 Reserve Officers have been granted Short Service Commission of 5 years duration in the Royal Indian Navy. The remaining Reserve officers were released in due course.

The initial period of engagement of the SSC officers was five years, which was extended to seven years. The provisions for SSC officers are laid down in the Regulations for the Navy which specified that the period of SSC shall be seven years, which could be extended provided the period of extension does not exceed two years at a time and the total service of the officer does not

exceed ten years. The SSC Scheme for Engineering and Electrical Branches continued up to 1972, thereafter it was held in abeyance due to the introduction of Direct Entry Permanent Scheme in Technical Branches. However, due to persistent under subscription for Permanent Commission entry in the late 1970s and feedback of students from educational institutes that they were keen to join as Short Service Commission Officers, the scheme was revised in 1981.

Entry of Women Short Service Commission Officers. The next important milestone for the Indian Navy was the induction of women officers in Short Service Commission. Government of India, vide Gol letter MP/0417/1/NHQ/1111/DO/D(N-IV) dated 20 Dec 1991 (**Appendix 'D'**) which gave approval for induction of officers (including women) into the Law and Logistic Cadres of the Executive Branch of the Indian Navy through the Direct Entry Short Service Commission Scheme. The government of India vide Gazette Notification No. 20 dated 28 Nov 1998 (**Appendix 'E'**) extended the eligibility of women for appointment as officers in the Executive, Engineering, Electrical and Education Branches. Consequent to this, women have also been commissioned as SSC officers in Naval Architecture, Pilot (Maritime Reconnaissance) and Naval Armament Inspection Cadre.

Increase of Duration of Commission to 10 years (extendable to 14). In 2002, the duration of commission of Short Service Commission Officers was revised and increased from 7 years to 10 years. The main rationale behind the enhanced period of initial engagement was as follows:-

- (a) It would be more cost effective as officers would be available for a longer duration after training and therefore, the returns would be higher.
- (b) It would enable the Navy to overcome the shortages in the Electrical and Engineering branches.
- (c) By limiting the total service to 14 years, the Government would be relieved of paying pension to the SSC officers, whilst increasing availability of officers & maintaining youthful profile of Navy.
- (d) Being released from Service in the 14th year, the SSC officers would not be eligible for select list promotion, and therefore this would improve promotion prospects of PC officers.

Increase of Initial Commission to 10/12/14 years. The duration of commission of SSC Officers was again revised in 2014. This revision was Branch/ Specialisation specific and the period of initial engagement was increased from 10 to 12/ 14 years (mainly for specialisations like Pilots/ Observers/ Naval Architects/ Submariners). However, this increase was temporary and all SSC inductions post Jan 2019 are based on initial engagement of 10 years, extendable for four years in steps of two years. Indian Navy recruitment advertisement for Men and Women as Pilots and Observers and in Education/ Logistics are placed at **Appendix 'F'** and **Appendix 'G'**.

Current SSC Entries. The induction of officers under the SSC scheme is currently undertaken in the following Branches/ Specialisations/ Cadres:-

<u>SNo</u>	<u>Entry</u>	<u>Gender</u>	<u>Period of Engagement</u>	<u>Eligible for Permanent Commission</u>
(a)	General Service (Executive)	Male	10+2+2	NO
(b)	General Service (Technical)	Male	10+2+2	YES
(c)	Hydrographer	Male	10+2+2	NO
(d)	Information Technology	Male	10+2+2	NO
(e)	Logistics	Male/Female	10+2+2	NO
(f)	Education Branch	Male/Female	10+2+2	YES
(g)	Air Traffic Controller	Male/Female	10+2+2	NO
(h)	Naval Armament Inspectorate	Male/Female	10+2+2	YES
(j)	Judge Advocate General	Male/Female	10+2+2	YES
(k)	Pilot	Male/Female	10+2+2	NO
(m)	Observer	Male/Female	10+2+2	NO
(n)	Naval Architecture	Male/Female	10+2+2	YES
(p)	Sports	Male/Female	10+2+2	NO
(q)	Musician	Male/Female	10+2+2	NO

Grant of PC. Government of India, on 26 Sep 08, approved prospective grant of PC to SSC officers, both male and women, in Education Branch, Law Cadre and Naval Constructor Specialisation of the Indian Navy. In implementation of this, the Indian Navy formulated a policy wherein SSC officers inducted in Education/ Law/ Naval Constructor Branch after Sep 08 would be considered for Permanent Commission in their sixth/ seventh year of service subject to vacancies, willingness, suitability and merit.

INDIAN AIR FORCE.

Establishment of IAF. The Indian Air Force was officially established on 8 October 1932. The Indian Air Force possessed a strength of six RAF-trained officers and 19 Havai Sepoys (air soldiers). The aircraft inventory comprised of four Westland Wapiti IIA army co-operation biplanes as the planned No.1 (Army Co-operation) Squadron. Four-and-a-half years later, the Air Force saw action for the first time in North Waziristan, to support Indian Army operations against insurgent Bhattani tribesmen. "B" Flight was formed in April 1936 and the "C" Flight was raised June 1938 to bring No. 1 Squadron to full strength, and this remained the sole IAF formation when World War II began, although personnel strength had by now risen to 16 officers and 662 men.

Independence and Partition. The stimulus provided by the Second World War had raised Royal Indian Air Force (RIAF) personnel strength to 28,500 including almost 1,600 officers, by the time hostilities terminated. However, as with the Army, the post-World War II period saw the rapid demobilization of personnel. Personnel strength virtually halved to some 14,000 officers and men in the post-war rundown. The British authorities had made their own assessment of India's post-war defence needs. As of October 1946, they envisaged expansion of the existing ten Royal Indian Air Force squadrons into a balanced force of twenty fighter, bomber and transport squadrons. Owing to the rapidly changing political situation, however, definitive decisions concerning Indian defence were, in the event, not taken by them and left to the

emerging Government of Independent India. On 15 August 1947, and with the division of both India and its Armed Forces, some of the squadrons were transferred to the newly created Royal Pakistan Air Force.

Growth of Indian Air Force. In January 1950, India became a Republic within the British Commonwealth and the Indian Air Force dropped its "Royal" prefix. At this time, relations between India and Pakistan were again steadily deteriorating and the Indian Air Force, its combat strength virtually unchanged since partition in 1947, was scarcely ready for any full-scale conflict. Plans were accordingly framed for major expansion during the period 1953-57. However, within the existing size of the Air Force as also the long training time line for a pilot, the Air Force did not feel the need for a Short Service Commission Entry. It was only in 1985 that the Short Service Commission Scheme was introduced for the first time in Indian Air Force to overcome cadre shortages in the Air Electronic Branch. The scheme involved an initial tenure of six years followed by an extension/ consideration for Permanent Commission. In 1991, the Indian Air Force also inducted male officers as Short Service Commission Officers in the Flying Branch (Helicopter Stream) for an initial tenure of five years with an option of extension/ grant of Permanent Commission at the end of the tenure.

Short Service Commission Women Officers. In 1991, the government of India sanctioned the entry of women as SSC officers. The first batch of Short Service Commission Women Officers (SSCWOs) was commissioned in the General Duty Non-Tech branches in Jun 1993. Women

since then have been taken as SSCWO in several branches that include Air Traffic Control, Technical, Meteorology, Administration, Accounts, Judge Advocate General (JAG) and Logistics. The IAF started inducting women as Transport and Helicopter pilots in 1994 and as fighter pilots in 2015.

Ad-hoc and temporary extensions were given to the schemes by the Government from time to time. The various schemes which have been in vogue in the Indian Air Force in the last decade were 5+6+4, 6+5+4 and 5+5+4. In May 2001, the Government of India rationalized all these schemes under a common sanction letter with initial tenure of 10 years for all branches with an extension clause of five years. This extension clause was revised to four years in 2005, taking the SSC scheme to 10+4 years. In 2007, male SSC officers were permitted into the Flying Branch and tenure of all SSC officers of the flying branch was fixed at 14 years (i.e. 14+0) without any extension. Indian Air Force recruitment advertisement for Men and Women in Flying and Ground Duty Branches is placed at **Appendix 'H'**.

Current SSC Entries. The induction of officers under the SSC scheme is currently undertaken in the following Branches/ Specialisations/ Cadres:-

<u>SNo</u>	<u>Entry</u>	<u>Gender</u>	<u>Period of Engagement</u>	<u>Eligible for Permanent Commission</u>
(a)	Flying	Male/Female	14+0	YES
(b)	Technical (Mechanical)	Male/Female	10+4	YES

(c)	Technical (Electronics)	Male/Female	10+4	YES
(d)	Administration	Male/Female	10+4	YES
(e)	Accounts	Male/Female	10+4	YES
(f)	Logistics	Male/Female	10+4	YES
(g)	Education	Male/Female	10+4	YES
(h)	Meteorology	Male/Female	10+4	YES

2.6 Conclusion

Since independence, the Indian Armed Forces have seen on a rapid growth curve. As the size of the Armed Forces has increased, so has the officer cadre. Short Service Commission has been introduced by all three Services at various times and in various forms depending upon their individual needs. In the recent years, with stabilization of the sanctioned strength of the Armed Forces, and the strain of the pay and pension bill on the Defence budget, the requirement of having sufficient number of SSC officers has become greater. The Ajay Vikram Singh Committee Report has prescribed a 40:60 ratio between Permanent Commission and Short Service Commission Officers for the Navy and the Air Force and a 1.1:1 ration between SSC and PC in the Army to help promotion prospects as also to maintain a more youthful profile. However, the varied nature of duties, tasking, training durations etc. have led the three Services to adopt different SSC models, not only within the Services, but also within the various Branches/ Specialisations. Whilst it is apparent that a one stop solution will not readily apply, a 10+4 model (with minor variations) has been found the most acceptable to the three services and is presently in vogue.

Chapter 3

Necessity of Review

3.1 Introduction.

World over, young aspirants are given an opportunity to serve in the Defence Forces for short tenures which has been seen to have a beneficial impact on the society at large. This is mainly through the provision of a Short Service Commission (SSC) for officers, where officers join the Armed Forces for a short period of time. In many countries, though not called the Short Service Commission, this is the primary mode of joining the Armed Forces. Unlike India, where youth are willing to join the Armed Forces as a permanent career, in most nations of the world, a commitment to serve in the Army for at least 20 years would be viewed as a strong disincentive and would severely throttle induction. It is therefore not uncommon that in other countries, the initial period of committed service lies between five to ten years. As a general rule, the larger the investment made in training, the greater is the period of commitment. Specialized arms such as aviation, submarines and special operations amongst others typically demand longer periods of assured service, but even then, it rarely exceeds eight to ten years. Continued service beyond that is driven by the choice of the officer and service requirements.

However, in the case of case of India, the primary means of joining the Armed Forces has always been through Permanent Commission (PC). The

Short Service Commission (SSC) Officers supplement the Permanent Commission officers and mainly fill the voids at the junior officer rank. These officers quit the Armed Forces at any time between 7th to the 14th year of service. With the given Indian preference for a “permanent” job, since inception, the SSC scheme has been generally undersubscribed. The Service Headquarters have taken steps in-house like altering the number of years of engagement, opening the entry to a larger number of specialisations, allowing women entry through these schemes, giving Permanent Commission to a larger percentage of Short Service Commission Officers, improving quality of pre-release courses etc., however, the scheme on the whole continues to remain under subscribed. In spite of recommendations of Ajay Vikram Singh Committee and the various Pay Commission, some suggested measures have also been pending with the Government

3.2 Short Service Commission Officers (SSCO) Scheme.

The Short Service Commission (SSC) scheme in some form or the other has been a part of the Indian Armed Forces since independence. Whilst the Indian Navy continued with the Royal Navy practice of inducting officers in the Executive and Technical branches as SSC officers, the Indian Army in 1948, to make up shortages started a new intake called the ‘Temporary Commission’ with a tenure of five years. Since then a number of changes in the terms of engagement **and** terms of service have been attempted which have been elucidated in Chapter 2. However, even after so many years, the SSC scheme continues to remain under subscribed. Whilst some part of this may be due to

the reluctance to take up a “temporary” job, it also has to do **with** in-service conditions and post-service family responsibilities/ career opportunities. The issues contributing to low subscription of the SSC scheme can be clubbed under three broad headings:-

- (a) Pre-Induction Phase. The awareness of the SSC Scheme and the acceptability of a ‘temporary’ job.
- (b) In Service Phase. The tenure of SSC officers, in-service training courses, and extension of initial commission/ grant of Permanent Commission
- (c) Exit Phase. The severance package, Ex-Servicemen Contributory Health (ECHS) scheme, Ex-Servicemen (ESM) Status, ease of exit, Pre Release Course (PRC), lateral absorption by Central / State government, absorption by industry.

3.3 Issues facing Short Service Commission Officers (SSCOs).

- (a) Awareness of SSC Scheme. The Indian Armed Forces symbolize the ideals of service, patriotism and composite culture of the country. Recruitment to the Armed Forces is voluntary and open to all citizens of India irrespective of caste, class, religion and community, provided the laid down physical, medical and educational criteria are met. A career in Defence Forces promises one of the most prestigious and respected positions in the country. The Armed Forces run a large number of publicity campaigns through various media to attract people

to join the Forces both as Officers and Jawans. While there are advertisement campaigns for Officer Entry, there is no targeted campaign for Short Service Commission Scheme bringing out the nuances of this scheme as also highlighting the benefits adequately. This aspect has been included in the questionnaire framed for the SSC officers.

(b) Acceptability of a 'Temporary' Job. Most of the officers who join the Armed Forces as Permanent Commission officers do so as cadets on completion of their 10+2 schooling. On the other hand, officers opting to join through the SSC scheme, do so post-graduation. At that point, they have an option of joining either the defence forces as a government job or a private job. Traditionally people who opt for a government job are the ones looking for 'job security', even though the pay may be lower than a comparable job in the private sector. There is thus an obvious reluctance to take up a tougher assignment of joining the Armed Forces and that to as a 'Temporary' job. Societal pressure in India is to take up a permanent job. Even amongst the officers joining as SSC, most aspire for Permanent Commission. This aspect has been included in the questionnaire framed for the SSC officers.

(c) Tenure of SSC Officers. There have been a number of changes to the tenure of engagement (both initial and total engagement) for officers under the SSC Scheme. Post-independence, the period of engagement of the SSC officers was five years, which was later

extended to seven years. In 2002, the duration of commission of Short Service Commission Officers was revised and increased from 7 years to 10 years. The duration of initial commission of SSC Officers was again revised in 2014 for certain Branches/ Specialisations and increased to 12/ 14 years. However, in 2019, this again reverted to initial engagement of 10 years, extendable for four years in steps of two years. Ministry of Defence (MoD) in July 2018 has sought the Services' comments *w.r.t* change in duration of SSC Commission from 10+4 to 5+9 (five years mandatory service followed by nine years' extension) for making the Short Service Commission attractive. This issue is still under deliberation at the Service Headquarters. This aspect has been included in the questionnaire framed for the SSC officers.

(d) Mid- Career Training Opportunities. In some of the specialized branches, both PC and SSC Officers are considered for mid-career training courses (Specialisations/ PG/ M.Tech) in their 6th/7th year of service. These voluntary training courses provide an incentive to officers who have joined under the SSC Scheme. These courses provide various levels of specialisations including M.Tech from IITs to these officers. However, selection for some of these training courses require the officers to extend their initial engagement. On completion of such courses, officers are required to serve for an additional number of years (generally five years), so that there is adequate return on investment. Officer undergoing such a course would, thus, mandatorily serve till completion of 14 years of service. If SSC officers are to leave at the end

of the 7th year, they would be denied the option of undergoing such courses, which are critical for enhancement of skill and capabilities of an individual. Opting for a SSC Scheme with a shorter period of initial engagement may deprive officers of selection for these courses. This aspect has been included in the questionnaire framed for the SSC officers.

(e) Extension of Period of Initial Engagement. The SSC scheme in most cases caters for grant of extension over the period of initial engagement. For example, officers under the 10+2+2 scheme join for an initial period of ten years which can be extended, provided the period of extension does not exceed two years at a time and the total service of the officer does not exceed fourteen years. This provides three possible exit windows for the officer at the 10th, 12th and the 14th year of service. However, in case the officer decides to continue to extend his service, this continuation is subject to continued performance of the officer, as also availability of vacancies. This thus introduces an element of uncertainty for the officer, every time he/ she seeks an extension of service. This aspect has been included in the questionnaire framed for the SSC officers.

(f) Grant of Permanent Commission. Grant of Permanent Commission is a major motivator for SSC officers joining the Armed Forces. All SSC officers, both male and female, aspire for Permanent Commission in the Armed Forces. However, there is disparity between

the three forces (Army, Navy and Air Force) as far as eligibility for grant of Permanent Commission to SSC officers is concerned. The Air Force has opened all branches to SSC officers (including female officers) and they are eligible for grant of Permanent Commission, however, selection for Permanent Commission is subject to availability of vacancies. Indian Navy on the other hand, whilst allowing SSC officers in all branches, does not allow women to join as SSC officers in sea-going branches. The option of Permanent Commission is available in select branches to both men and women SSC officers, subject to availability of vacancies. The Indian Army inducts SSC officers in all branches. However, only male officers are eligible to join as SSC officers in combat branches i.e. Infantry, Artillery, Armoured Core and Mechanised Infantry. Permanent Commission is available to male officers in all branches and to women officers in branches such as Signals, Engineers, Army Aviation, Army Air Defence (AAD), Electronics and Mechanical Engineers (EME), Army Service Corps (ASC), Army Ordnance Corps (AOC) and Intelligence Corps. In Feb 17, 2020, the Supreme Court has cleared Permanent Commission for women officers in all branches. However, as per extant policy, irrespective of the number of SSC officers who join each year, the number of vacancies for grant of Permanent Commission is fixed at 250. Availability/ ease of getting Permanent Commission and the role it plays in people opting for SSC Scheme thus needs to be explored and has been included in the questionnaire framed for the SSC officers

(g) Severance Package. Short Service Commission Officers at the time of leaving the Armed Forces are entitled for a 'Terminal Gratuity' which is equal to ½ month pay for every 6 months of service (or 1 month pay per year). The 7th Central Pay Commission has recommended 'Terminal Gratuity' @ 1 ½ months emoluments for each year of service (limited to maximum 10 ½ months) based upon Government of India policy for officers in Public Sector opting for voluntary retirement/ separation. The Armed Forces have proposed that a lump sum grant also be given to SSC officers at the time of retirement equivalent to two months' pay per year up to 10 years (20 months' pay), and 4 months' pay per year for the next four years (16 months' pay). However, as of now, the Terminal Gratuity in case of SSC officers stands at one month pay per year of service. Considering the fact that the SSC Officers are not entitled for any pension, not even a contributory pension, this is an important aspect for officers choosing to join the SSC Scheme. This aspect has thus been included in the questionnaire framed for the SSC officers.

(h) Ex Servicemen Contributory Health Scheme (ECHS). ECHS facility in the Armed Forces was restricted to only pensioners. Since SSC Officers leave the Armed Forces by maximum 14 years, they are not eligible for pension and hence ECHS facilities. In Mar 2019, Government of India/ Ministry of Defence vide letter No. 17(11)/2018/WE/D(Res-1) dated 07 Mar 19 (**Appendix 'J'**) approved the grant of ECHS facilities to World War-II veterans, Emergency Commissioned Officers, Short

Service Commissioned Officers and premature retirees. This facility can be availed by SSC officers after registration by paying Rs 1.2 Lakh. For SSC the ECHS scheme would not be a cashless scheme and would not cover the full cost of treatment. For treatment in empaneled hospitals, former Short Service Commissioned Officers (SSCO) are entitled for reimbursement of the cost of the treatment. Centre will reimburse 75 per cent of the “admissible expenditure” to those SSCO having service of over 10 years and 50 per cent to those who had less than 10 years in service. This aspect has thus been included in the questionnaire framed for the SSC officers.

(j) Ex-Servicemen (ESM) Status. SSC Officers who seek release from Short Service after completion of initial term of engagement, but while on extended terms, were being denied “Ex-Serviceman” status. The “Ex-Serviceman” status was being restricted only to those who are released exactly on the date of completion of terms. This denial results from a negative interpretation of existing provisions. All officers who have completed the initial term of engagement should stand entitled for grant of “Ex-Serviceman” status as has been actually made available to them under the rules, whether they are released on the exact date of culmination of their Commission or they are released while on extended terms after the culmination of their initial terms. Once an officer has completed his/ her initial terms, he/ she has already gained the right to be treated as an “Ex-Serviceman”. Seeking extension of Short Service terms and then seeking release during the extended terms hardly

matters once the said right has been earned. Denial of “Ex-Serviceman” status had a direct impact on the ability of the retired SSC Officer to apply for Central/ State jobs under the ESM (Ex-Serviceman) reservation.

(k) This anomaly has now been addressed by a Gazette Notification issued by the Ministry Of Personnel, Public Grievances and Pensions dated 13th February, 2020 (**Appendix ‘K’**). The notification states that in the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, in rule 2, in clause (c) in sub-clause (ii), the following proviso shall be inserted, namely:-

“Provided that Short Service Commissioned Officers released from service after completing initial terms of engagement otherwise than by way of dismissal or discharge on account of misconduct or inefficiency and have been given gratuity shall be eligible to the status of Ex-servicemen;”

(l) Ease of Exit. There may be a variety of reasons why an officer, on completion of his initial term of service, may want to opt out of extended terms, such as, the opportunity of employment on the civil side or requirement to do further studies. It would be improper to expect that a post-release employment would only fall into a person’s lap co-extensive with his/ her date of release. Therefore, at the time of exit from the Armed Forces, the ease of exit is very necessary. This includes allowing the officer to apply for various government/ private jobs during

the last year of his initial engagement so as to allow him to ease his way into the civil street. The aspect of accord of No Objection Certificate (NOC) has thus been included in the questionnaire framed for the SSC officers

(m) Resettlement Training/ Pre Release Courses. Directorate General Resettlement (DGR) has signed Memorandum of Understanding (MoU) with various IIMs and other Business Schools for a 24 week Certificate in Business Management Course, as a Resettlement Training Programme/ Pre-Release Course (PRC), for officers of the Defence Forces. The course is offered to officers at various IIMs and selected 'A' grade Business Schools. These courses are hugely popular due to enhancement in the professional capability of the officers as also job placements through campus interviews. SSC officers are eligible to undergo Resettlement Training Course on completion of initial contractual service or after declaration of board result for Permanent Regular commission. However, due to limited vacancies, the courses cannot be offered to all SSC officers leaving the Armed Forces. Since these course are offered based on length of service of the retiring officer, amongst the SSC officers, they are normally availed by officers who have completed 14 years of service. The aspect has thus been included in the questionnaire framed for the SSC officers.

(n) Lateral absorption by Central / State Government. Lateral shift of SSC officers to other Government organisations is another means of making the SSC entry more attractive. This issue has been discussed by both the 6th and the 7th Central Pay Commission. The 6th CPC had recommended lateral shift of Defence personnel to Central Police Organisations (CPOs) and Defence civilian organisations. It had also recommended that all future recruitments to posts of Short Service Commissioned officers and Personnel Below Officer Ranks (PBOR) in CPOs and various Defence civilian organisations should be made with the selected candidates serving initially in the Defence Forces for some period before being laterally shifted to these organisations. However, these recommendations were not implemented.

(p) The 7th CPC had also recommended lateral entry of retiring Defence services personnel to Defence civilian organisations such as Ordnance Factories, Defence Research Development Organisation (DRDO), Naval Dockyards, Military Engineering Services (MES), Border Roads Organisations (BRO), Base Repair Depots (BRDs) etc., for all Defence forces personnel, irrespective of years of service. The Ajay Vikram Singh Committee (AVSC) Report had proposed certain relaxations to enable officers (including SSC) to appear for Civil Service and other competitive examinations conducted by UPSC, state PSCs and other recognised bodies. These included a maximum age relaxation of up to 10 years, a reduced number of optional papers (from eight to four), and inclusion of subjects such as 'National Security' and 'Military

Science' in the list of optional subjects. These measures, if implemented, are also expected to incentivize the SSC entry by providing a viable exit to officers. However, no headway has been made in this regard. The aspect has thus been included in the questionnaire framed for the SSC officers.

3.4 Need for a Review.

The Indian Armed Forces have been beset with the inherent contradictions of Short Service Commission entry as it tries to balance the aspirations of the services as also the individuals. While longer periods of engagement might meet the requirements of the services, this may not be in the best interest of the SSC Officers. In addition, whilst there is an attempt to standardize the Terms of Engagement across the three services, this is hindered by different training requirements and service conditions across not only the three Services (Army/ Navy/ Air Force), but also between the various specialisations in a service. It is thus nearly impossible to meet the career/ exit aspirations of all SSC officers considering the lack of uniform regulations in all three services including even for the various Branches/ Specialisations. Highly specialized branches like Aviation, Submarines and Special Forces have a longer training time and thus the period of initial engagement also becomes proportionately longer, whilst other specialisations may have lesser training durations and can probably make do with a lesser period of initial engagement. This has resulted in the three Services following different SSC models and therefore difficult to find one solution which meets all requirements. Repeated

policy changes by the Service Headquarters in order to mitigate the issues in the short term have not yielded long term solutions.

The issue therefore in its entirety is with making Short Service Commission more attractive, i.e. to not only get the right quantity but also the right quality of officers. The present study seeks to look at the aspirations of the SSC officers and recommend changes required to the existing scheme.

Chapter 4

LITERATURE SURVEY

4.1 Literature Review

Extensive study was undertaken of the literature available in the public domain as also the promulgated policy letters of various Service Headquarters. There is very limited literature available on the subject in the public domain. The available literature is mainly confined to the various reports published by the Lok Sabha/ Ministry of Defence from time to time and included the following:-

- (a) The Ajay Vikram Singh Committee Report (Feb 2003)
- (b) The Report of the Sixth Pay Commission (Mar 2008)
- (c) The 10th Report of Standing Committee on Defence (Aug 2015)
- (d) The Report of the Seventh Central Pay Commission (Nov 2015)
- (e) The Raksha Mantri Committee of Experts (2015)
- (f) The 33rd Report of Standing Committee on Defence (2017)

Details of Literature available, and the key takeaways are enumerated in the following paragraphs.

4.2 The Ajay Vikram Singh Committee Report (2004).

The Ajay Vikram Singh Committee made recommendations encompassing a wide spectrum of service related issues to address the twin

aspects of reducing the high age profile and improving cadre mobility of officers in the Armed Forces. Based on the recommendations of the Committee, a number of measures were implemented by the three Services. These include time based promotion upto the rank of Lt Colonel; introduction of Colonel (TS); upgradation of posts of Lt Colonel to Colonel; upgradation of posts in the ranks of Colonel, Brigadier, Major General and Lt General and their equivalents in Navy and Air Force.

With a view to improve promotion potential and enhanced cadre mobility of Permanent Commission Officers, the report had suggested that the ratio of support cadre should be more than the permanent cadre. The Committee had recommended that the ratio between Permanent Commission (PC) and Short Service Commission (SSC) officers should be One is to One point One (1:1.1). In long term, the report envisaged a 40:60 ratio between PC and SSC officers. To give a boost to the number of officers joining the Armed Forces through the Short Service Commission Scheme, the Ajay Vikram Singh Committee (AVSC) had recommended various measures for making the SSC scheme more attractive. These include the following:-

- (a) Grant of lump sum amount, in lieu of Gratuity, based on total service rendered.
- (b) Professional Enhancement Training Leave (PETL) for one/ two years based on total service rendered.
- (c) Grant of ESM status on completion of initial term of engagement.

4.3 The Report of the Sixth Central Pay Commission, Mar 2008.

The Sixth Central Pay Commission (CPC) laid a lot of emphasis on the 'Lateral Movement of Defence Forces Personnel'. Looking specifically at the issues facing the Short Service Commission Officers, the 6th CPC observed/recommended the following:-

(a) The short tenure of Short Service Commissioned Officers (SSCOs) acts as a disincentive for many eligible candidates joining the Defence Forces. While a good compensation package is essential for the morale and quality of officers and men in the Defence Forces, the same will also, to a large extent, depend on those personnel being provided a life time career.

(b) Central Para Military Forces (CPMFs). Whilst CPMFs have been specifically raised for performing duties relating to maintenance of law and order, carrying out anti-terrorists/counter insurgency operations, etc., help of the Defence Forces is also enlisted frequently for these duties.

(c) The size of Central Para Military Forces (CPMFs) has increased by a large percentage to meet the increased internal security threat to the nation. The Government is recruiting a large number of personnel in various CPMFs and training them before they can be utilized for security related duties in the various para military forces. At the same time, a

large number of personnel from the Defence Forces retire at a relatively young age when they are fit enough to discharge duties in CPMFs that are slightly less arduous than those required in Defence Forces.

(d) The twin problems of locating suitable trained manpower for induction in various Central Para Military Forces and providing sufficiently long tenure for the Defence Forces personnel can be addressed in case the recruitment to Central Para Military Forces is done by lateral shift of the Defence Forces personnel.

(e) The Fifth CPC Recommendations. The Fifth CPC had recommended filling up of 25% posts of Assistant Commandant in Central Police Organisations (CPOs) by lateral shift of Defence Forces personnel with this facility being made available in particular to the Short Service Commissioned Officers. The Fifth Pay Commission had also suggested setting up a joint recruitment board comprising representatives of CPOs and Defence Forces Headquarters that would jointly select officers/men who would render 7 years' service in Defence Forces to be followed by lateral shift to CPOs.

(f) The 6th CPC considered the recommendations of the Fifth Central Pay Commission to be even more relevant today and need to be further extended so that all posts in different CPOs are filled by lateral shift of Defence Forces personnel. A similar dispensation needs to be extended

for filling up the civilian posts in Ministry of Defence which should also be filled by lateral shift of the Defence Forces personnel.

(g) Recommendations of 6th CPC. The 6th CPC Commission recommended that a scheme be introduced for lateral shift of Defence Forces personnel to CPOs (including CPMFs) and Defence Civilian organisations as follows:-

- (i) Common recruitment for posts in Defence Forces, CPOs and defence civilians in Ministry of Defence.
- (ii) All the successful candidates will initially render minimum 7 years of service in the Defence Forces.
- (iii) On completion of the tenure in the Defence Forces, the personnel shall be laterally shifted to an analogous post either in any of the CPOs or in one of the Defence Civilian organisation.

4.4 The Tenth Report of Standing Committee on Defence (Aug 2015)

The Tenth Report of the Standing Committee on Defence deals with Action Taken by the Government on the recommendations/ observations contained in the previous report including recommendations of the Ajay Vikram Singh Committee Report. The Ministry of Defence, in its Action Taken Reply, stated steps taken to reduce shortages of officers as also to incentivise the SSC scheme as under:-

(a) All officers including those in Short Service Commission (SSC) are now eligible to hold substantive rank of Captain, Major and Lieutenant Colonel after 2, 6 and 13 years of reckonable service respectively.

(b) A total number of 750 posts of Lt. Colonel have been upgraded to Colonel towards implementation of A V Singh Committee Report.

4.5 The Report of the Seventh Central Pay Commission, Nov 2015.

The Seventh Central Pay Commission (CPC) submitted its report to the Government of India on 19 Nov 2015. The Seventh CPC noted/ recommended the following with reference to Short Service Commissioned Officers:-

(a) Extant Scheme/ Tenure. The Short Service Commission (SSC) scheme in the Armed Forces was introduced in 1964. The tenure for SSC officers was five years and they were eligible for permanent commission in the fifth year of service. In 1971 the SSC officers were given the option to continue for another five years, beyond the initial five years. In 2004 the SSC officers were given the option to continue for another four years, beyond the period of five plus five years (5+5+4). In 2006 the Scheme was modified yet again, and the option to exit was made available only in the tenth and fourteenth year (10+4), with the eligibility for permanent commission to be exercised in the tenth year of service.

(b) Necessity of SSC. The Services, given their steep pyramidal structure, have a high rate of supersession at the stage of the promotions to the first select rank. An effective way to address this problem is by increasing the strength of the support cadre, primarily the Short Service Commission. This would balance the ratio between regular cadres and support cadres and correct the existing skew towards regular cadres. To achieve this, the SSC needs to be made more attractive.

(c) Present Position. Currently, in the Armed Forces, Short Service Commission to officers is granted for a maximum period of 14 years, an initial period of ten years extendable by a further period of four years. Male Officers who are suitable can be considered for grant of permanent commission in the tenth year of their Short Service Commission.

(d) The present entitlement, on exit, is 10 months and 14 months of reckonable emoluments for those completing ten and fourteen years of service respectively.

(e) The Directorate General Resettlement in the Department of Ex-Servicemen provides for resettlement training for serving officers/retired officers and released officers. Short Service Commission Officers, on completion of ten/ fourteen years of contractual service, are eligible for undergoing resettlement training courses. Towards this, there are a

number of short term training programmes by reputed management institutes.

(f) Proposal of the Services. The Services have stated that SSC should be made more attractive, so that larger numbers opt for this entry.

The measures recommended towards this are as follow:-

(i) Severance Compensation (two months' pay for each year up-to 10 years and four months' pay beyond 10 years to 14 years.

(ii) Grant of 'Professional Enhancement Training Leave' of two years to officers opting for an extension of another five years.

(iii) Concessions for appearing in Civil Service Examination viz:-

(aa) Reduction in the number of papers from eight to four.

(ab) Introduction of Military Science as optional subject.

(ac) Age relaxation of five years for SSC Officers.

(iv) Lateral induction into Para Military Forces/Central Police Organisations to be considered.

(g) Analysis and Recommendations. The 7th CPC examined the matter in the context of the cadre structure of the Armed Forces, the pattern of recruitment of officers through various streams and the available options for Short Service Commissioned Officers and noted the following:-

(i) Cadre Structure. There is a need to strike a healthy balance between the organizational requirements and career progression in the Armed Forces. For this maintaining the ratio of Permanent Commissioned Officers to Short Service Commissioned Officers is important.

(ii) The existing cadre of Armed Forces Officers is primarily manned by Permanent Commissioned Officers. Short Service Commissioned Officers have an exit option that is not particularly attractive and a large number of these officers are absorbed into the Permanent Commission stream. This has two important implications:-

(aa) The former reduces the attraction for Short Service Commission as a career option for the youth and

(ab) The latter impacts the age profile of the officers in the Armed Forces.

(iii) Compensation Package. The Armed Forces have demanded for doubling of the existing compensation package of one month's reckonable emoluments for each completed year of service by a SSC Officer. In the case of officers in the public sector opting for voluntary retirement/ voluntary separation, they are paid one and a half months emoluments for each completed year of service.

(iv) Way Forward. To address these issues, the 7th CPC was of the view that the package, particularly the exit options, available for officers who are on Short Service Commission needs to be bolstered leading to multiple benefits:-

(aa) Make Short Service Commission an attractive option for the youth

(ab) It will lead to increased intake of Short Service Commission Officers as compared to Permanent Commissioned Officers

(ac) Attractive exit options will encourage Short Service Commissioned Officers to avail the exit options and shift to other careers rather than linger in the forces attempting to get Permanent Commission

(ad) This in turn will improve the promotional avenues for Permanent Commissioned officers

(ae) It will also provide industry and other sectors a young crop of well trained and disciplined officers at the middle management level.

(af) Overall, from a national perspective it would result in optimal deployment of the country's young work force.

(v) Compensation Package. With regard to the compensation package, the 7th CPC was of the view that it needs to be made more attractive. To incentivise early exit, the package

being recommended be graded so as to provide greater benefit to the SSC officers exiting early. For those exiting at seven years the package has been scaled up to the level of what is applicable to officers taking VRS in public sector companies.

(vi) Professional Enhancement Training. The thrust of the government is towards facilitating investment and promoting innovation and industry. A steady availability of young, disciplined officers from the Armed forces, whose skill have been upgraded to meet the challenges of the expanding economy, would be highly beneficial for the country. Hence the 7th CPC recommended that SSC officers, be provided the opportunity to pursue a Management or Technical Course, fully funded by the government. The 7th CPC suggested tie up with reputed Management and Technical Institutes, preferably IIMs and IITs.

(vii) Exit Options. The Commission recommends that the SSC officers should be allowed to exit at any time between seven years and ten years of service instead of the existing exit option at ten and fourteen years. The option for Permanent Commission should be exercised in the seventh year, instead of the tenth year as it exists today.

(viii) Package for those exiting. The 7th CPC recommended the following package for Short Service Commission Officers:-

(aa) Terminal Gratuity. Uniform 10.5 months of reckonable emoluments, for exit any time between seven years and ten years.

(ab) Training. Fully funded one year Executive Programme at premier Management Institute or M. Tech programme from premier technology institute. An Officer opting for any of the fully funded programmes as listed above, should stand relieved from the Armed Forces when he goes to join the programme.

(ac) Concession towards Civil Service Examination. Relaxation in age by five years.

4.6 The Raksha Mantri Committee of Experts (2015).

The Raksha Mantri in 2015 constituted a Committee of Experts comprising Lt Gen Mukesh Sabharwal, Lt Gen Richard Khare, Maj Gen T Parshad and Maj DP Singh to undertake “Review of Service and Pension Matters including Potential Disputes, Minimizing Litigation and Strengthening Institutional Mechanisms Related to Redressal of Grievances”. The report in its findings regarding Short Service Commission, has brought out the following:-

(a) Length of Service. The scheme must revert back to the 5+5+4 system rather than the 10+4 system and with universal applicability to all three services. It must be appreciated that on release from service after

10 years, a person is in his/her 30s when it becomes extremely difficult to start a second career.

(b) Since the organization feels that officers must serve for at least 10 years to be particularly beneficial to the organization, the Government can initiate a graded system of benefits after 5, 10 and 14 years - longer the person serves, better the benefits.

(c) Contributory Pension Scheme. A Contributory Pension Scheme on the lines of the New Pension Scheme (applicable since 2004 to civil servants) be considered for all future SSC officers who serve for a minimum 10 years. In fact, the New Pension Scheme itself could be extended to the SSC scheme of the defence services by working out the modalities.

(d) All bottlenecks of the pending package for SSC officers be immediately cleared by personal intervention of the political executive so as to attract and retain talent in reality.

(e) ECHS Scheme. Extension of Ex-Servicemen Contributory Health Scheme (ECHS) be effectuated to all past and future Short Service Commission Officers (SSCOs) which could replace the existing outpatient medical facilities and reimbursement by Kendryia Sainik Board for serious diseases, already applicable to them.

(f) Ex-Servicemen Status. Officers who seek release from Short Service after completion of terms of engagement but while on extended terms are being denied “ex-serviceman” status which is being restricted only to those who are released exactly on the date of completion of terms. All officers who have completed the terms of engagement must be granted “ex-serviceman” status, whether they are released on the exact date of culmination of their Commission or they are released while on extended terms after the culmination of their initial term.

4.7 The Report of the Thirty Third Standing Committee on Defence (2016-2017), (Sixteenth Lok Sabha).

The Standing Committee on Defence (2015-16) appointed a Sub-Committee to examine and report on the subject 'Resettlement of Ex-Servicemen'. The Sub Committee was headed by Maj Gen B C Khanduri (AVSM). The Committee observe that a lot of changes in the Government Policies have taken place with regard to the tenure of service for both officers and other ranks. In 1998, the intake age of the soldiers in the Armed Forces has seen an increase due to an increase in the basic education criteria. Later, the retirement age of Armed Forces personnel has also been increased by two years. Hence, there has arisen a mismatch in the reemployment age (for government jobs in the civil street) and the retirement age of Armed Forces personnel. Armed Forces personnel who were retiring earlier at an approximate age of 42 years are now retiring at about 45 years of age. Moreover, the terms

of engagement of Short Service Commission (SSC) Officers has also been increased from 10 years (5+5 years) to 14 years (10+4 years).

Accordingly, a case for enhancement of upper age limit for ESM for reemployment in Banks/ PSUs/ Financial Institutions was taken up with the Ministry of Defence. After examining the case, the Ministry of Defence (MoD) accorded their approval and forwarded the proposal to Ministry of Finance, Department of Financial Services requesting them to amend the existing provisions regarding maximum age limit for re-employment of ESM in Public Sector Banks/ Financial Institutions. A final decision in this regard is yet to be taken. The Standing Committee on Defence recommended the following:-

(a) Direct recruitment of Short Service Commission (SSC) Officers into Central Armed Police Forces (CAPF) as Assistant Commandants, the vacancies for which are approximately 600 per year. 50% of these must be from SSC Officers and balance from the environment. These are the Officers who have been selected through a rigorous process and even successfully faced the SSB interview. These Officers have excelled in Counter Insurgency and other Operations and fully meet the operational requirement of the CAPF. This will ensure apart from a second career to the most suitable candidate, greater harmony between Armed Forces and CAPF.

(b) Induction of SSC Officers into Civil Service. The SSC Officers should also be inducted into Civil Services as was the case in the past

during 60s and 70s. These Officers should give exam only in two subjects and face the interview board. The present Civil Military confrontation will also reduce with such integration as Armed Forces Officers will also feel a part of the system in the decision making, where presently, there is a feeling of neglect in this aspect.

4.8 Policies and Guidelines.

The extant policies of the three Service Headquarters dealing with the Short Service Commission Officers and the change in changes in Government regulations dealing with Short Service Commission Officers were also studied. Details and the key takeaways are enumerated in the following paragraphs.

4.9 Guidelines and Norms for Selection of Resettlement Courses/ Institutes and Allotment of Courses.

(a) Department of Ex-Servicemen Welfare, Ministry of Defence, looks after resettlement of ex-servicemen including SSC Officers. These officers are eligible to undergo resettlement training courses on completion of initial contractual service, under the following conditions and in order of preference:-

- (i) An officer not granted Permanent Regular Commission
- (ii) A non-optee for Permanent Regular Commission.
- (iii) SSC Officers on extension are eligible in last year.

(b) Division of Resettlement Vacancies. The Department of Ex-servicemen Welfare has got into Memorandum of Understanding (MoU) with various IIMs and other 'A' grade Business Schools for a 24 week Certificate in Business Management Course for officers. The number of vacancies available every year are short compared to the number of officers (both Permanent Commission and SSC) retiring every year. Because of the stature of the empanelled institutes, as also the on campus placement opportunities, these courses have become very popular as a Resettlement Training Programs. As a result, the division of available seats is done between PC and SSC Officers

(c) Short Service Commissioned Officers (Men and Women).

Amongst the SSC Officers, priority of allotment has been allotted officers already released followed by serving officers in the following order:-

- (i) Officers on final release (on completion of 14 years).
- (ii) Released during second extension.
- (iii) Released after completing first extension
- (iv) Released during first extension.
- (v) Released on completion of initial engagement

4.10 Ex Servicemen Contributory Health (ECHS) scheme.

Government of India, Ministry of Defence, Department of Ex Servicemen Welfare, vide letter No. 17(11)/2018/WE/D(Res-1) dated 07 Mar 19 (**Appendix**

‘J’) approved the grant of ECHS facilities to World War-II veterans, Emergency Commissioned Officers, Short Service Commissioned Officers (SSCOs) and premature retirees. This facility can be availed by SSC officers after registration by paying Rs 1.2 Lakh. The SSCO and premature retirees would be eligible for the following facilities:-

- (a) Free OPD services including medicine from ECHS Polyclinics
- (b) They are not entitled for treatment in Armed Forces Medical Services (AFMS) hospitals.
- (c) They must pay for OPD/ IPD/ investigations in ECHS empaneled hospitals and seek reimbursement @ 75% of total admissible expenditure for personnel having more than 10 years of service and @ 50% of total admissible expenditure for personnel having less than or equal to 10 years of service.

4.11 World and Regional Scan.

The extant commissions in the various countries, including the regional Armed Forces of Pakistan and Bangladesh were explored. Scrutiny of the various types of commission reveal that in advanced countries, the default mode for officers to join the Armed Forces is for a short period from three to eight years. This can be extended subject to availability of vacancies and the performance of the officer. However in case of Pakistan, there are two distinct commissions, same as India. The details are elucidated in the following paragraphs.

United States of America

You can earn a commission in the U.S. Army through one of four programs: the U.S. Military Academy, the Army Reserve Officers' Training Corps, the Officer Candidate School or direct appointment as follows:-

- (a) **U.S. Military Academy.** Graduates of U.S. Military Academy, West Point, earn a commission as second lieutenant in the Army.
- (b) **Army Reserve Officers' Training Corps (ROTC).** Army ROTC is the primary source for college-trained officers for the Army.
- (c) **Officer Candidate School.** The school trains enlisted personnel, warrant officers and civilians with college degrees to be Army officers.
- (d) **Direct Appointment.** The Army also offers direct appointments for specialists from selected legal, medical, ministerial and technical fields.

Anyone entering the US military has an initial obligation of eight years. Commissioned Officers generally have to serve three or four of those years on active duty (depending on which service program commissioned them). Once that period has been served, they may elect to be released from active duty and transferred to a Reserve component for the balance of their time. Or they may elect to continue serving. In case the officer wants, is able to clear departmental qualifying examinations, has continuous above average appraisal, he can opt to continue in service beyond these eight years and make a career for himself/ herself in the Armed Forces.

United Kingdom

The default mode of joining the British Army is as a Short Service Commission Officer from where if willing, and subject to performance and vacancies, you can become eligible for Intermediate/ Regular Commission as follows:-

- (a) Short Service Commission (SSC). SSC is the normal first commission for those who become an officer in the Army. The SSC is also a first step to a mid-length or full career in the Army. SSCs are awarded for a minimum of three years but can be extended to eight.
- (b) Intermediate Regular Commission (IRC). The IRC offers a mid-length career for a maximum of 18 years and can be applied for after two years of SSC, subject to being recommended. On completion of 18 years' service, the officer will be entitled to a lump sum payments.
- (c) Regular Commission (RegC). The RegC offers a full career of 35 years or to age 60 whichever is first. It can be applied for after 2 years of IRC, subject to recommendation. Those completing a full career will receive an immediate lump sum and pension from age 55.
- (d) Undergraduate Army Placement (UGAP). UGAP is a Commission for highly motivated undergraduates at UK universities requiring placement as part of their degree.
- (e) Late Entry Commissions. Vacancies exist for senior Non Commissioned Officers and Warrant Officers to be granted commissions known as Late Entry Commissions.

Pakistan

Pakistan Armed Forces have a Short Service Commission (SSC) in all the three services i.e. Army, Navy and Air Force. Tenure of service is generally five to seven years. SSC officers are eligible for grant of PC on meeting laid down criteria. Most of the Branches/ Specialisations (barring medical) are not open to women. Details are as follows (**Appendix 'L'**):-

(a) Pakistan Navy. Pakistan Navy admits Short Service Commission Officers in Marine Engineering, Weapon Engineering, Construction, Law, Information Technology, Supply Branch, Education Branch and as Religious Motivation Officers. The tenure of SSC is limited to five years and officers can convert to Permanent Commission on completion of this period

(b) Pakistan Army. The Pakistan Army offers Short Service Commission (SSC) to male citizens in Ordinance, Signals, Education and Psychologist Branches and as Remount Veterinary & Farms Officers. Pakistan Army also takes women Short Service Commission Officers. However they are employed mainly in administrative roles. SSC officers serve the Pakistan Army for seven years.

(c) Pakistan Air Force (PAF). The Pakistan Air Force (PAF) offers three types of Commission: Permanent Commission (PC), Special Purpose Short Service Commission (SPSSC) and Short Service

Commission (SSC). Permanent Commission is for Pilots (Male), Aeronautical Engineering (Male/ Female) and Air Defence Branches (Male). Special Purpose Short Service Commission (SPSSC) is offered to male citizens in Engineering and Education Branches. Short Service Commission (SSC) is offered to Pilots (Female), Air Defence (Male), Logistic (Male), Accounts (Male), Metrology (Male) and Administration and Special Duties (Male). SSC and SSPC Officers are eligible for the grant of Permanent Commission (PC) after three years of commissioned service. Women officers who are willing for PC, may be considered for the same on completion of 10 years of commissioned service

Bangladesh

Bangladesh Armed Forces have a Short Service Commission (SSC) in all the three services i.e. Army, Navy and Air Force. Details are as follows:-

(a) **Bangladesh Army.** The Bangladesh Army admits Short Service Commission Officers in the professional branches of the Army (Army Medical Corps, Army Dental Corps, Army Education Corps, the Judge Advocate General's Branch, Corps of Engineers, Electrical and Mechanical Engineering Corps and Army Signal Corps). SSC officers receive the rank determined by their career branch

(b) **Bangladesh Navy.** Officers can join Bangladesh Navy either as Cadet Entry Officers (Permanent Commission) or as Direct Entry

Officers (Short Commission). The Direct Entry Officers are eligible to join all branches of the Navy

(c) Bangladesh Air Force (BAF). Whilst officer generally join as Permanent Commission officers, in special situations to meet requirement, BAF enroll officer as Special Purpose Short Service Commission (SPSSC) and Short Service Commission (SSC). The provision is limited to Engineering, Education and Legal Branches only.

4.12 Conclusion.

Literature Survey reveals that a number of high powered Government Committees, including the Pay Commissions, have closely examined the various aspects of Short Service Commission and ways to incentivise the same. In addition, the Service Headquarters have tried out a number of iterations in the engagement period to make the scheme attractive to the youth in the country. Many of the recommendations in these reports, including ECHS facilities and ESM status for SSC officers have now been implemented by the government. Some of the recommendations like PETL and Severance Package are yet to be accepted. All these issues have been covered in the survey of the SSC officers.

Global Scan of the militaries suggests that in most advanced countries SSC is the default mode of entry into the Armed Forces. However, the regional Armed Forces including Pakistan and Bangladesh follow a system similar to

India. With the Armed Forces becoming completely technical (i.e. all officers will have a B.Tech qualification), Rear Admiral Khanna, 2018, has made a case for eliminating Permanent Commission for Indian Armed Forces and taking in officers only through Short Service Commission.

Chapter 5

METHODOLOGY OF RESEARCH STUDY

5.1 Introduction

World over, especially in developed countries, youth join the armed forces for a short number of years, and thereafter quit to rejoin the civilian life. Various countries have schemes to incentivise people to join the Armed Forces, including sponsoring the college education. However, in case of India, the Short Service Commission entry has generally been undersubscribed, with youth preferring to join the Armed Forces as Permanent Commission officers. As per Times of India report, the Indian Army has a shortage of 7294 officers, the Indian Air Force 294 officers and the Indian Navy 1538 officers (Pandit, 2019). A number of measures to make the Short Service Commission attractive have been recommended by Ajay Vikram Singh Committee, successive Central Pay Commissions, reports of the Standing Committees on Defence and by the Service Head Quarters. Some of these have been implemented only partially. However, no study has been undertaken to understand the aspirations of the SSC officers themselves, reasons for their joining the Armed Forces and the measures which would make the SSC scheme more attractive.

5.2 Research Objectives

The research objectives of the study on Smart “Short Service Commission”, measures for the Armed Forces are:-

- (a) To study the provisions of the existing Short Service Commission scheme for the Armed Forces
- (b) To suggest suitable Terms of Engagement that balance both the organisational interest and individual aspirations in order to ensure adequate subscription to the SSC scheme
- (c) To recommend measures to ensure motivation of the SSC officers whilst in service, including pre-release courses
- (d) Propose monetary and other benefits (ECHS, lateral absorption in other Govt organisations) to officers on release from service

5.3 Research Methodology

The method of research was mainly planned through analysis of Primary Data collected through Quantitative Research through floating of a questionnaire to serving SSC Officers and seeking feedback. The Questionnaire is placed at **Appendix 'M'**. Secondary Data on the induction figures, SSC officers granted PC, exit analysis of SSC officers, pre-release courses availed, as available, from Service Headquarters was also utilized.

5.4 Questionnaire

A questionnaire was prepared for circulation to SSC Officers. The questions were mainly close-ended seeking responses either in terms of Yes/ No/ Maybe or Strongly Agree/ Agree/ Neutral/ Disagree/ Strongly Disagree. The questionnaire though longer than desired, was designed to elicit maximum

response with maximum accuracy. The researcher was aware of the limitations in terms of time availability, accurate record keeping and confidentiality of data. Care was taken not to seek any information which could be deemed 'Restricted' or 'Confidential'. The questionnaire was only circulated to serving SSC officers spread across all seniority brackets. The questionnaire was divided into four distinct separate sections seeking to elicit the response of Short Service Commission Officers on the following:-

- (a) Section 1 - Basic details of the officer, awareness of SSC Scheme and impact of Social Media on increasing awareness about the scheme.
- (b) Section 2 - Knowledge of Terms of Engagement (ToE) amongst SSC officers, the preferred period of initial engagement, total service duration, option for Permanent Commission, liabilities at the time of exit and confidence on securing a second career.
- (c) Section 3 - Ease of exit from service including Pre Release Course/ Resettlement Training Program and other possible options including scholarship and study leave.
- (d) Section 4 - Second Career Options including Civil Services, age relaxation, ex-serviceman status and lateral absorption in Paramilitary Forces/ Central Armed Police Forces.

5.5 Sample Size and Survey Methodology

The questionnaire was forwarded to Short Service Commission Officers of the Navy. The questionnaire covered SSC officers across all seniority

brackets and included both male and female officers. The questionnaire was restricted to only serving officers. The sample size was not based on any scientific calculations but on the accessibility of these officers. For the purpose of accessing these officers, the questionnaire was prepared using Google Forms and forwarded to the officers, either through e-mail or over social media

5.6 Scope / Limitations/ Delimitation

Scope. To study measure to make Short Service Commission in the Armed Forces more attractive through seeking opinion/ feedback of Short Service Commission officers and analysis thereon.

Limitation of Population. The study was be limited to serving Short Service Commission officers.

5.7 Response to Questionnaire

Response was received from 96 Short Service Commission Officers. This included Naval Officers (both men and women) spread across all Branches and Specialisations. The spread across Branches/ Specialisations ensured that the survey covered officers eligible for Permanent Commission as also officers not eligible for Permanent Commission. The respondents were spread across all ranks, age groups and seniorities. The details of respondents are covered in the next chapter.

Chapter 6

DATA ANALYSIS AND INTERPRETATION

6.1 Introduction

In order to satisfy the research objectives as discussed in Chapter 1, the researcher has used a questionnaire. The questionnaire was prepared and tested with a small sample to check the integrity of the questionnaire before being circulated with the target sample population. The questionnaire was administered only to serving Short Service Commission Officers in the Navy. The questionnaire circulated as a Google Form is placed at **Appendix 'M'**. To optimize available technology and reach out to a cross section of officers at major Naval stations, the questionnaire was dispatched both through email and over social media, by sending the Google Form Link. In addition, informal discussions were held with officers of the Personnel/ HR branches in Army, Navy and Air Force to obtain their perspective on the Short Service Commission Scheme. The survey instrument (questionnaire) was circulated to 150 officers and response was received from 96 officers. The survey instrument was designed to gauge the awareness of SSCO scheme and in-service satisfaction/ aspirations of the Short Service Commission officers. The Raw data from Field Survey is placed at **Appendix 'N'**. The findings of the survey are discussed in the succeeding paragraphs.

6.2 Demography of the Survey Sample

Gender Details. Bulk of the respondents (94%) were male officers. This is in line with the percentage of women in the Indian Navy. Whilst the Navy has opened a large number of Branches/ Specialisations to women, the two main sea going branches i.e. General Service (Executive) and General Service (Technical) are only open to SSC men. Women SSC officers are present in smaller numbers along with their male counterparts in the Logistics Branch, Education Branch, Naval Armament Inspectorate, Judge Advocate General Branch and as Air Traffic Controllers, Maritime Reconnaissance (MR) Pilots, Observers and Naval Architects.

Rank of the Officers. 24% of the respondents were in the rank of Lieutenant, 67.7% in the rank of Lieutenant Commander (Lt Cdr), whilst 8.3% were Commanders. Short Service Commission Officers join the Navy as Lieutenants reaching the rank of Lt Cdr by completion of their initial engagement. Officers who continue beyond initial engagement and serve for 14 years retire in the rank of Commander. Hence the survey covered officers in all ranks and seniority.

Branch/ Specialisation. SSC officers joining the Navy have different terms of employment/ service conditions depending on the Branch/ Specialisation which they join. Whilst SSC joining the Technical Branches (Engineering and Electrical) are eligible for grant of Permanent Commission, officers joining in the Executive Branch are still not eligible for the same.

Women SSC officers joining Education, Judge Advocate General (JAG) Branch, Naval Armament Inspectorate and Naval Architecture are eligible for PC along with their male counterparts. However women and men SSC officers joining the Logistic Branch, or as Observers, Air Traffic Controllers and MR Pilots are not eligible for grant of PC. The survey covered officers in all Branches/ Specialisation.

Years in Service. 22% of the respondents had less than 5 years of service, 55% of the respondents have between 5 to 10 years of service whilst the balance 22% have more than 10 years of service. Hence the survey covered officers across all lengths of service.

Academic Qualification prior joining Armed Forces. Since the Navy is a completely Technical Service, as expected, almost 91% of the respondents have completed a 4 Year Degree Program (B Tech/ equivalent) prior to joining the Navy. Out of the balance officers, 7% had also done their Masters in various disciplines prior joining. These are officers who are mainly present in specialized braches like Judge Advocate General (JAG) and Education Branch.

Age and Family Size at Retirement. At the time of retirement, 35% would be between 35-37 years of age and 57% of the officers would be less than 35 years at the time of retirement. A very large majority (98%) would be married and out of these 90% would have one or more children. Thus an average SSC officer would be around 35 years of age, married with one or more child(ren) at the time of retirement.

6.3 Awareness of SSC Scheme

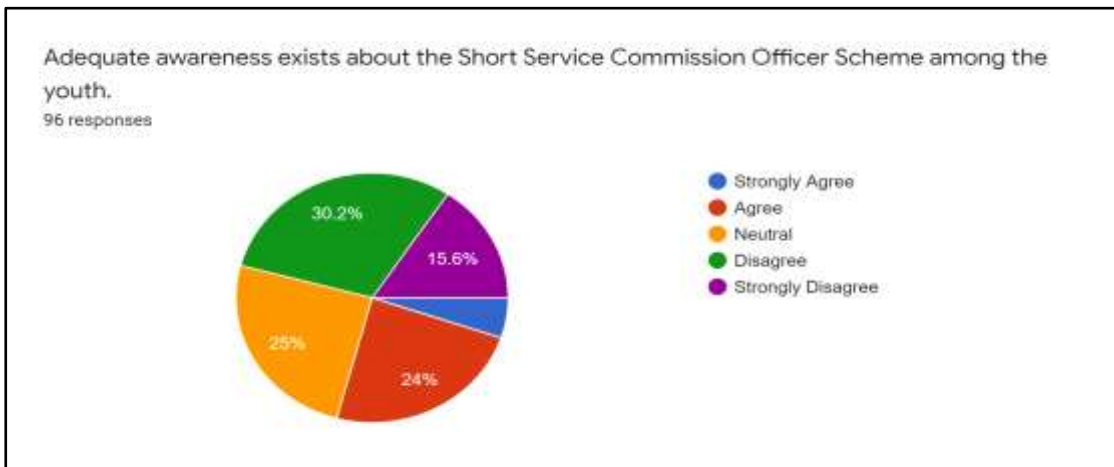


Figure 6.1 - Awareness about the SSCO Scheme in youth

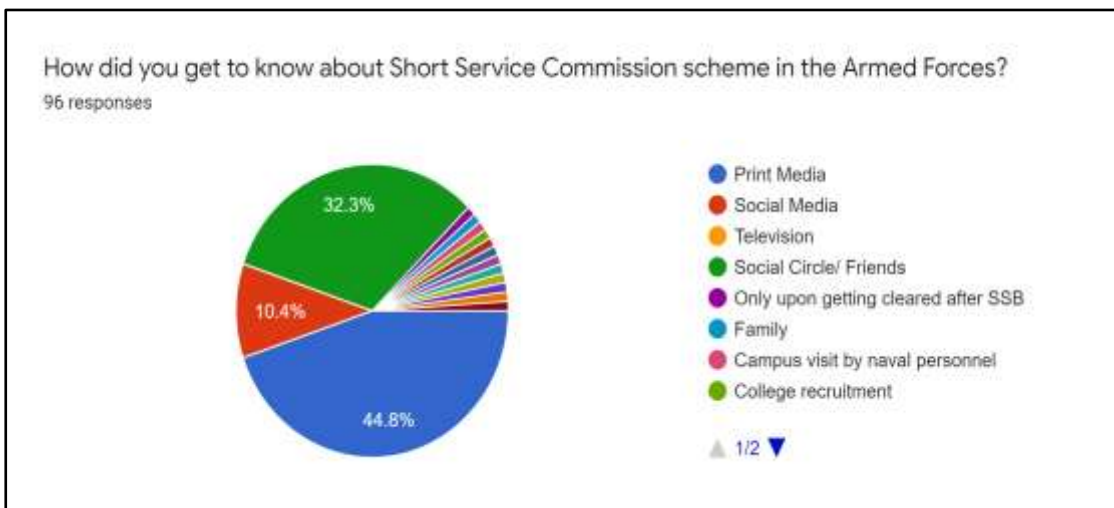


Figure 6.2 - Means of reaching out to the youth

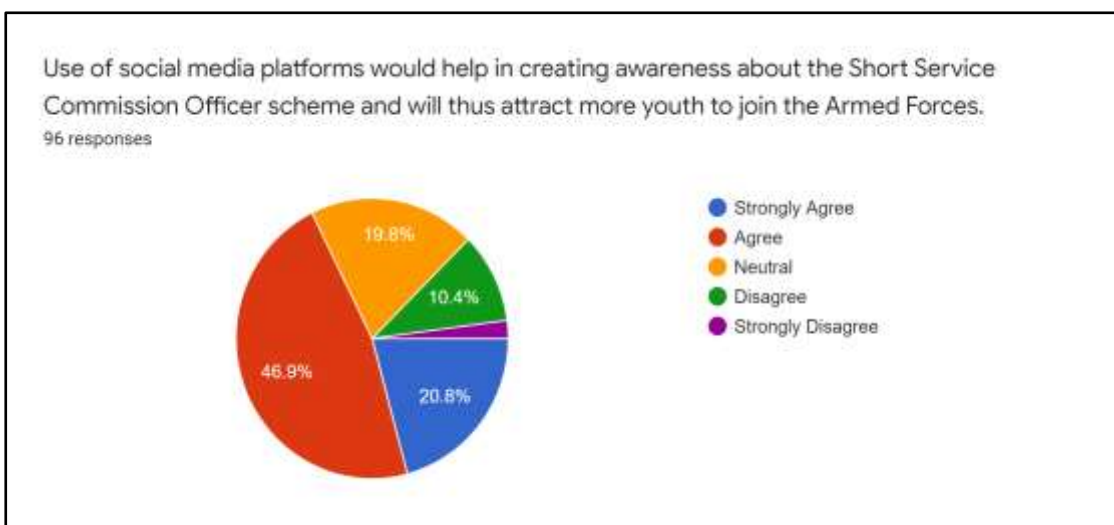


Figure 6.3 - Awareness through Social Media

Inferences

- (a) Only 30% of the officers feel that there is awareness about the SSC Officers scheme amongst the youth. 45% of the respondents did not agree that there is sufficient awareness amongst the youth.
- (b) Most of the respondents got to know of the SSC entry through Print Media (44.8%) and through their friends/ social circle (32.3%).
- (c) Only 10.4% of the respondents got to know of the SSC Officers scheme through the social media.
- (d) 68% of the respondents felt that awareness through social media could result in better awareness about the Armed Forces amongst the youth.
- (e) Overall awareness as seen in the figures, regarding SSC Officers scheme is lacking and suitable measures need to be taken to enhance awareness.
- (f) There is no targeted advertising campaign for SSCO scheme. Focused advertising of the scheme is required to enhance awareness amongst the youth.
- (g) Social media with its easy reach could provide a viable solution to getting easier access to the youth.
- (h) To enhance quantity as well as quality of candidates joining through the Short Service Commission Officers scheme, we need to have targeted advertising for the scheme through social media.

6.4 Terms of Engagement

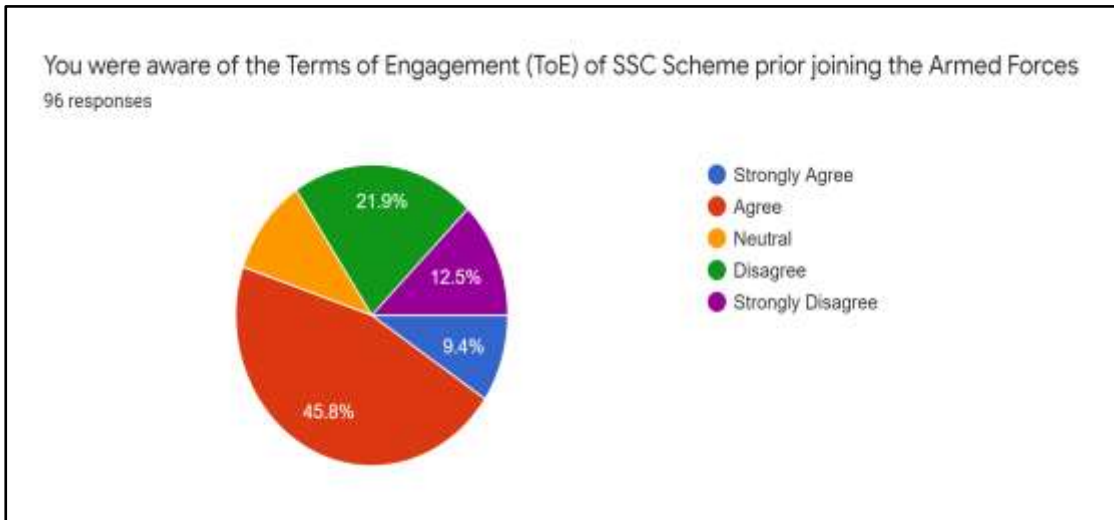


Figure 6.4 - Awareness of Terms of Engagement of SSCO scheme

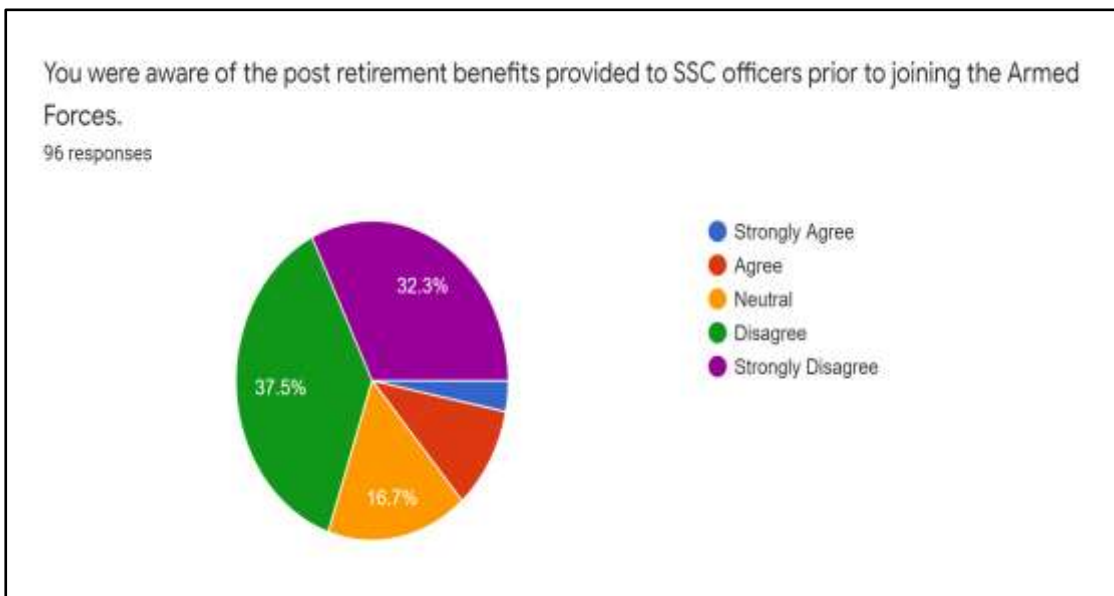


Figure 6.5 - Awareness about perks of SSCO scheme

Inferences

- (a) 55.2% of the respondents were aware of the Terms of Engagement prior joining.
- (b) Only 13.5% of the respondents were aware of the post-retirement benefits available to the SSC Officers.

(c) Overall, most of the respondents were aware that they were joining a Short Service scheme. However, the difference in benefits compared to a Permanent Commission were not known, causing them to aspire for Permanent Commission after joining the Armed Forces.

6.5 Preference for Short Service Commission

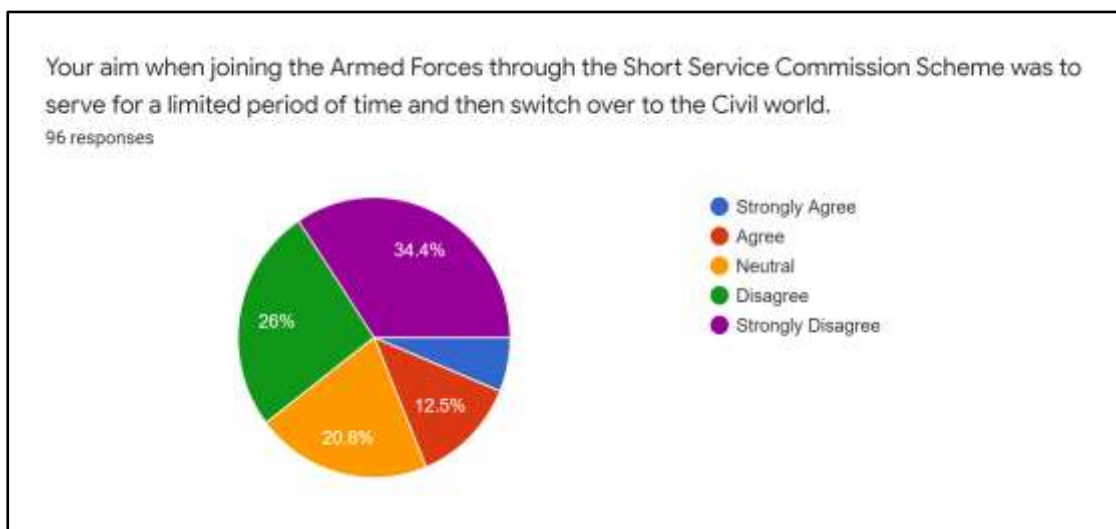


Figure 6.6 - Preference for Short Tenure

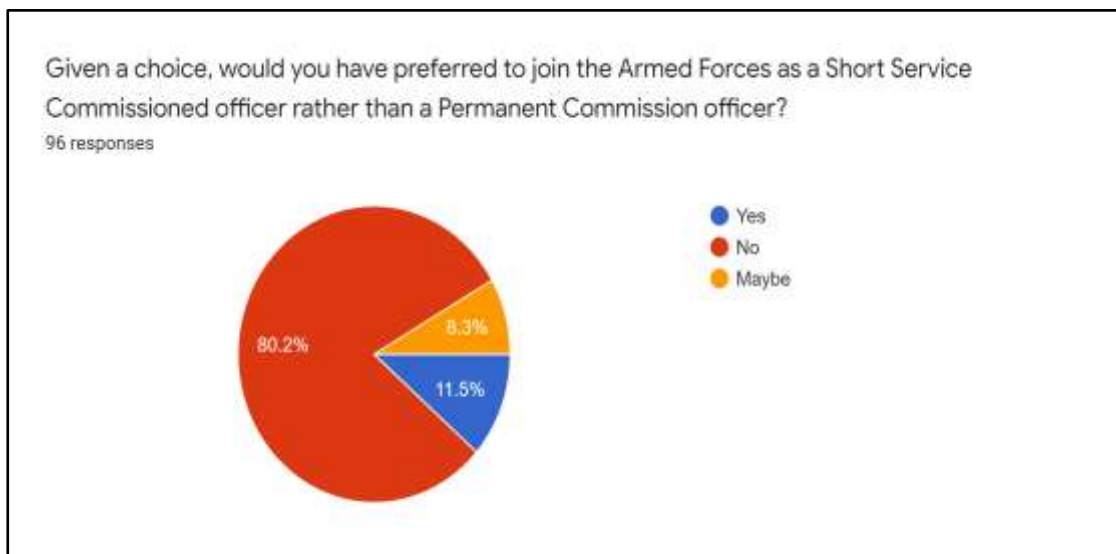


Figure 6.7 - Preference for Short Service Commission

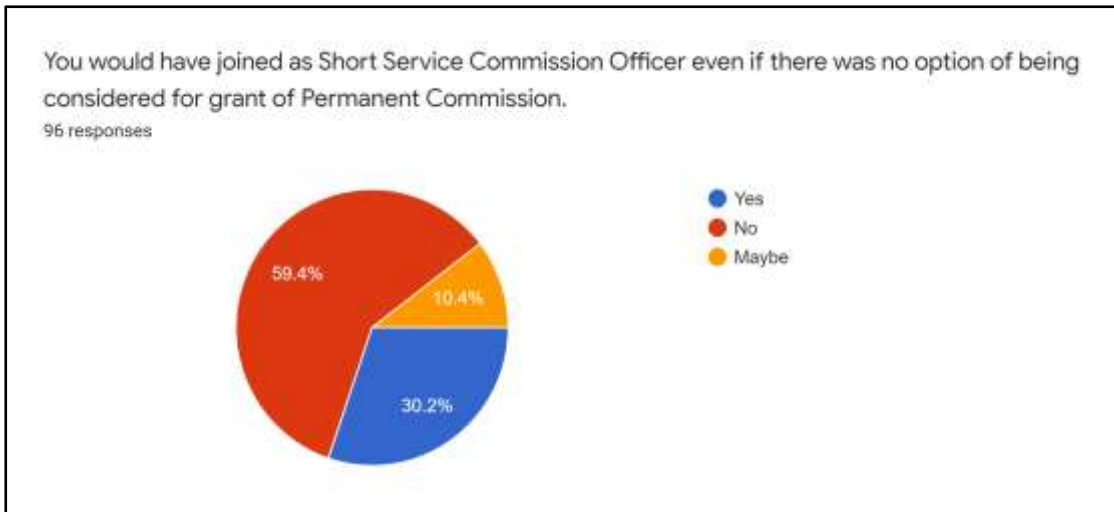


Figure 6.8 - Grant of Permanent Commission

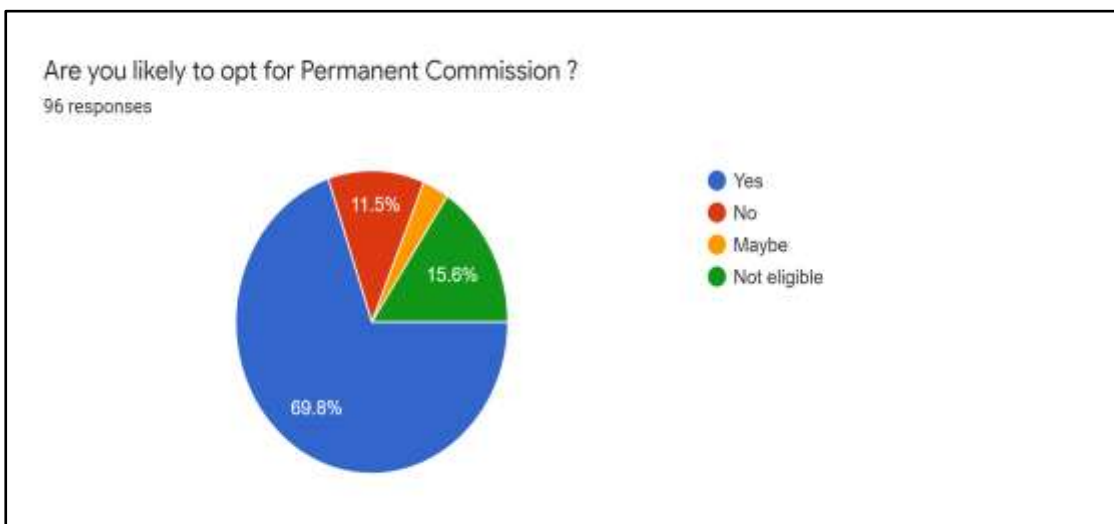


Figure 6.9 - Opting for Permanent Commission

Inferences

(a) More than 60% of the respondents did not agree with the fact that they wanted to use a short tenure in the Armed Force to gain experience prior to stepping into the civil street.

(b) Amongst the SSC Officers there is an overwhelming preference to have joined as Permanent Commission officers. Only 11.5% of the respondents agreed that they would have preferred to join as Short Service Commission Officers.

(c) Even amongst the SSC officers, almost 60% of the officers would not have joined the Short Service Commission Officer Scheme if there was no option of grant of Permanent Commission.

(d) Excluding the 15.6% who are ineligible for grant of PC, almost 83% of the eligible officers would opt for Permanent Commission.

(e) Overall, most of the respondents prefer PC over the Short Service. They would have preferred to join the Armed Forces for permanent career rather than quit after some time and look for a job.

(f) Eligibility for PC acts as a motivator for the officers at the time of joining. The option of grant of PC, depending on vacancy, should thus be kept open for all SSC officers, irrespective of Branch/ Specialisation.

6.6 Changing Pattern of Short Service Commission

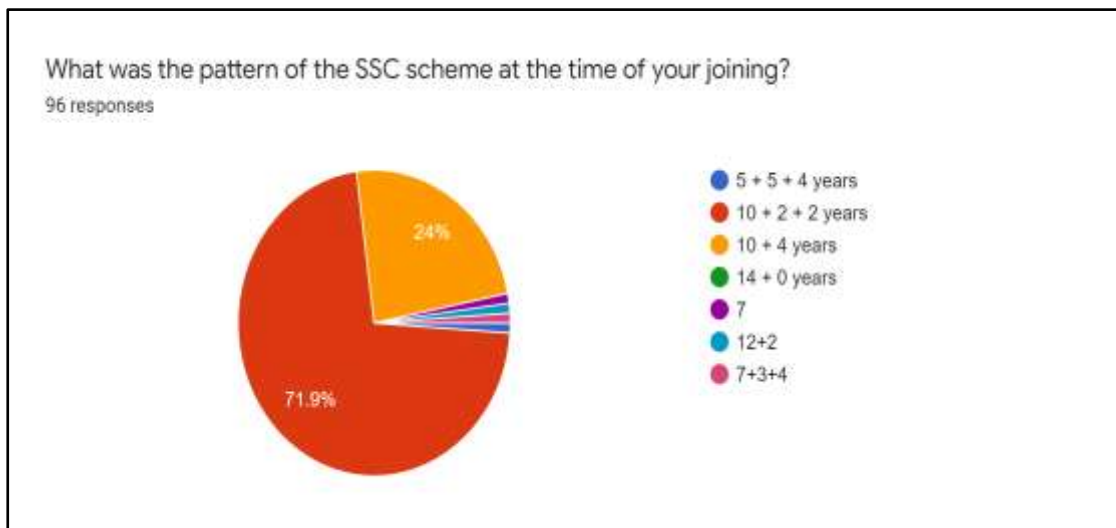


Figure 6.10 - SSC Pattern at the Time of Joining Service

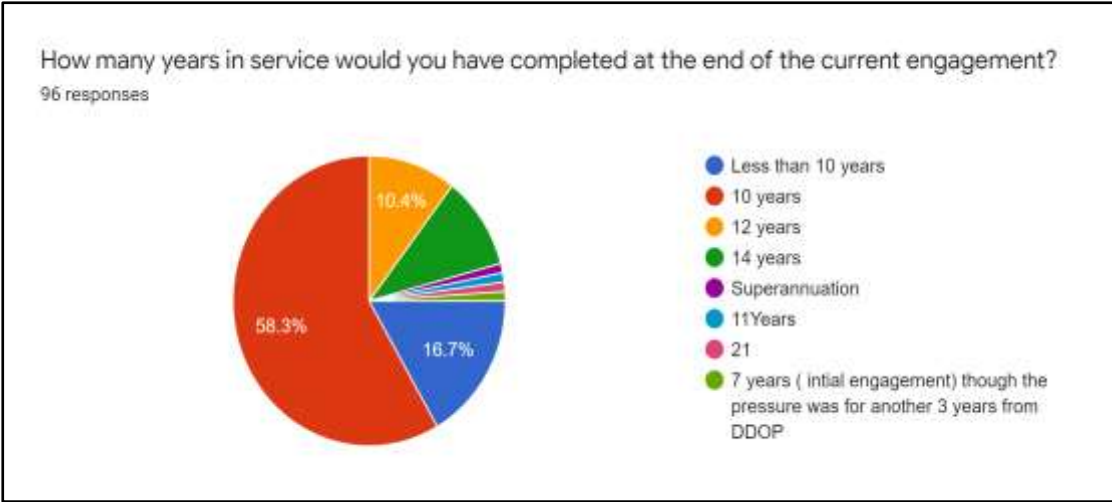


Figure 6.11 - Years of Service in current engagement

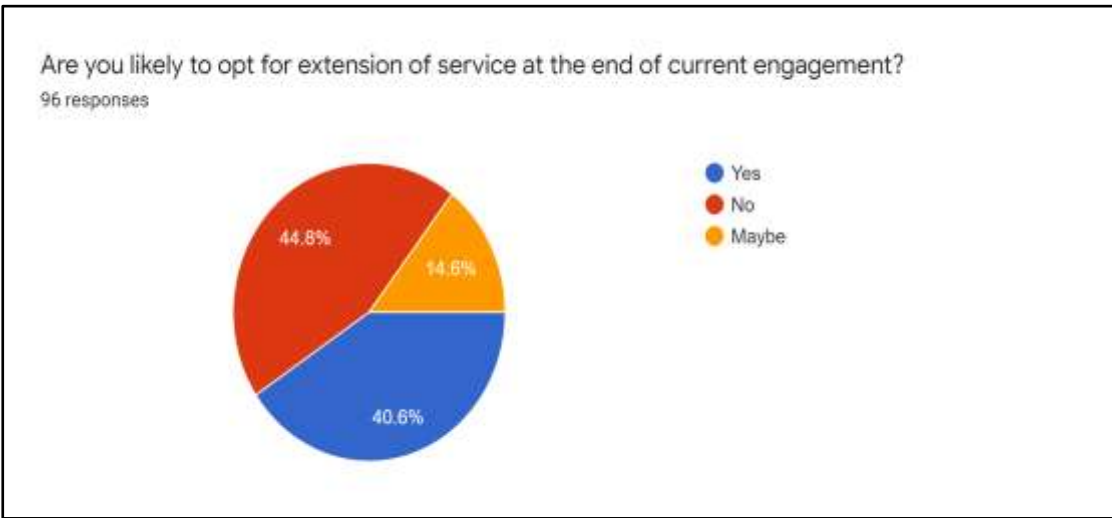


Figure 6.12 - Extension of Service

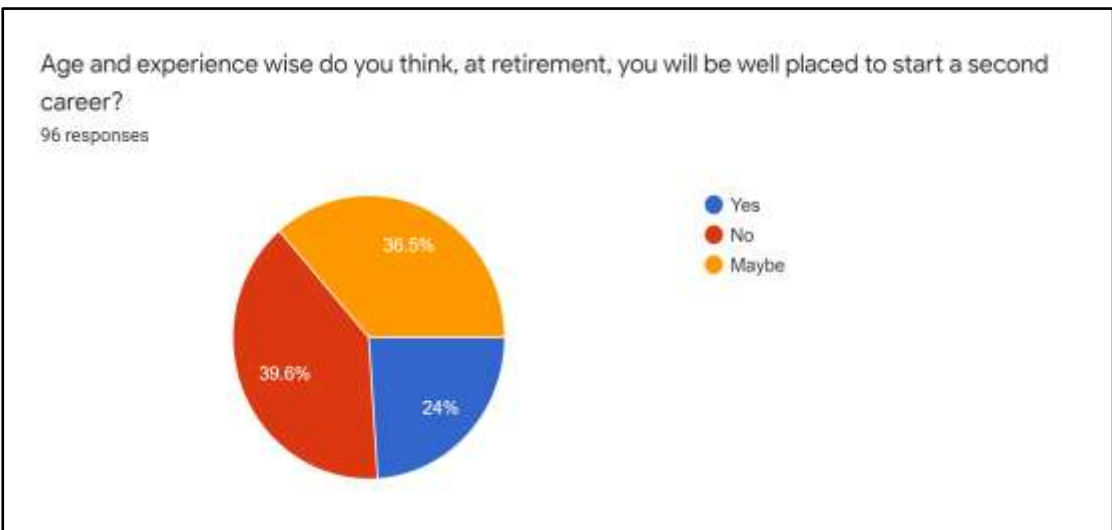


Figure 6.13 - Post exit career option

Inferences

- (a) The Terms of Engagement, including initial engagement, vary with Branch/ Specialisation and have also kept changing over the years.
- (b) With standardization of the scheme in the last few years, most of the officers have joined either through the 10+2+2 scheme (71.9%) or the 10+4 scheme (24%).
- (c) 58% of the officers are yet to complete their initial engagement of 10 years. 10.4 % officers would be completing 12 years and another 10.4% would be completing 14 years.
- (d) 40.6% of the total officers are likely to opt for extension of service. Considering that only officers with less than 12 years of service would be eligible, almost 60% of officers are likely to stay for the maximum allowable duration of 14 years prior exiting.
- (e) Only 24% of the officers feel that at the time of retirement, they would be well placed to start a second career. 36.5% of the officers however do not feel confident that they would not be well placed to start a second career.
- (f) The fact that majority of the officers do not feel confident of starting a second career leads to them opting for both Permanent Commission and in case they do not get the same, they opt for extension of service.

6.6 Period of Initial Engagement/ Total Engagement

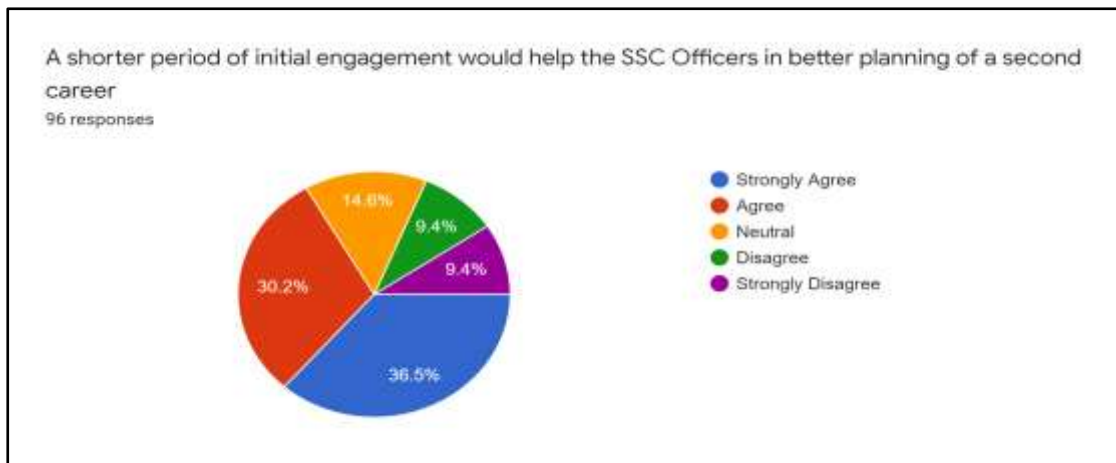


Figure 6.14 - Shorter Initial Engagement

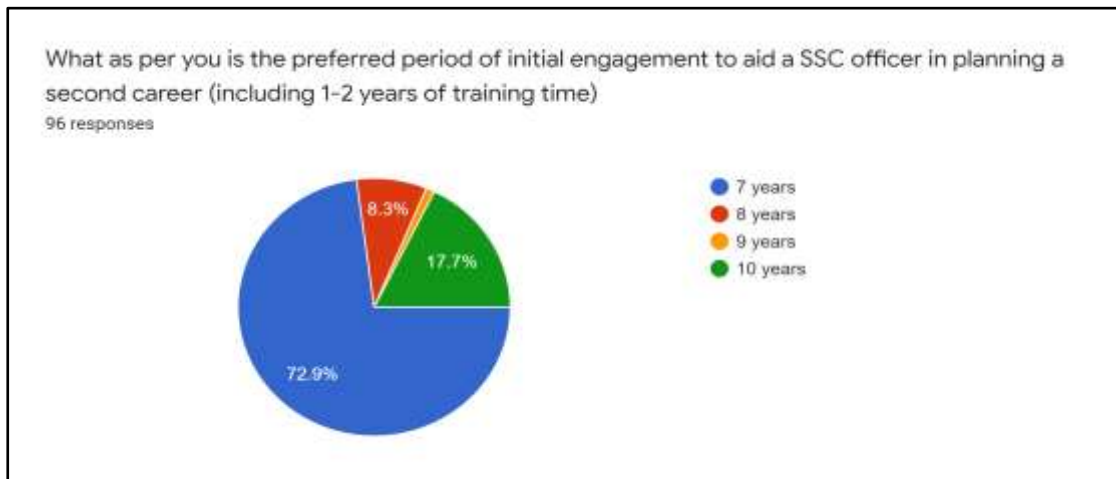


Figure 6.15 - Preferred Period of Initial Engagement

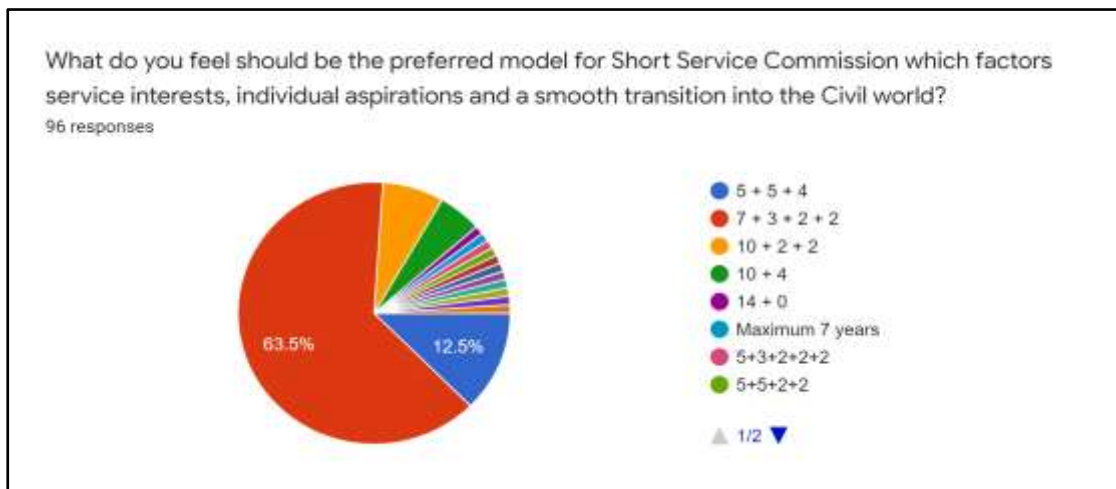


Figure 6.16 - Pattern of total SSC Engagement

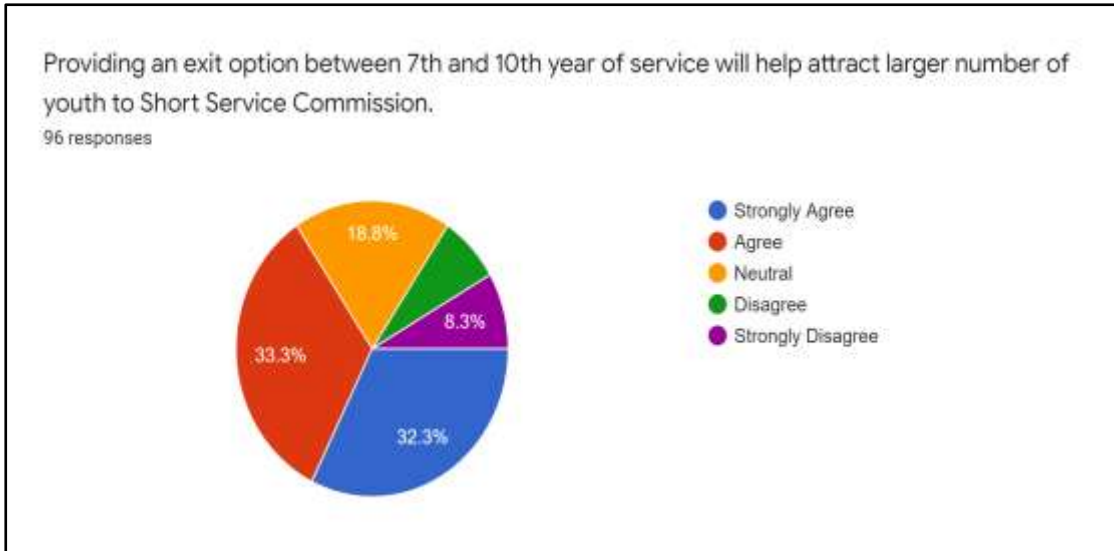


Figure 6.17 - Early Exit Option

Inferences

- (a) 67% of the respondents felt that having a shorter period of Initial Engagement would help in better planning for a second career.
- (b) 81.2% of the officers felt that an initial engagement of 7 to 8 years including a 1-2 year training time would be the ideal initial engagement.
- (c) 17.7% of the officers were in favour of continuing with the existing initial engagement of 10 years.
- (d) The overall SSC scheme should meet both the service interests' as well individual aspirations. When asked to comment on the overall pattern of the SSC scheme, most officers preferred a smaller initial engagement. 63.5% of the officers opted for a 7+3+2+2 model while 12.5% of the officers opted for a 5+5+4 model.
- (e) Almost 12% of the officers are happy with a status quo i.e. continuing with either a 10+2+2 or a 10+4 model.

(f) 66% of the officers were of the opinion that giving an exit option between the 7th and 10th year of service would attract a larger number of youth to join the Short Service Commission.

6.7 In-Service Training Courses as Incentive

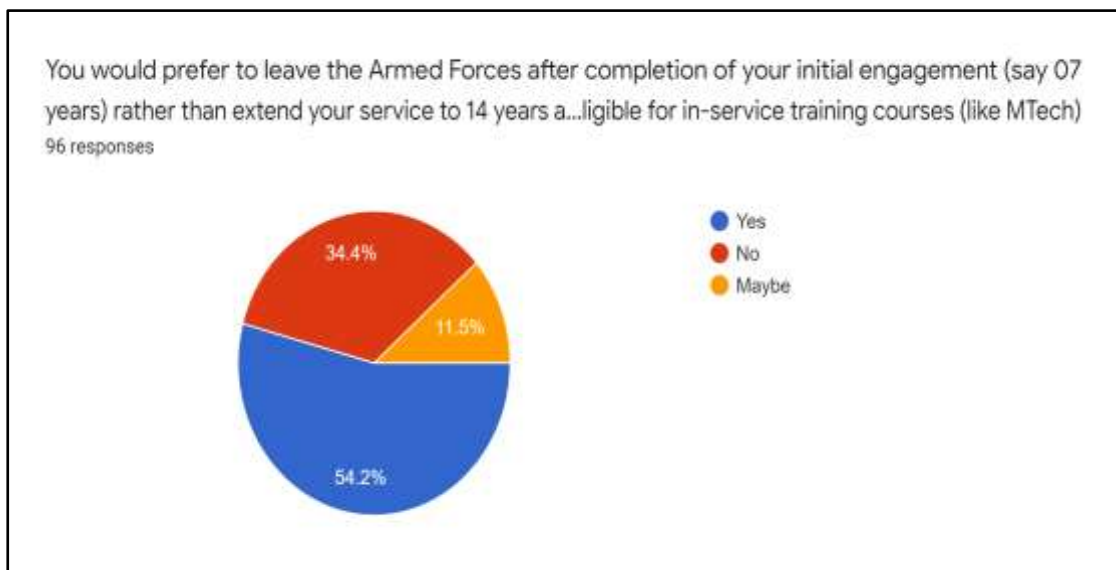


Figure 6.18: In Service Training Courses

Inferences

(a) SSC officers are eligible for in-service training courses to enhance their professional competence. These include M.Tech courses for Technical Officers. However, officers are required to sign for additional number of years (normally full 14 years) to be eligible for these courses.

(b) 54.2% of the respondents expressed preference to leave service after a shorter initial engagement (say 7 years) rather than stay for 14 years in spite of professional enhancement, which would ensure better job prospects on leaving.

6.8 Grant of Permanent Commission

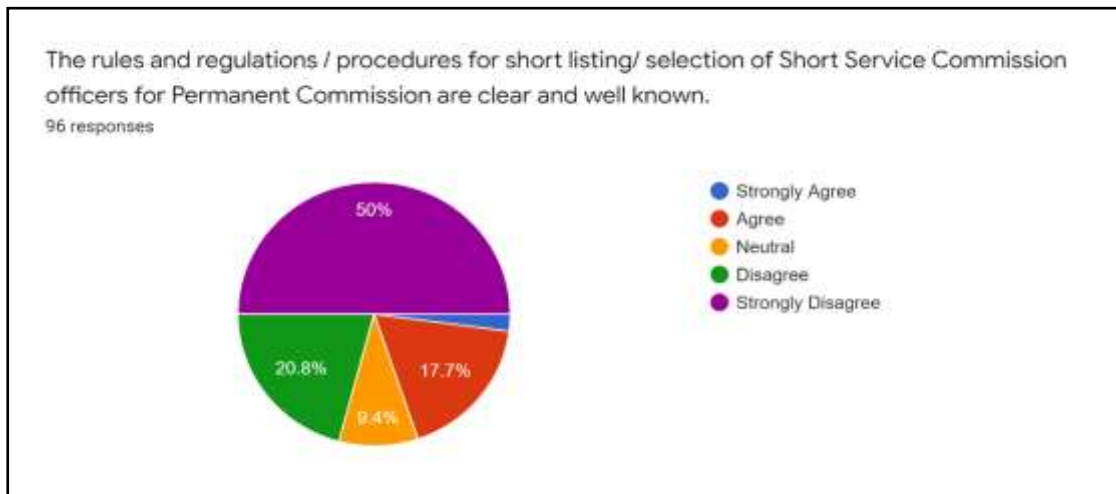


Figure 6.19 - SSC to PC - Rules and Regulations

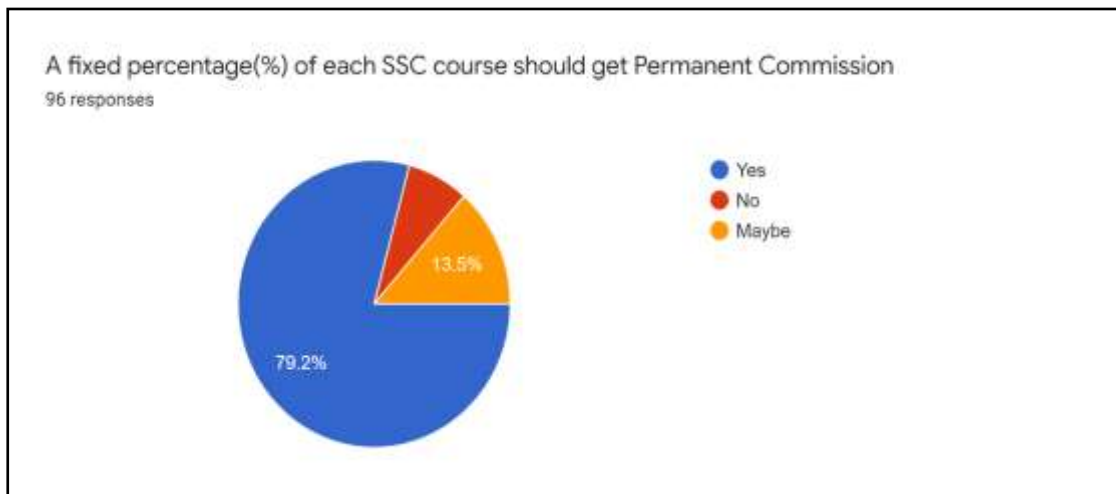


Figure 6.20 - Conversion of SSC to PC

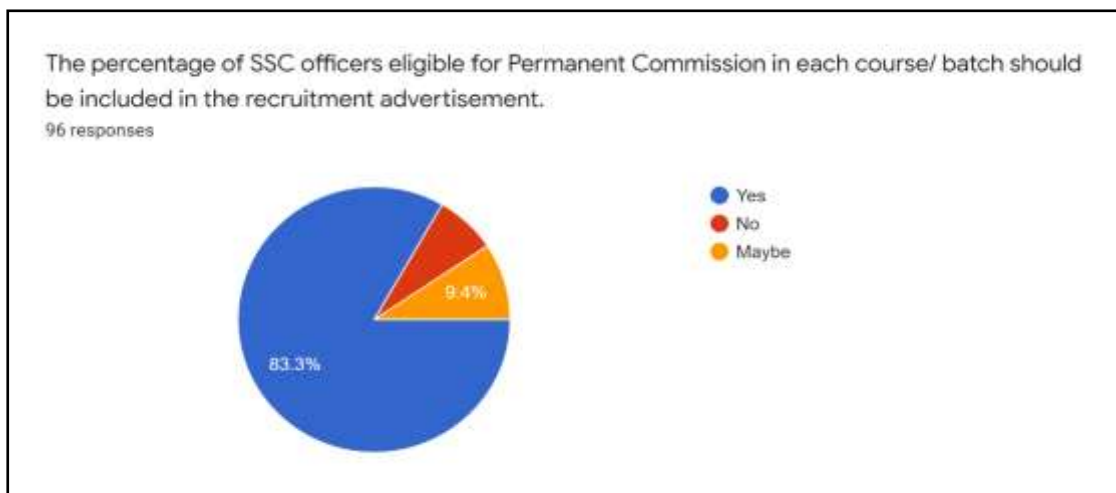


Figure 6.21 - Details in Recruitment Advertisement

Inferences

(a) There is a very strong aspiration for Permanent Commission amongst the SSC officers. However, the number of SSC officers granted PC each year is subject to service requirements, vacancies, willingness, suitability and merit.

(b) 71% of the respondents did not agree that rules and regulations guiding SSC to PC selection are clear and well known by the officers.

(c) 79% of the respondents were of the opinion that a fixed percentage of officers from each course/ batch should get PC each year.

(d) 83.3% of the respondents agreed with the suggestion that the SSC to PC conversion percentage should be well known and included in the recruitment advertisement.

6.9 Preparation for Release from Service

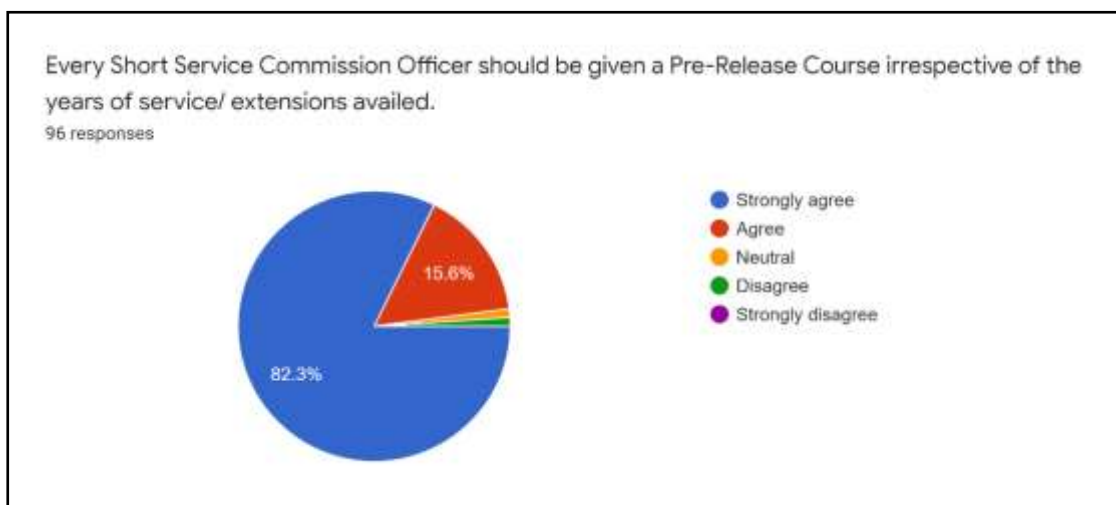


Figure 6.22 - Resettlement Training/ Pre Release Course for SSC Officers

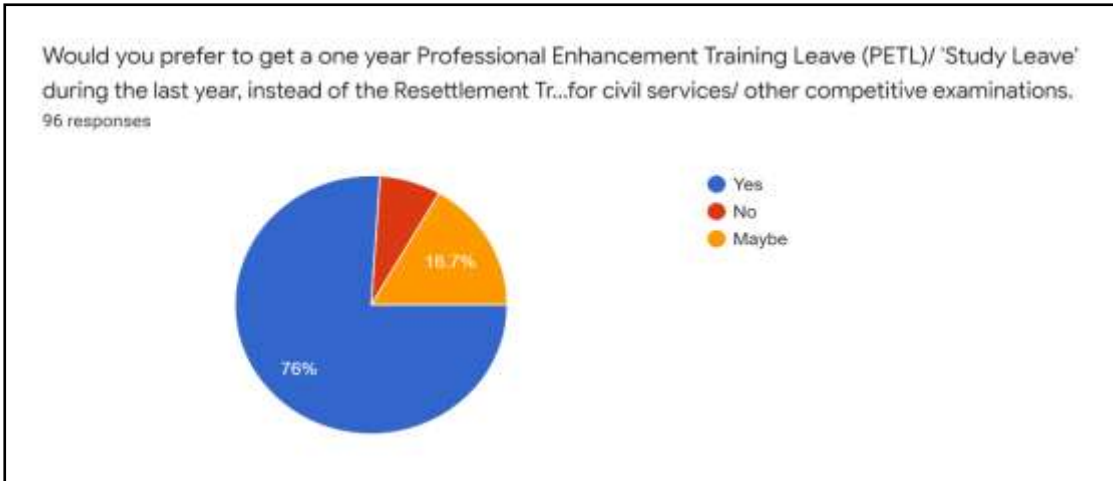


Figure 6.23 - Professional Enhancement Training Leave

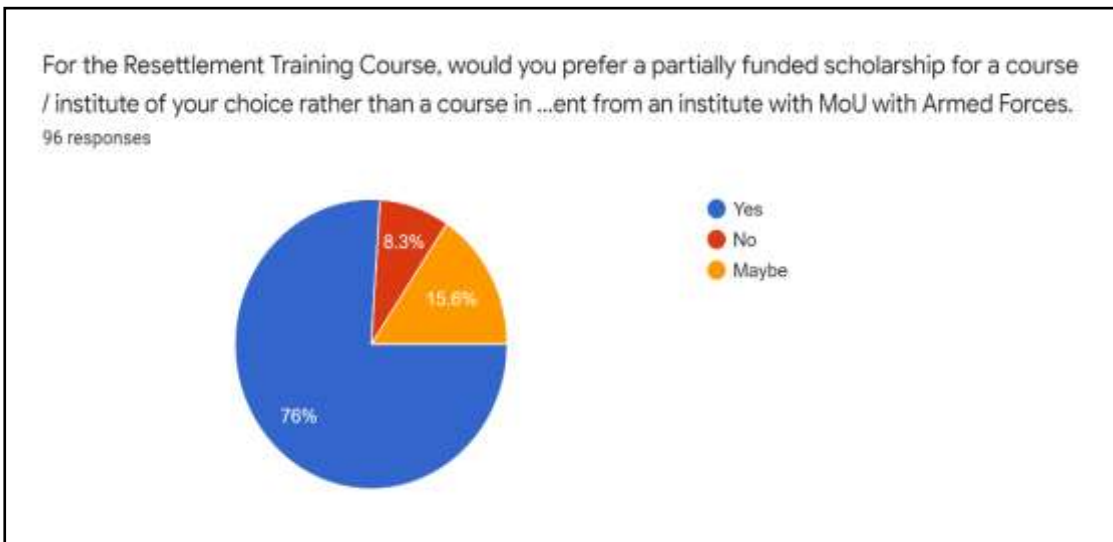


Figure 6.24 - Choice of Resettlement Training Institute

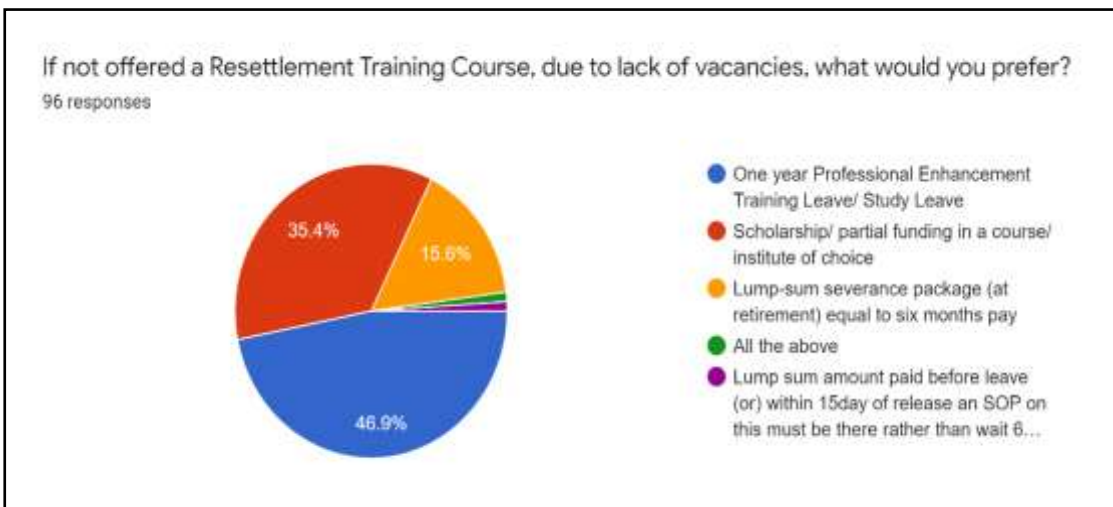


Figure 6.25 - Options in lieu of Resettlement Training

Inferences

(a) The 24 week Certificate in Business Management Course, as a Resettlement Training Programme/ Pre-Release Course (PRC), is offered to both Permanent Commission and SSC Officers at exit. However, number of vacancies being limited, priority (among both SSC and PC officers) is accorded to officers who have spent more time in service. Hence SSC Officers leaving service on completion of initial engagement may not get a PRC.

(b) 97.9% of the respondents agreed that every SSC officer should get a Pre-Release Course, irrespective of the years of service/ number of extensions availed.

(c) 76% of the SSC officers were of the opinion that they would prefer to get a one year Professional Enhancement Training Leave (PETL)/ 'Study Leave' during the last year, instead of the PRC, to prepare for civil services/ other competitive examinations.

(d) Whilst currently the Indian Armed Forces have MoUs with IIMs for Diploma in Business Management, 76% of the respondents favoured a partially funded scholarship for a course/ institute of their choice.

(e) If unable to offer a Pre-Release Course/ Resettlement Training, 47% SSC Officers would opt for a one year Professional Enhancement Training Leave (PETL), 35.4% would opt for a partially funded scholarship for any other course of their choice and 15.6% would opt for a severance package equal to six months' pay.

6.10 Making Exit/ Release Attractive

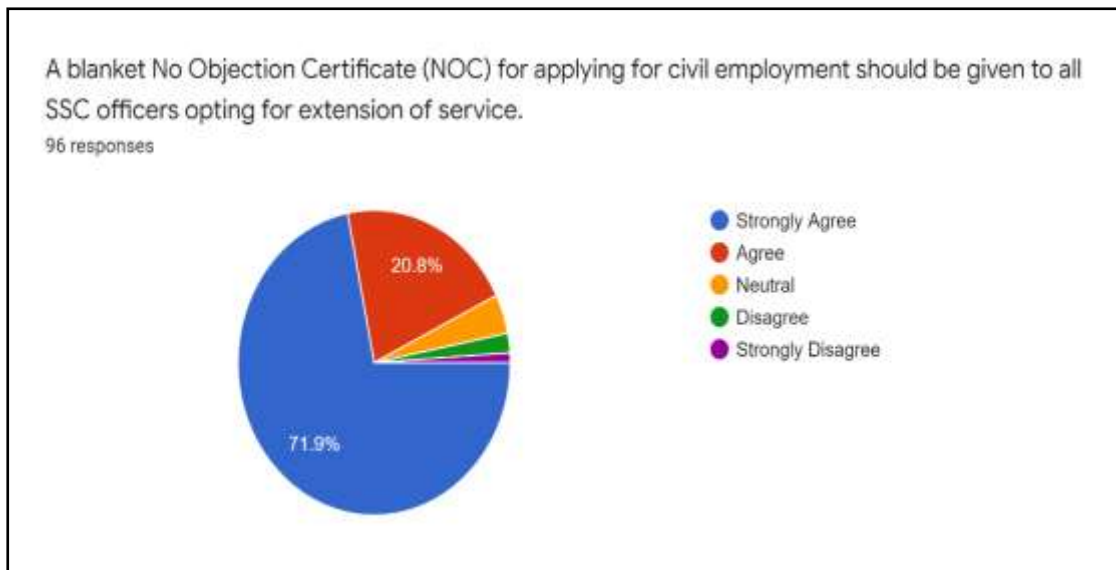


Figure 6.26 - No Objection Certificate for Civil Employment

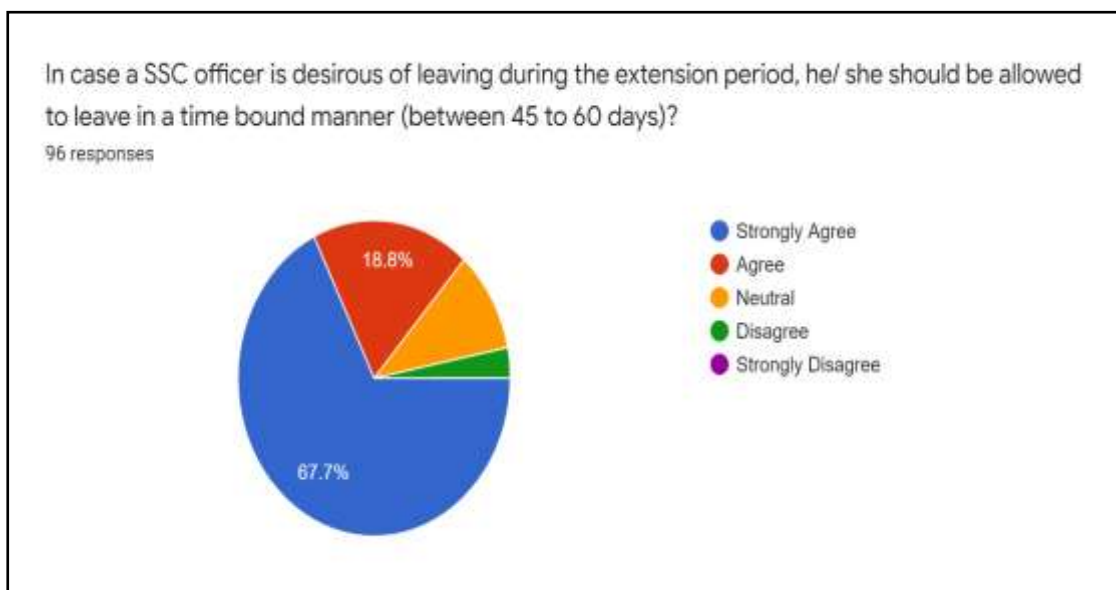


Figure 6.27 - Expedient Exit/ Release from Service

Inferences

- (a) A serving officer (PC or SSC) if aspiring to seek civil employment, must seek a No Objection Certificate (NOC) from the Service Headquarters. Presently it is on case to case basis.

(b) SSC Officer generally seek NOC prior to completion of their engagement to apply for jobs/ study outside.

(c) 93% of the respondents agreed that a blanket NOC should be given to all SSC officers to apply for jobs and/ or further studies once they have completed their initial engagement.

(d) 86.5% of the respondents agreed that during the period when an SSC officer is on extension beyond his initial engagement, in case he seeks to leave service, he should be allowed to leave in a time bound manner period, say within 45 to 60 days.

(e) Release of SSC Officers from service has to be facilitated by the Armed Forces. It would be improper to expect that a post-release employment would only fall into a person's lap co-extensive with his/her date of release.

(f) Even in the extension period, the officer continues to look for options outside, and must not lose available opportunities. A blanket NOC should therefore be given to the SSC officers on extension to allow them to apply for jobs / studies whilst in service.

(g) For an officer who has completed his initial engagement, the Services should be flexible enough to allow him/ her to leave at short notice in case they get a job.

(h) SSC officers leaving after completion of initial engagement and even during extension period are now eligible for ESM status and can be allowed to apply for even Central and State government jobs. Giving a NOC would facilitate the SSC Officers to apply for these jobs.

6.11 Jobs for Ex-Serviceman in Central/ State Governments

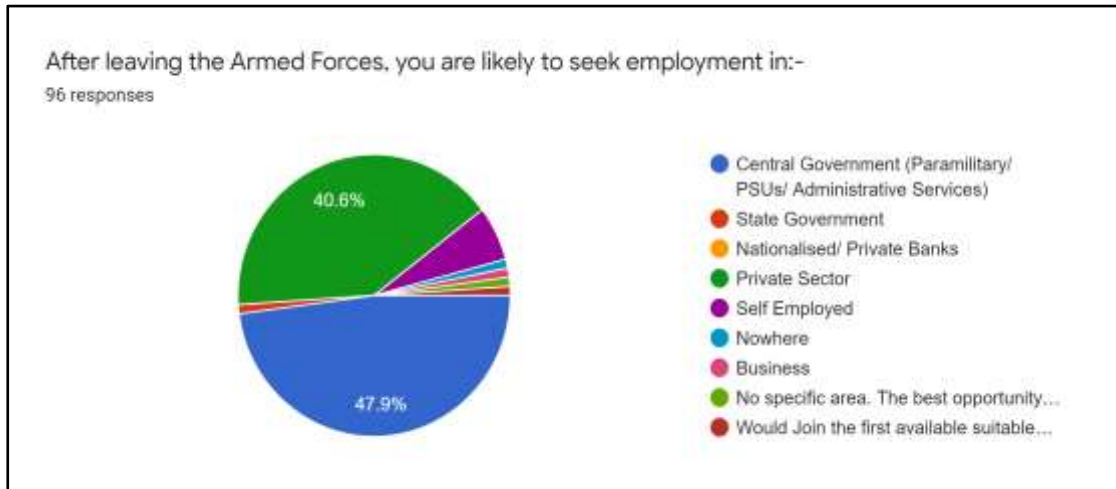


Figure 6.28 - Post Armed Forces Options

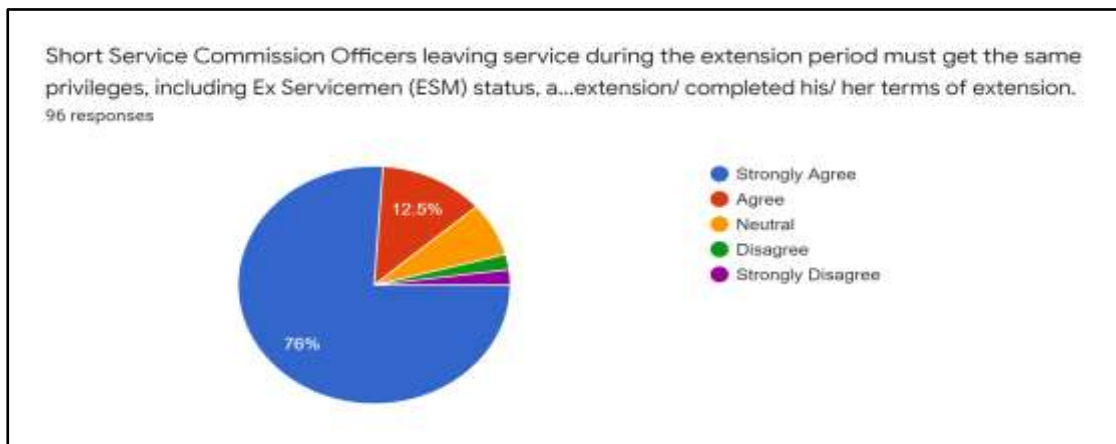


Figure 6.29 - Ex-Serviceman (ESM) Status

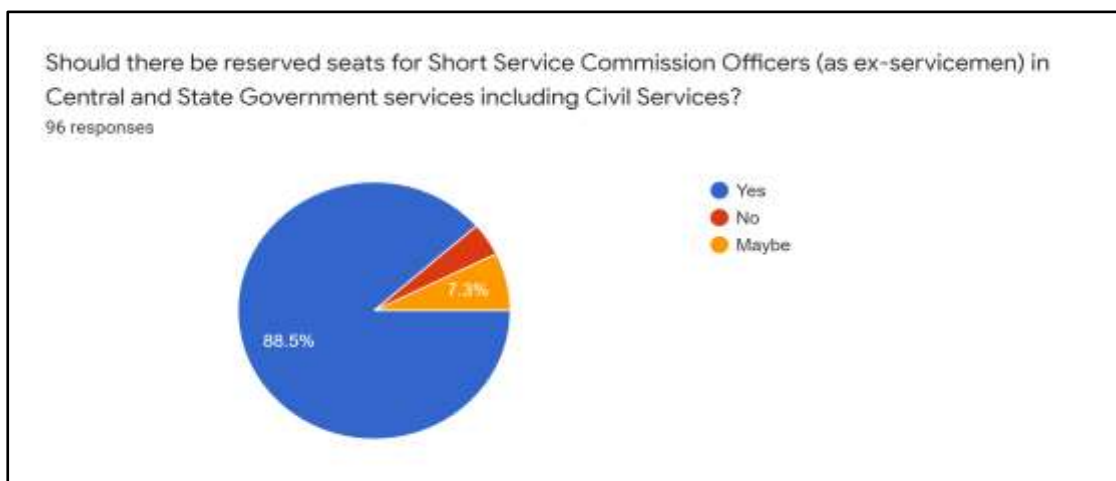


Figure 6.30 - Reservation for Ex-Servicemen in Central/ State Jobs

Inferences

- (a) Post retirement/ release from the Armed Forces, 48.9% of the SSC Officers aspire for Central / State Government jobs. These not only include jobs with the Civil Services, but also jobs with Centre and State Public Sector Undertakings (PSUs) and jobs with Defence Research Development Organisation (DRDO), Paramilitary Forces/ Central Armed Police Forces.
- (b) 40.6% of the SSC Officers aspire to join the Private Sector post retirement from the Armed Forces.
- (c) While SSC Officers who are who are released on completion of term of engagement are treated as “Ex-Servicemen”, Officers who seek release after completion of initial terms but during extended terms were not being considered as “Ex-Servicemen”. 88.5% of the respondents agreed that SSC Officers leaving service during the extension period must get the same privileges, including Ex Servicemen (ESM) status, as an officer who has not taken extension/ completed his/ her terms of extension.
- (d) This anomaly has now been now been addressed by a Gazette Notification issued by the Ministry Of Personnel, Public Grievances and Pensions dated 13th February, 2020 (**Appendix ‘K’**).
- (e) 88.5% of the SSC Officers agreed that there should be reserved seats for Short Service Commission Officers (as Ex-Servicemen) in Central and State Government services including Civil Services.

6.12 Relaxation for Civil Services Examination

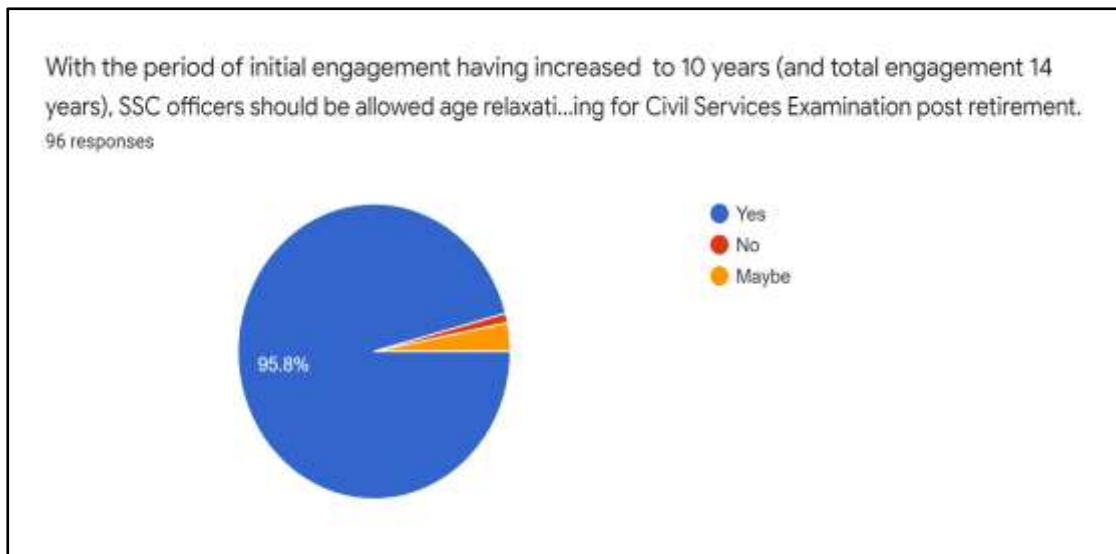


Figure 6.31 - Age Relaxation for Civil Services

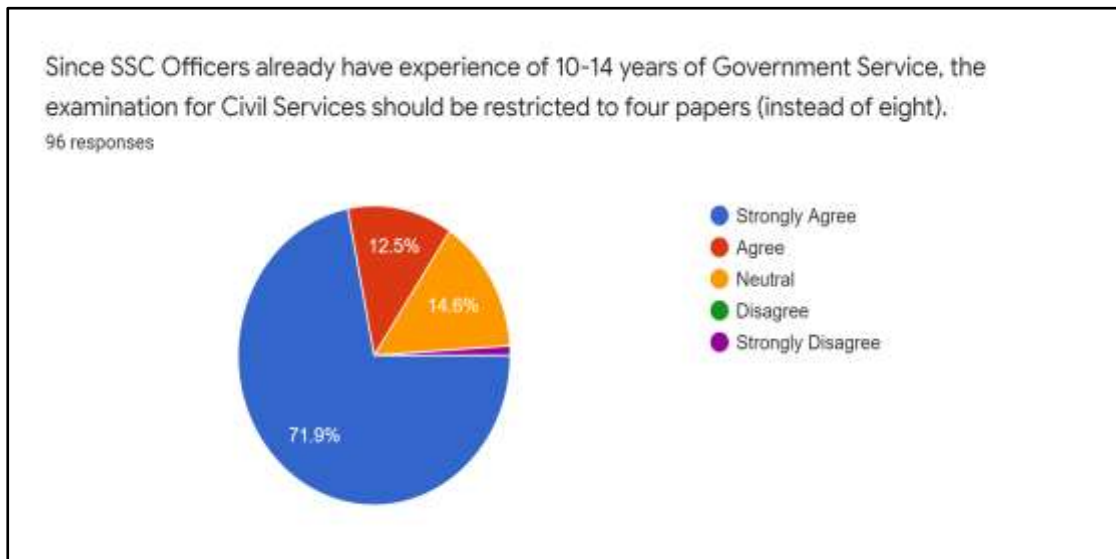


Figure 6.32 - Reduction in number of UPSC papers

Inferences

- (a) As per Department of Personnel and Training (DoPT) provisions SSC Officers who have rendered five-year military service are allowed relaxation of five years in upper age limit for All India Competitive Examinations.

- (b) This provision has not been updated with the initial engagement increasing to 10 years and total service duration increasing to 14 years.
- (c) 95.8% of the respondents concurred that SSC officers should be allowed age relaxation of five years for appearing for Civil Services Examination post retirement.
- (d) Since SSC officers retire with a 10 year experience in Armed Forces, the number of optional papers for them in the UPSC Examination should be reduced from eight to four. 84% of the respondents agreed to this.
- (e) Inclusion of subjects such as 'National Security' and 'Military Science' in the list of optional subjects could be considered for ex-servicemen.

6.13 Lateral Absorption in Paramilitary/ Armed Police Services

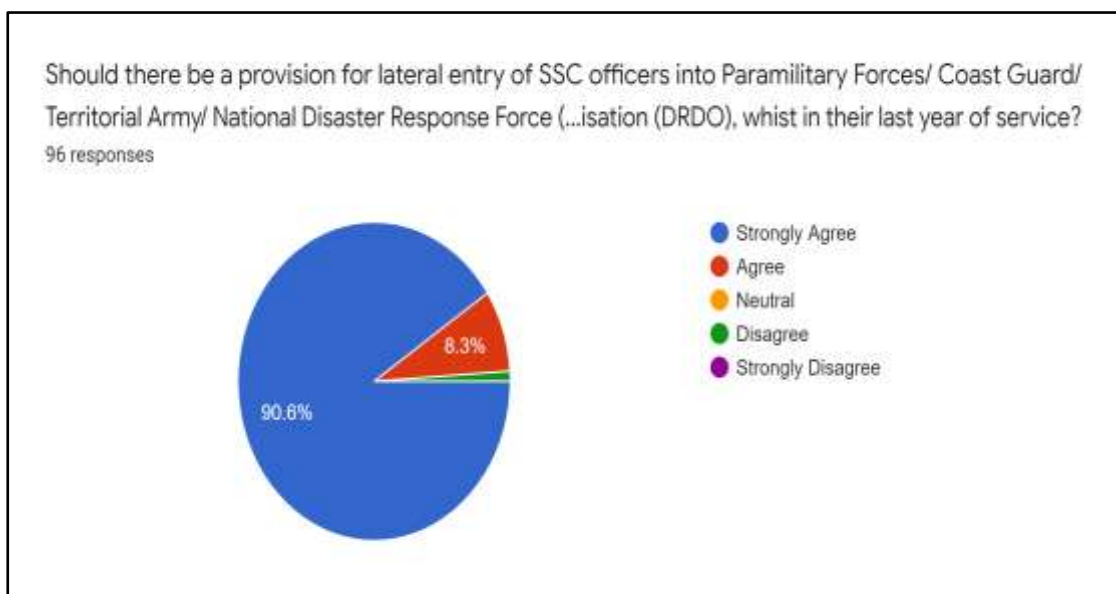


Figure 6.33 - Lateral Absorption in Para Military Forces

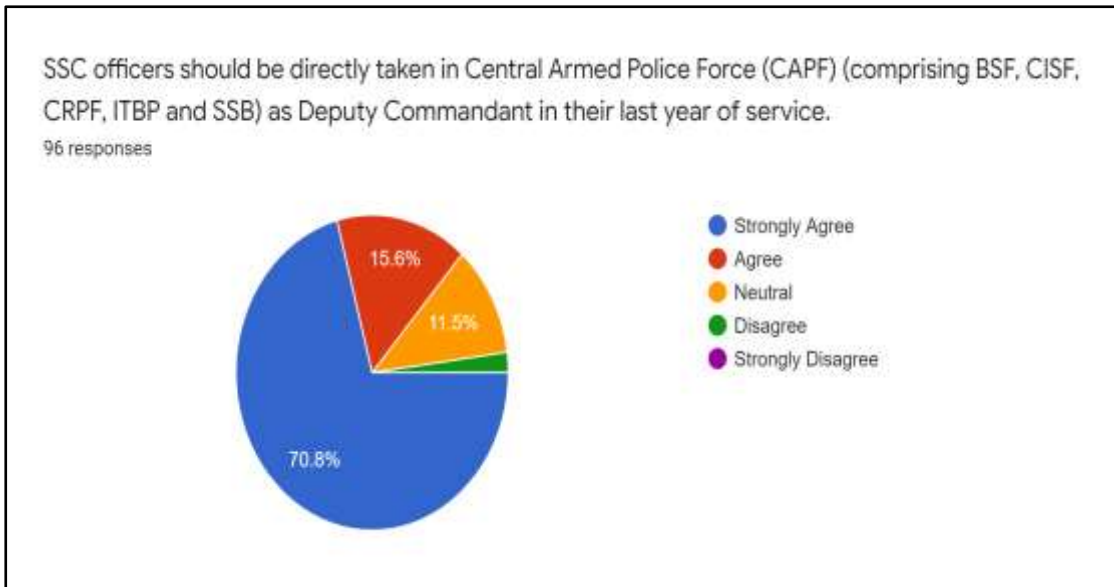


Figure 6.34 - Lateral Absorption in Central Armed Police Forces

Inferences

- (a) Short Service Commission Officers are highly trained, committed and highly accountable service officers who can be seamlessly absorbed by other uniformed services like Paramilitary Forces and Coast Guard.
- (b) 98% of the respondents concurred that there be a provision for lateral entry of SSC officers into Paramilitary Forces/ Coast Guard/ Territorial Army/ National Disaster Response Force (NDRF), Defence Research & Development Organisation (DRDO).
- (c) 86% of the respondents were of the opinion that the lateral absorption should also be feasible in Central Armed Police Force (CAPF) (comprising Border Security Force, Central Industrial Security Force, Central Reserve Police Force, Indo Tibet Border Police and Sashtra Sena Bal) as Deputy Commandant in their last year of service.

6.14 Severance Package for Additional Years Served

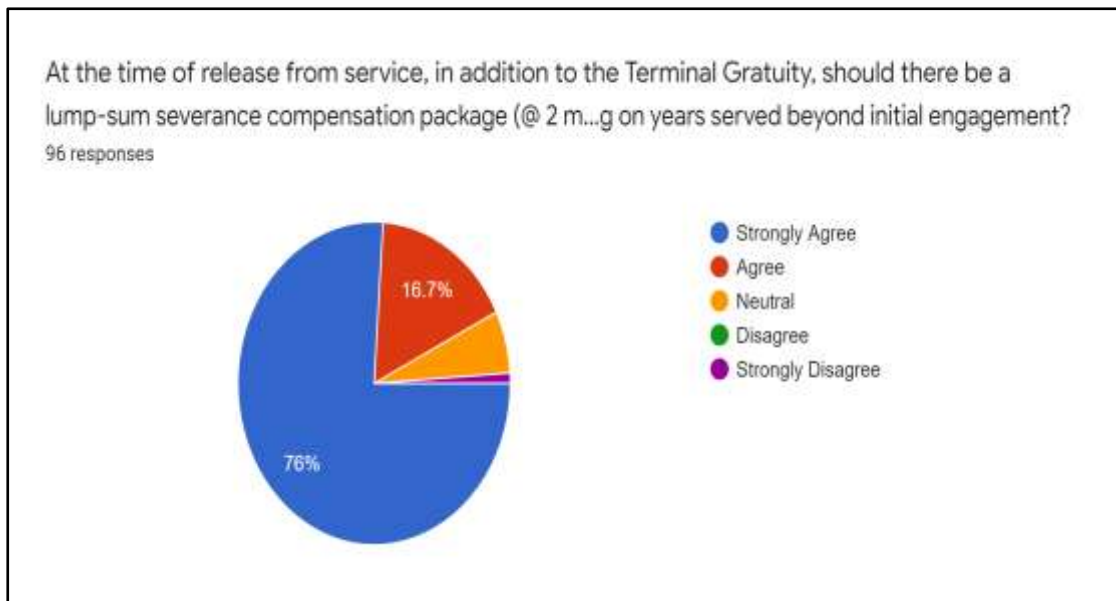


Figure 6.35 - Severance Package

Inferences

(a) As a measure to make SSC scheme attractive, Service Headquarters Service have proposed a lump sum grant to be given to SSC officers at the time of retirement. The quantum of the grant recommended is two months' pay per year up to 10 years (20 months' pay), and 4 months' pay per year for the next four years (16 months' pay), translating into a maximum of 36 months' pay at the end of 14 years' service.

(b) 93% of the respondents are in concurrence with this proposal and this would not only make the SSC scheme attractive but also incentivise officers to opt for extension of service beyond initial engagement.

(c) Leaving service with a lump sum package would make the SSC officers much more confident of a second career at the time of leaving.

6.15 Ex-Serviceman Contributory Health Scheme (ECHS)

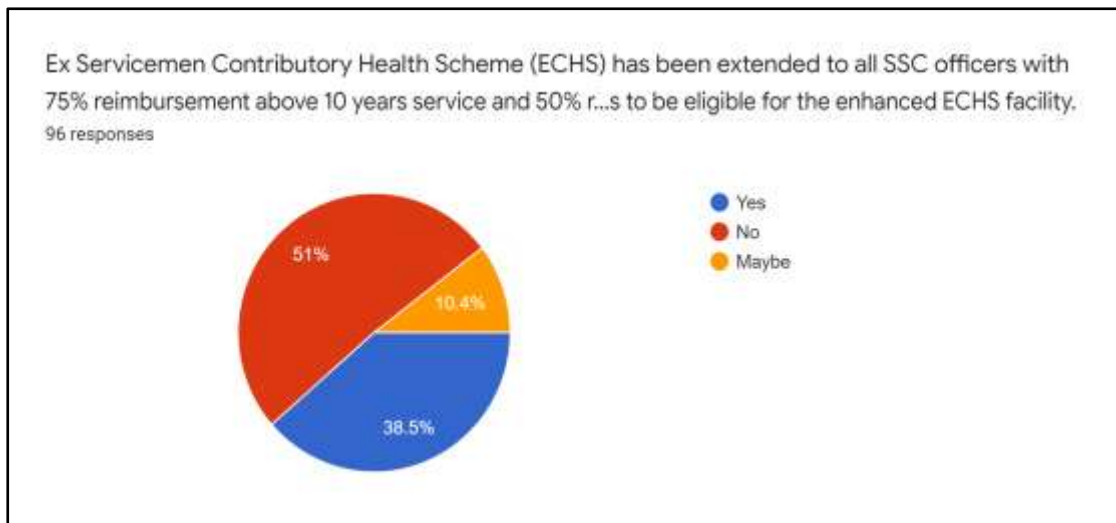


Figure 6.36 - Ex-Serviceman Contributory Health Scheme (ECHS)

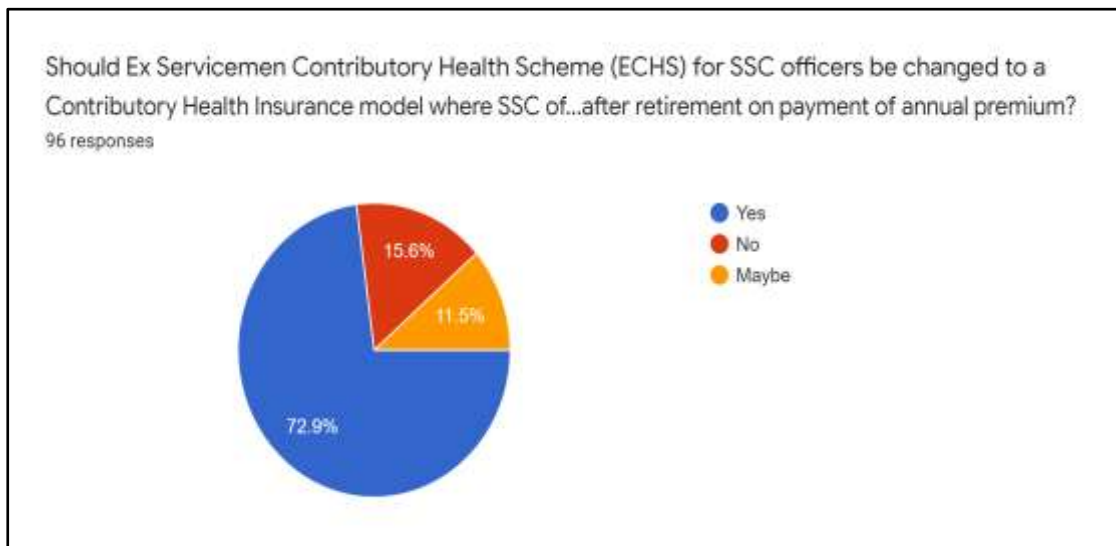


Figure 6.37 - Contributory Health Insurance

Inferences

- (a) One of the major demands of SSC officers has been applicability of Ex Servicemen Contributory Health Scheme (ECHS) to them. The same has now been done with 75% reimbursement above 10 years' service and 50% reimbursement up to 10 years of service.

(b) 51% of the SSC officers do not feel that this would incentivise them to seek extension of service beyond 10 years. 73% of the officers would like to be a part of the ECHS Scheme even if they have to pay an annual fees for the same even beyond their service tenure.

6.16 Contributory Pension Scheme

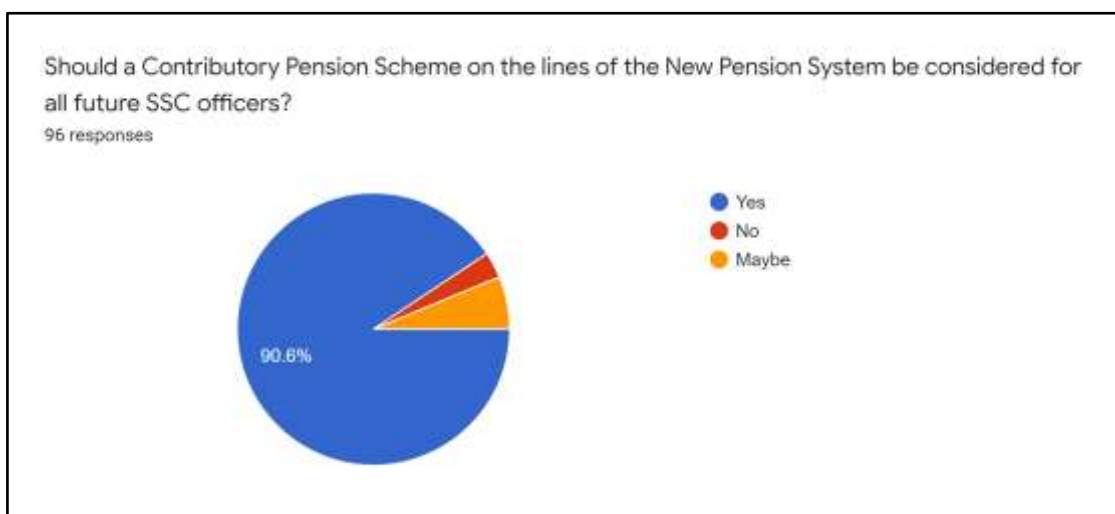


Figure 6.38 - Contributory Pension Scheme

Inferences

(a) The SSC entry is designed to avoid pensionary liability to the Government of India. However, various SSCO organisations have moved court for pro-rata pensions.

(b) The National Pension Scheme is a contribution based pension scheme in which any individual can contribute towards their retirement fund. Investing in NPS is a mandatory requirement for all Central and State Government employees except the Armed Forces.

(c) A Contributory Pension Scheme on lines of NPS for SSC entry finds favour with 90.6% of the respondents. The Government of India/ Armed Forces should look at adopting National Pension Scheme for the Short Service Commission Officers whilst they are in service. They can then continue with the scheme even after leaving the forces.

Chapter 7

RECOMMENDATIONS AND CONCLUSIONS

7.1 Introduction

The present study on making the Short Service Commission more attractive in the Indian Armed Forces has been begun by first understanding the organisation of the Armed Forces. While the mandate of all the Services, Army, Navy and Air Force is the same, i.e. to safeguard the national boundaries – land, maritime and airspace, their organisational structure and manpower skill levels are very different from each other. Even within the services, personnel belonging to various Arms and Services or Branches and Specialisations have different domain expertise and hence different skill set and training requirements. The varied nature of duties, tasking, training durations etc. have led the three Services to adopt different SSC models, not only within the Services, but also within the various branches/ specialisations. Whilst it is apparent that a one stop solution will not readily apply, through a long iterative process, the three Services have arrived at a 10+4 model (with minor variations) which has generally met their requirements.

In India, the Short Service Commission entry has generally been undersubscribed, with youth preferring to join the Armed Forces as Permanent Commission officers. A large number of measures to make the Short Service Commission attractive have been recommended by various government

committees and by the Service Headquarters themselves. The present study has tried to understand the aspirations of the SSC officers, reasons for their joining the Armed Forces and the measures which would make the SSC scheme more attractive. Based on the data analysis undertaken, the recommendations are placed in the following paragraphs.

7.2 Research Instrument and Recommendations

The Research Instrument (Questionnaire) was divided into four distinct sections. The recommendations have also been broadly grouped under the same heads as follows:-

SECTION 1 - Awareness of SSC Scheme prior joining

SECTION 2 – Terms of Engagement, Permanent Commission

SECTION 3 – Resettlement Training, Ease of Exit

SECTION 4 - Second Career Options, Lateral Absorption, ESM, ECHS

7.3 Awareness of SSC Scheme prior joining

(a) Making SSC Entry Attractive. Though all the three service run campaigns to attract the youth to join the Armed Forces, none of the Services are presently undertaking focused advertisement on Short Service Commission (SSC) schemes. There are no targeted advertisements explaining the tenets and advantages of SSC Scheme in either the print or the social media. The survey revealed very low

penetration amongst the youth on social media, which is the preferred media for students/ youth.

(b) Awareness amongst Youth. Since there is no targeted advertisement from the Armed Forces, there is lack of awareness in the youth. The youth joining the forces through the SSC scheme are to an extent doing so based campus recruitment which also is not widespread. There is also very little awareness are differences between the SSC and PC entry and post joining, they feel that they should have joined as PC officers.

(c) Recommendation. The Armed Forces should use various social media instruments to undertake SSC scheme specific advertisement, with advantages of joining as SSCO adequately explained. The Terms of Engagement and the advantages of SSC Scheme need to be highlighted to the youth so that they are fully aware prior joining the services.

7.4 In-service Conditions, Permanent Commission

The SSC officers once they join the Armed Forces become ambassadors of the Services. It is therefore necessary that the in-service issues impinging on the attractiveness of the SSC Entry be addressed. The Terms of Engagement refer mainly to the conditions under which the SSC officers agree to serve in the Armed Forces. One of the most important part of

the same is the number of years they would spend in the Armed Forces, the period of initial engagement, total service duration, option for Permanent Commission, facilities available in service and after leaving the service. Presently the applicable period of engagement is 10+4 i.e. initial engagement for 10 years followed by one extension of 4 years. The Indian Navy follows a slightly modified 10+2+2 scheme, wherein two extensions of 2 years each can be sought by the officer. The aspirations of the serving SSC officers w.r.t the various terms of engagement was sought via the survey questionnaire and are discussed below.

(a) Period of Initial Engagement. Two parameters for judging the suitability of the most suitable tenure of engagement for SSC Officers are the Organisational Interest and the Individual Aspirations. The Organisational Interest actually veers towards a longer initial engagement since it aids in the following:-

- (i) Effectively addressing deficiency of officers at junior levels.
- (ii) Ensuring minimal cadre management challenges linked with initial training, in-service courses, posting management, and grant of Permanent Commission etc.
- (iii) Recovery of cost of training especially for Navy and Air Force, which being highly technical, incur a substantial investment in training the SSC Officer.
- (iv) Financial efficiency due to SSC Officers retiring without pension even after completing all extensions. However, this has

been challenged in courts by ex-SSC officers based on CCS(Pension) Rules.

(b) Individual Aspirations. The individual aspirations actually veers towards a shorter initial engagement since it aids in the following:-

(i) Younger age profile of retiree SSC officers, giving them a fair chance to settle in the civil world.

(ii) Lesser liabilities at the time of retirement the earlier an officer retires. A typical SSC Officer retiring after 10 to 14 years is between 35-37 years of age and is married with one or more children.

(iii) Opportunity to avail age relaxation of 5 years for appearing in Civil Services/ Group A exams of UPSC.

(c) Survey Results. 67% of the respondents felt that a shorter period of Initial Engagement would help in better planning for a second career with 81.2% of the officers favoring an initial engagement of 7 to 8 years including a 1-2 year training time. 63.5% of the officers opted for a 7+3+2+2 model.

(d) Recommendation. A 7+3+2+2 model meets both the organisational interests as well as the individual aspirations and is in line with the existing arrangement, albeit with one more exit option provided at 7th year of service. Whilst the same is recommended for implementation, it need to be clearly seen along with CCS (Pension)

Rules and total service restricted to 10 years. Therefore, 07 years (from date of joining academy including training period) is recommended as the most optimal period of initial engagement. Further extensions of 3 years may be granted to keep the total engagement at ten years. Any further extension, should be based on the result of the ongoing litigations w.r.t pension for SSC officers in court. If still considered necessary, the same may be granted in tranches of 2 and 2 years

(e) Grant of Permanent Commission. There is a very strong aspiration for Permanent Commission amongst the SSC officers and non-grant of PC will make the SSC entry unattractive. With the three services requirement to move towards the AVSC report recommended ratio of PC : SSC (1:1.1 for Army and 40:60 for Navy and Air Force), there is a need to have more SSC officers. Whilst deciding the number of SSC officers to be granted PC, the three services follow different models. Presently, in the Navy and Air Force, the number of SSC officers granted PC each year is subject to service requirements, vacancies, willingness, suitability and merit. ON the other hand, the Indian Army grants PC to 250 officers every year, irrespective of the batch size. Whilst the Army model has a drawback that the number of SSC officers granted PC has more to do with batch size, the Navy/ Air Force model involving calculation of vacancies each year, introduces an element of doubt and obscurity for the SSC officers. Since grant of PC is a big motivator, some % needs to be earmarked for conversion of officers from SSC to PC, without diluting the very purpose of the SSC Entry.

(f) Recommendation. Opportunity for grant of Permanent Commission should be available to all SSCO Officers. A fixed percentage of officers from each course/ batch/ arm/ specialisation should get Permanent Commission each year. This percentage can be iteratively arrived at by the three services based on requirement, and if needed can be changed from year to year, but should be well known and included in the recruitment advertisement for the course. The SSC Officers should be considered for grant of PC in the last two years of their initial engagement, allowing for two chances. This would also ensure that in case not granted PC, they can either avail the option of extending their service or of quitting the forces.

7.5 Resettlement Training, Ease of Exit

(a) Resettlement Training/ Pre-Release Course. Resettlement Course are allotted to PC and SSC officers based on laid down quotas. For officers the resettlement courses are generally Diploma Courses in Business Management. Number of vacancies being limited, priority (among both SSC and PC officers) is accorded to officers who have spent more time in service. Hence SSC Officers leaving service on completion of initial engagement are not likely to get a Resettlement Training Course with the courses generally going only to officers who have completed 14 years of service. To ensure that all SSC Officers, irrespective of length of service get a course, means to ensure availability of more courses need to be explored. These could include

partially funded scholarship for course/ institute of the officers' choice or even Professional Enhancement Training Leave (PETL), where the officer has a paid leave to undertake a course/ training of his choice. The courses for SSC officers need to be selected based on their requirement and SSC vacancies need to be handled independent of PC officers.

(b) Recommendations. The survey questionnaire revealed that only 24% of the officers are confident of starting a second career, forcing them to seek extensions. The Armed Forces therefore need to empower all SSC officers before they leave the services. Recommendations w.r.t Resettlement Training Program are as follows:-

- (i) Every SSC officer must be assured of a Pre-Release Course, irrespective of the years of service/ number of extensions availed.
- (ii) The course options need to be diversified based on the officers background, aptitude and demand of the industry and in addition to courses on business management, should also include technical, media, data analytics, hospitality, healthcare etc.
- (iii) In case, a course cannot be offered to an SSC Officer as per his choice, he/ she should be eligible for a partially funded/ scholarship model at an institute and a course of his/ her choice.

A cap (say Rs 10 lakh) may be placed on the maximum amount to be spent on any officer for this purpose.

(iv) In lieu of a resettlement course, the SSC officers may be offered a one year Professional Enhancement Training Leave (PETL)/ 'Study Leave' during the last year, to prepare for civil services/ other competitive examinations.

(c) Making Exit/ Release Attractive. There may be a variety of reasons why an officer, on completion of his initial term of service or any of the extensions may want to opt out of further service and start a life on the civil street. Towards the end of his/ her engagement period, the officer will start to look for options in the outside world, be they a job or further studies. It cannot be expected that a post-release employment would only fall into a person's lap co-extensive with his/her date of release. It is therefore important that an officer's exit from the Armed Forces be facilitated to the extent feasible. This would include allowing the officer to apply for various government/ private jobs or for study abroad towards the end of his engagement period, facilitate lateral absorptions if feasible and in case an opportunity arises, expedite his exit. Presently a serving officer must seek a separate No Objection Certificate (NOC) from the Service Headquarters on case to case basis, along with the relevant documentation for an NOC.

(d) Recommendations. To facilitate the exit of SSC Officers once they have completed their initial engagement, the following is recommended:-

(i) A blanket NOC to apply for any government/ non-government job/ further studies (including abroad) should be given to all SSC officers in the last year of initial engagement if they are not seeking extension of service.

(ii) The same facility should be extended to all SSC Officers on extension, during the last year of their service.

(iii) SC officers leaving after completion of initial engagement and even during extension period are now eligible for ESM status and can be allowed to apply for even Central and State government jobs

(iv) Once an officer has completed his initial engagement, and is on extension, in case he seeks to leave service (even without completing his extension period), he should be allowed to do so in a time bound manner period, within 45 to 60 days.

(e) Severance Package. Short Service Commission Officers at the time of leaving the Armed Forces are entitled for a 'Terminal Gratuity' of 1 month pay per year of service. The 7th Central Pay Commission has recommended 'Terminal Gratuity' @ 1 ½ months emoluments for each year of service (limited to maximum 10 ½ months). The Armed Forces have proposed that a lump sum grant also be given to SSC officers at

the time of retirement equivalent to two months' pay per year up to 10 years (20 months' pay), and 4 months' pay per year for the next four years (16 months' pay).

(f) Recommendations. Considering the fact that the SSC Officers are not entitled for any pension, any lump sum package they get at the time of retirement would make them more confident about stepping into the civil world. The Armed Forces proposal of a severance package at the time of retirement equivalent to 2 months' pay per year up to 10 years (20 months' pay), and 4 months' pay per year for the next four years (16 months' pay) is therefore recommended. Not only will it help incentivise the youth to join the SSC scheme, but also incentivise the serving SSC officers to seek extension of service.

7.6 Second Career Options, Lateral Absorption, ESM, ECHS

(a) Second Career with Central / State Government. Post release/ retirement from the Armed Forces, 48.9% of the SSC Officers aspire for Central/ State Government jobs, including Civil Services. As per Department of Personnel and Training (DoPT) provisions SSC Officers who have rendered five-year military service are allowed relaxation of five years in upper age limit for All India Competitive Examinations. This provision has not been updated with the initial engagement increasing to 10 years and total service duration increasing to 14 years. The AVSC Report had proposed age relaxation of up to 10

years, a reduced number of optional papers (from eight to four), and inclusion of subjects such as 'National Security' and 'Military Science' in the list of optional subjects. These measures, if implemented, can help the SSC Officers at exit.

(b) Recommendations. To facilitate a second career in Civil Services, the following is recommended:-

(i) SSC officers be allowed age relaxation of five years for appearing for Civil Services Examination post retirement (whether they retire at 10/ 12 or 14 years).

(ii) Number of optional papers in the UPSC Examination should be reduced from eight to four.

(iii) Inclusion of subjects such as 'National Security' and 'Military Science' in optional subjects be considered for Ex-Servicemen.

(c) Lateral absorption by Central / State Government. Lateral shift of SSC officers to other Government organisations is another means of making the SSC entry more attractive. The 6th CPC had recommended lateral shift to Central Police Organisations (CPOs) and Defence civilian organisations. The 7th CPC had also recommended lateral entry to Defence civilian organisations such as Ordnance Factories, DRDO, Naval Dockyards, MES, BRO, BRDs etc. SSC Officers provide a highly trained, and committed work force who can be

seamlessly absorbed by other uniformed services like Paramilitary Forces and Coast Guard. However, the same has not been accepted by the Ministry of Home Affairs. A provision for 10% reservation in the rank of Assistant Commandant is available in Central Armed Police Forces (CAPF). However, Assistant Commandant is a junior rank and with current ToE of 10+4 years, the SSC officers retire at a more senior level.

(d) Recommendations. To facilitate a second career in other Government Services, the following is recommended:-

(i) Lateral absorption of retiring SSC officers in CAPF has been resisted by the Ministry of Home Affairs (MHA). A push at the political executive level with the MHA is recommended to facilitate seamless lateral absorption of SSC officers into the CAPF.

(ii) On lateral absorption in other Government services/ departments, pay and seniority protection is to be ensured.

(iii) Absorption of SSC Officers into Ordnance Factories, Defence PSUs, DRDO, Naval Dockyards, MES, Border Road Organisation, Coast Guard etc. should be facilitated under the aegis of Ministry of Defence (MoD) and Directorate of Ex-Servicemen Affairs (DESW).

(iv) Vacancies should be made available for ex-servicemen including SSC officers in the Territorial Army and National Disaster Response Force (NDRF).

(v) Lateral entry can be facilitated by the Services by allowing the SSC officers to apply in their last year of engagement and join the CAPF immediately on completion of their engagement.

(e) Ex-Servicemen (ESM) Status. SSC Officers who seek release from Short Service after completion of initial term of engagement, but while on extended terms, were being denied “ex-serviceman” status. The “ex-serviceman” status was being restricted only to those who are released exactly on the date of completion of terms. Denial of “ex-serviceman” status had a direct impact on the ability of the retired SSC Officer to apply for Central/ State jobs under the ESM (Ex-Serviceman) reservation.

(f) Recommendation. NIL. The anomaly has been addressed by a Gazette Notification issued by the Ministry Of Personnel, Public Grievances and Pensions dated 13th February, 2020.

(g) Ex Servicemen Contributory Health Scheme (ECHS). Before ECHS came into being, SSC Officers post retirement were authorized medical treatment from Military Hospitals on the basis of a card issued to them. This got discontinued after formation of ECHS since as per government orders, ECHS facility were restricted to only pensioners. Since SSC Officers are not eligible for pension they were also deprived of ECHS facilities. This anomaly has been addressed with the Government in Mar 2019 agreeing to grant of ECHS facilities to Short

Service Commissioned Officers. Former Short Service Commissioned Officers (SSCO) are eligible for reimbursement of 75 per cent of the expenditure for officers having service of over 10 years and 50 per cent to those who had less than 10 years in service.

(h) Recommendation. The state of Public Health infrastructure in the country has forced most people to turn to private hospitals. A retired SSC officer therefore relies on ECHS facility for the same. In the civil world, health insurance is available through empanel hospitals on payment of annual charges. Feasibility of Directorate of Ex-Servicemen tying up with insurance companies to extend coverage of the balance amount to retired SSC officers, on annual payment basis, needs to be explored.

(j) Contributory Pension Scheme. The SSC entry is designed to avoid pension liability. However, various SSCO organisations have moved court for pro-rata pension based on Rule 49(2) of CCS (Pension) Rules, 1972, wherein a person if released from Government Service after ten years (other than his own request), becomes entitled for service pension. The National Pension Scheme (NPS) is a contribution based pension scheme in which any individual can contribute towards their retirement fund. NPS was launched in January 2004 for government employees. However, in 2009, it was opened to all sections. The scheme allows subscribers to contribute regularly in a pension account during their working life. Investing in NPS is a mandatory

requirement for all Central and State Government employees (except the Armed Forces).

(k) Recommendation. Since service beyond ten years is eligible for pension as per CCS (Pension) Rules, any extension of service beyond this period need to be examined in this light. Retired SSC officers have already gone to court and the matter is now sub-judice. The following is recommended:-

(i) Any proposal to have the total period of engagement more than 10 years, be re-examined in light of CCS (Pension) Rules and the ongoing litigations in court.

(ii) To help providing a regular income to retired SSC officer while continuing with the SSC scheme as a non-pension scheme, all SSC Officers be mandatorily required to invest in National Pension Scheme.

(iii) SSC officers can then continue with the scheme even after leaving the forces.

7.7 Conclusion.

The Short Service Commission has been a part of the Armed Forces since independence. In spite of a large number of high powered Government Committees and efforts by the Service Headquarters, the scheme has failed to gain traction. The present study has endeavored to seek the response of the serving SSC officers with respect to the issues that they face while joining,

during service and at exit face, which if eliminated would help make the SSC scheme more attractive. The summary of recommendations for the Armed forces to make SSC scheme more attractive are as follows:-

ENTRY STAGE.

- (a) The Armed Forces should use various social media instruments to undertake SSC scheme specific advertisement, with advantages of joining as SSCO adequately explained.
- (b) The Terms of Engagement and the advantages of SSC Scheme need to be highlighted to the youth so that they are fully aware prior joining the services.

IN-SERVICE CONDITIONS

- (a) Term of Engagement. Seven years (including training time) is the most optimal period of initial engagement. Further extension of three years may be granted as per service requirement.
- (b) Any extension beyond ten years is not recommended since it may lead to pension claims in accordance with CCS (Pension) Rules.
- (c) If Service Headquarters still feel that there is a requirement to extend engagement beyond ten years, the same may be granted in tranches of 2 and 2 years.
- (d) Grant of Permanent Commission. Opportunity for grant of Permanent Commission should be equally available to all SSCO Officers

across course/ batch/ arm/ specialisation in their last two years of initial commission.

(e) A fixed percentage of SSC officers should get Permanent Commission each year.

(f) This percentage should be included in the recruitment advertisement for the course.

EXIT STAGE

(a) Resettlement Training. Every SSC officer must be assured of a Pre-Release Course, irrespective of the years of service/ number of extensions availed.

(b) In case sufficient courses are not available, he/ she should be eligible for a partially funded/ scholarship model at an institute and a course of his/ her choice.

(c) SSC officers may be offered a one year Professional Enhancement Training Leave (PETL)/ 'Study Leave' during the last year, to prepare for civil services/ other competitive examinations.

(d) Release from service. A blanket NOC should be given to all SSC officers in the last year of engagement

(e) In case an SSC officer on extension seeks to leave service he should be allowed to do so in a time bound manner period.

(f) Severance Package. Severance package equivalent to 2 months' pay per year up to 10 years (20 months' pay), and 4 months'

pay per year for the next four years (16 months' pay) at the time of retirement in addition to terminal gratuity.

(g) Civil Services. Age relaxation of five years for appearing for Civil Services Examination post retirement.

(h) Number of optional papers in the UPSC Examination should be reduced from eight to four with inclusion of 'National Security' and 'Military Science' as optional subjects.

(j) Lateral Absorption. A push at the political executive level with the MHA to facilitate lateral absorption of SSC officers into the CAPF.

(k) Absorption of SSC Officers into Ordnance Factories, Defence PSUs, DRDO, Naval Dockyards, MES, BRO, Coast Guard etc. be facilitated by MoD and Directorate of Ex-Servicemen Affairs (DESW).

(l) Vacancies for ex-servicemen including SSC officers in the Territorial Army and NDRF.

(m) During lateral absorption, pay and seniority protection is to be ensured.

(n) Ex Servicemen Contributory Health Scheme (ECHS). Directorate of Ex-Servicemen to liaise with insurance companies for coverage beyond 50 - 75% entitlement of SSC officers, on annual payment basis.

(p) Contributory Pension Scheme. All SSC Officers be mandatorily required to invest in National Pension Scheme. Officers can then continue with the scheme even after leaving the forces.

BIBLIOGRAPHY

Government Documents

Government of India. (2008, March). *Report of the Sixth Central Pay Commission*.

Government of India. (2015, November). *Report of the Seventh Central Pay Commission*. Controller of Publications, Delhi.

Ministry of Defence. (2015, August). *Tenth Report Standing Committee on Defence (2014-15) Sixteenth Lok Sabha*. Lok Sabha Secretariat.

Ministry of Defence. (2017, August). *Standing Committee on Defence Sixteenth Lok Sabha Resettlement of Ex-Servicemen*. Lok Sabha Secretariat.

Ministry of Defence. (2015). *Review of Service and Pension Matters including Potential Disputes, Minimizing Litigation and Strengthening Institutional Mechanisms Related to Redressal Of Grievances*.

Articles

R-Adm Khanna, M. (2018). A Case for Eliminating Permanent Commission at the Entry Level, *Centre for Joint Warfare Studies, Synodos Paper*, Vol - XII No- 8 / Jun 2018

Online Sources

Datt, G. (2014, 28 Jul). Army plans to extend Short Service Commission 'to make it more attractive'. *Mail Online India*. <https://www.dailymail.co.uk/indiahome/indianews/article-2708889/Army-plans-extend-Short-Service-Commission-make-attractive.html>

Pandit, R. (2015, April 18). Army wants government to swiftly clear attractive package for Short-Service Officers. *The Times of India*. <https://timesofindia.indiatimes.com/india/Army-wants-govt-to-swiftly-clear-attractive-package-for-short-service-officers>

Pubby, M. (2018, Nov 30). Defence ministry denies medical facilities to retired Short-Service Commission Officers. *The Economic Times*. <https://economictimes.indiatimes.com/news/defence/defence-ministry-denies-medical-facilities-to-retired-short-service-commission-officers>

Flink C. How to Join the Army as an Officer. *Houston Chronicles.com*. <https://work.chron.com/join-army-officer-27433.html>

Pandit R (2019, May 09) Shortage of officers, military set to make SSC attractive. *The Times of India*. <https://timesofindia.indiatimes.com/india/short-of-officers-military-set-to-make-ssc-attractive>

Lt Gen Bagga, HS (2013, Jan 29). It's not pay - it's a question of status. *Business Standard*. https://www.business-standard.com/article/opinion/it-39-s-not-pay-it-39-s-a-question-of-status-108101201038_1.html.

Col Chadha, M (Retd) (2018, Jun 01). Review of the Officer Cadre in the Army. *The Tribune India*. <https://www.tribuneindia.com/news/archive/comment/review-of-the-officer-cadre-in-the-army>

Panda, A (2019, 19 January). Former SSC officers demand pro rata pension, ECHS benefits. *Tribune News Service*. <https://www.tribuneindia.com/news/archive/nation/former-ssc-officers-demand-pro-rata-pension-echs-benefits>

Pakistan Navy. <https://www.paknavy.gov.pk/>

Pak Army. <http://www.pakarmy.com.pk/>

Pakistan Air Force. <http://paf.gov.pk/>

Join Bangladesh Army. <https://joinbangladesharmy.army.mil.bd/home/page/become-an-officer>

Join Bangladesh Navy. <https://www.joinnavy.mil.bd/site/pageType/29/type/officer>

Bangladesh Air Force. https://www.baf.mil.bd/?page_id=972

- (c) Commodore Commanding, Royal Indian Naval Squadron.
 (d) Commodore-in-Charge, Cochin.
 (e) Chief of Material.
 (f) Chief of Naval Aviation.
 (g) Director of Naval Engineering.
 (h) Commanding Officer, Boys Training Establishment.

2. Recruitment.—

- (a) *Cadets*.—Cadets were sent to the United Kingdom for training at the R.N. College at Dartmouth as follows :—

September 1948	21
January 1949	9
May 1949	16
TOTAL	46

For the September 1948 term, despite the number of applicants the number of cadets qualifying at the Federal Public Service Commission examination followed by the Services Selection Board tests was inadequate to fill the vacancies, and some candidates who had applied for entry into the Army had to be diverted to the R.I.N.

- (b) ~~Short Service Commissions~~.—To make up the shortage of officers in different branches of the R.I.N., a scheme for direct recruitment in commissioned ranks on the basis of Short Service Commission of 7 years duration was introduced, and the following number of officers have been granted Short Service Commissions under this scheme during the period under review :—

Executive	55
Engineering	7
Electrical	5

NOTE.—Further recruitment in all the branches is in progress.

- (c) *Released Officers recalled*.—Fifteen released officers have been granted 5 years Short Service Commission in the R.I.N. under a special scheme.

3. *Inter-Service Wing of the Armed Forces Academy*.—The Inter-Service Wing of the Armed Forces Academy has been created as from January 1949. In the Naval Wing of the Academy at present there are 38 R.I.N. cadets under training, who will pass out of the Academy in 1951 in two batches. On passing out, they will receive naval training in the United Kingdom in the same way as other R.I.N. cadets.

4. *Services Selection Board*.—To cope with the large number of candidates who are being considered for recruitment in the various branches of the R.I.N. a separate Services Selection Board has been established for the R.I.N. at Meerut.

5. *Transfer of Short Service Commission Officers to Permanent Cadre*.—A scheme for the transfer of Short Service Commission officers to the permanent cadre was introduced during 1948. The transfer of 14 officers to the permanent cadre has been effected under this scheme. This scheme is now under review.

6. *Granting of Short Service Commissions to Reserve Officers*.—14 Reserve Officers have been granted short service commissions of 5 years duration in the R.I.N. The remaining Reserve officers will be released in due course.

7. *Transfer of Reserve Officers to Permanent Cadre*.—Two Reserve Officers have been granted permanent commissions.

8. *Special Branch of the R.I.N.*—With a view to retaining the services of many of the officers of the Special Branch of the R.I.N. who have specialised knowledge in their sphere of work, Government sanction was obtained to the grant of Short Service Commissions of three years duration to selected Special Branch Officers. Those not considered suitable will be released.

9. *Promotion and Confirmation*.—During the period under review substantive promotion of Indian Officers to the rank of Commander was made in the Executive, Engineering, Electrical and Supply and Secretariat Branches, and so far the number

No B/32313/MoD/D (AG)/ 4878 /2010(B)/AG/PS 2-1a

Government of India
Ministry of Defence

To The Chief of Army Staff
New Delhi

New Delhi the 25 Oct 2010

Subject **CONSIDERATION FOR GRANT OF PERMANENT
COMMISSION TO SSC WOMEN OFFICERS**

1. I am directed to convey the sanction of the President to consider Women Officers in Judge Advocate General (JAG) and Army Education Corps (AEC) commissioned as Women Special Entry Scheme Officers (WSES(O)s) & Short Service Commission Officers Women (SSCOs(women)) for permanent commission (PC) under the same provisions as applicable to SSCOs (men), pursuant to Hon'ble Supreme Court interim order dated 02 Aug 2010 in SLP No CC 10437-10439/2010 filed by Union of India against Hon'ble Delhi High Court judgment dated 12 Mar 2010 regarding grant of permanent commission to SSCOs(women) in the Army as under:-

(a) Grant of (PC) to the Women Officers (WOs) of AEC and JAG will be effective for the oftrs in service as on 02 Aug 2010 and thereafter as and when due according to the terms and conditions opted for, Government of India MoD Letter No 12(1)2004-D(AG) Pt II dated 25th Sep 2008 relating to grant of PC to JAG & AEC SSC Women oftrs stands modified to the above extent so far as it applies to Army.

(b) PC for WOs will be as per competitive merit as promulgated vide Government of India MoD letter No 7(10)/88/D-(AG) dt 15 Jan 1991.

(c) The grant of PC to affected WOs will be based on criteria similar to male counterparts SSCOs (men)

2. Suitable Administrative Instructions in this regard will be issued by the Army HQs

3. This has the concurrence of MoD/D(Fin) vide their UD No. 2(12)/08-AG/PA(467-PA) dated 1.10.2010.



(S. Ashraf)

Under Secretary to the Govt of India



1. Applications are invited from eligible **unmarried Male** and **unmarried Female** Engineering Graduates and also from **Widows of Defence Personnel** who died in harness for grant of Short Service Commission (SSC) in the **Indian Army**. Course will commence in Oct 2020 at **Officers Training Academy (OTA), Chennai, Tamil Nadu**.

2. **Eligibility**

(a) **Nationality**. A candidate must either be :- (i) a citizen of India, or (ii) a subject of Bhutan, or (iii) a subject of Nepal, or (iv) a Tibetan refugee who came over to India before the 1st January 1962 with the intention of permanently settling in India or (v) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka and East African countries of Kenya, Uganda, United Republic of Tanzania, Zambia, Malawi, Zaire and Ethiopia and Vietnam with the intention of permanently settling in India, provided that a candidate belonging to categories (ii), (iii), (iv) and (v) above shall be a person in whose favour a certificate of eligibility has been issued by Government of India. Certificate of eligibility will however not be necessary in the case of candidates who are Gorkha subjects of Nepal. A candidate in whose case a certificate of eligibility is necessary, will attach such certificate alongwith the application.

(b) **Age Limit**

(i) **For SSC(Tech)- 55 Men and SSCW(Tech)- 26 Women**. 20 to 27 years as on 01 Oct 2020 (Candidates born between 02 Oct 93 and 01 Oct 2000, both days inclusive).

(ii) **For widows of Defence Personnel who Died in Harness Only**. **SSCW (Non Tech) [Non UPSC] and SSCW(Tech)** - A maximum of 35 years of age as on 01 Oct 2020.

Note. The date of birth recorded in the **Matriculation/ Secondary School Examination Certificate** or an equivalent examination certificate on the date of submission of application will only be accepted. No other document relating to age will be accepted and no subsequent request for its change will be considered or granted.

(c) **Educational Qualification for SSC(Tech)(Men and Women)**. Candidates who have passed the requisite Engineering Degree course or are in the final year of Engineering Degree course are eligible to apply. Candidates studying in the final year of Engineering degree course should be able to submit proof of passing by 01 Oct 2020 and produce the Engineering Degree Certificate within 12 weeks from the date of commencement of training at **Officers Training Academy (OTA), Chennai, Tamil Nadu**. Such candidates will be inducted on **Additional Bond Basis** for recovery of the cost of training at **Officers Training Academy (OTA)** as notified from time to time as well as stipend and pay & allowances paid.

Note. For induction to Pre Commission Training Academy, after final selection, the minimum educational qualification is passing BE/B.Tech degree in the Engineering streams notified below at Para 3. To become eligible for induction into **SSC(Tech)-55 (Men)** course and **SSC(Tech)-26 (Women)** course at **Officers Training Academy (OTA), Chennai, Tamil Nadu**, candidates studying in final year of Engineering must ensure that he/ she submits the proof of passing Engineering degree exam by 01 Oct 2020 to Directorate General of Recruiting, failing which his/ her candidature will be cancelled.

No MP/0417/1/NHQ/1111/DO/O(N-IV)
 Government of India,
 Ministry of Defence,
 NEW DELHI, the 20th Dec-1991.

To

The Chief of the Naval Staff
 (with 30 spare copies)

Sub :- TERMS AND CONDITIONS OF SERVICE OF OFFICERS (INCLUDING WOMEN) ENTERED INTO THE LAW AND LOGISTICS CADRES OF THE EXECUTIVE BRANCH OF THE INDIAN NAVY THROUGH DIRECT ENTRY SHORT SERVICE COMMISSION SCHEME

Sir,

I am directed to convey the sanction of the President to induct officers (including women) into the Law and Logistics cadres of the Executive Branch of the Indian Navy through the Direct Entry Short Service Commission Scheme. The terms and conditions of service will be as set out in Regulation 122 of Regs Navy Part III regarding grant of Short Service Commission in the Indian Navy and Government of India, Ministry of Defence letter MP/0417/NHQ/1110/DO/D(N-IV) dated 20th Dec., 1991, regarding DE SSC Entry Scheme for the Education Branch except as set out in the succeeding paragraphs.

Educational Qualifications

2. Law Cadre. These will be the same as prescribed for entry through the DE Permanent Commission Scheme i.e., a degree in Law qualifying for enrolment as an Advocate under the Advocates Act 1961.

3. Logistics Cadre. The minimum academic qualifications for entry will be as follows :-

- (a) 3 Sc (Physics and Maths) (II Class)
- (b) BA (Economics) (II Class)
- (c) B Com (II Class)
- (d) B Tech/BE

(e) Graduate in any subject with Degree/Diploma in Materials or Financial Management, or Chartered Accountancy.

Age Limits

4. Law Cadre. 22 to 27 years as for PC officers.

5. Logistics Cadre. 19½ to 25 years.

Gain in Time for Promotion


6. Officers of the Law and Logistics cadres will be eligible for upto 12 months gain and 6 months loss in time for the purpose of fixing seniority in the rank of Lieutenant based on the marks obtained during the initial training. Detailed rules in this regard will be formulated by Naval Headquarters.

Promotion to Lieutenant

7. Depending on the marks obtained during the training period, officers will serve for a period of ~~two to three~~ ^{one to two} years in the rank of Sub Lieutenant (acting and confirmed) before promotion to the rank of Lieutenant.

8. This issued with the concurrence of the Ministry of Defence (Finance/Navy) vide their no No. /Dir (F/N) of 1991. 3545/

Yours faithfully,


(R.N. GHA)
DESK OFFICER

Copy to :-

The DADS, New Delhi

The DDADS, Bombay

The CGDA, New Delhi - 2 copies

The COA (N), Bombay - 2 copies (One signed in ink)

The DFA (N), New Delhi - 2 copies



भारत का राजपत्र

The Gazette of India

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 20]

नई दिल्ली, शनिवार, नवम्बर 28, 1998/अग्रहायण 7, 1920

No. 20]

NEW DELHI, SATURDAY, NOVEMBER 28, 1998/AGRAHAYANA 7, 1920

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिसमें कि यह अलग संकलन के रूप में
रखा जा सके

Separate Paging is given to this Part in order that it may be filed as a
separate compilation

भाग II—खण्ड 4
PART II—Section 4

रक्षा मंत्रालय द्वारा जारी किए गए सांविधिक नियम और आदेश
Statutory Rules and Orders issued by the Ministry of Defence

रक्षा मंत्रालय

नई दिल्ली, 6 नवम्बर, 1998

वा. नि. आ. 153 :—केन्द्रीय सरकार नौसेना अधि-
नियम 1957 (1957 वा अधिनियम 62) की धारा 9
की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करने
द्वारा यह निर्दिष्ट करती है कि भारतीय नौसेना की निम्न-
लिखित शाखाओं में अधिकारियों के रूप में नियुक्ति के
लिए महिलाओं की पात्र होंगी, अर्थात् :—

- वायुपानिका शाखा;
- इंजीनियरी शाखा;
- वैद्य शाखा; और
- शिक्षा शाखा।

[वा. सं. एम. एफ./एम. पी./0417/डी. एन.]
आर. पी. बगई, संयुक्त सचिव

MINISTRY OF DEFENCE

New Delhi, the 6th November, 1998

S.R.O. 153.—In exercise of the powers conferred
by sub-section (2) of section 9 of the Navy Act,
1957 (Act 62 of 1957), the Central Government

hereby specify that women shall also be eligible for
appointment as officers in the Indian Navy in the
following branches namely :—

- Executive Branch;
- Engineering Branch;
- Electrical Branch; and
- Education Branch.

[File No. MF/MP/0417/GN]

R. P. BAGAI, Jt. Secy.

आदेश

नई दिल्ली, 14 अक्टूबर, 1998

संख्या 153 :—एम आर ओ 208 दिनांक 27 सितम्बर,
91 द्वारा भारत के राजपत्र भाग II अनुभाग 4 में
प्रकाशित, 18 नवम्बर, 91 के आदेश में निम्न संशोधन
किया जाता है :—

के लिए—(प्र) प्रादेशिक सेना दिवस समारोह के लिए अंगीभूत
09 अधिकारी, 26 जनियर कमीशन अधिकारी
और 1620 अन्य रैंकों का अधिक से अधिक
51 दिनों के लिए अंगीभूत किया जाएगा।

INVITES UNMARRIED MEN AND WOMEN TO JOIN INDIAN NAVY AS SHORT SERVICE COMMISSION OFFICERS IN EXECUTIVE BRANCH (PILOT & OBSERVER SPECIALISATIONS) & EDUCATION BRANCH AND UNMARRIED MEN AS PERMANENT COMMISSION OFFICER IN EXECUTIVE BRANCH (LOGISTICS CADR FOR COURSE COMMENCING JAN 2020 COURSE



DATE OF OPENING 16 MAR 2019

LAST DATE FOR ONLINE APPLICATION 05 APR 2019

- Applications are invited from **unmarried eligible** male & female candidates for Short Service Commission (SSC) in Executive Branch (Pilot/Observer entry) & Education Branch and unmarried eligible male for Permanent Commission (PC) in Executive Branch (Logistics Cadre) of the Indian Navy for course commencing **Jan 2020** at the Indian Naval Academy Ezhimala, Kerala. Candidates must fulfil condition of Nationality as laid down by the Govt. of India.
- Eligibility Conditions** The age criteria & vacancies available & educational qualification are as under:-

Sl. No	Entry	Age	Minimum %age	Type of Commission	Gender	Educational Qualifications	Vacancy	
(a)	Observer	Born between 02 Jan 1996 and 01 Jan 2001 ; both dates inclusive.	55%	SSC	Men/ Women	B.E./B.Tech Degree in any discipline (with Physics & Maths in 12 th standard)	06	
(b)	Pilot (MR)	Born between 02 Jan 1996 and 01 Jan 2001 ; both dates inclusive.	60%	SSC	Men/ Women		(maximum of 02 vacancies for women subject to they being in merit list of SSB)	03
(c)	Pilot (Other than MR)	Born between 02 Jan 1996 and 01 Jan 2001 ; both dates inclusive.	60%	SSC	Men		05	
(d)	Logistics	Born between 02 Jan 1995 and 01 Jul 2000 ; both dates inclusive.	60%	PC	Men	(i) BE/B.Tech in any discipline with First Class or (ii) MBA with First Class or (iii) B.Sc / B.Com / B.Sc.(IT) with First class and a PG Diploma in Finance / Logistics / Supply Chain Management / Material Management or (iv) MCA / M.Sc (IT) with First Class	15	
(e)	Education	Born between 02 Jan 1995 and 01 Jan 1999 ; both dates inclusive.	60%	SSC	Men/ Women	M.Sc (Physics / Applied Physics / Nuclear Physics) (with Maths in B.Sc)	03	
						M.Sc (Maths / Operational Research) (with Physics in B.Sc)	06	
						M.Sc (Chemistry) (with Physics in B.Sc)	02	
						M.A. (English)	02	
						M.A. (History)	02	
						BE / B.Tech (Mechanical)	03	
						BE / B.Tech (Computer Science / Information Technology/Computer Technology/Information Systems/Computer Engineering)	03	
						BE / B.Tech (Electronics & Communication / Electrical & Electronics/ Electronics & Instrumentation/Electronics & Telecommunication / Electrical Engineering)	03	

Commercial Pilot License (CPL). Candidates having valid and current CPL issued by DGCA (India) and born between **02 Jan 1995** and **01 Jan 2001** (both dates inclusive) can apply for Pilot entry as per stipulations against Pilot Stream stated at Para 2(b) & 2(c) above.

Note :-

- Candidates who have passed Engineering Degree or are in the final year of Engineering Course in any discipline from a AICTE recognised university / educational institute with at least 60% marks for the entries mentioned at Para 2 (b) & 2(c) and 55% for the entry mentioned at Para 2 (a), till 5th / 7th semester, in regular / integrated course respectively can apply for **Branches / Entries indicated at Para 2 (a) to 2 (c)**. The candidates will, however be required to pass final examination (BE/B Tech) with minimum stipulated percentage before joining INA. The candidates failing to meet minimum cut off %age will not be permitted to join INA Ezhimala.
- Candidates who have **completed their degree** on the date of filling the application can apply for **Branches / Entries indicated at Para 2 (d) to 2 (e)**.
- Call up for SSB.** Candidates will be issued call up for Service Selection Board (SSB) interviews based on their academic performance.
- Candidates applying for the **Education entry** must have scored minimum of 60% marks in class X and class XII and minimum 60% marks in English in class X or class XII.
- Only one application is to be filled by a candidate.
- Candidates who are eligible for more than one Branch/Cadre should mention their preferences in the application so as to be considered for other choices in case vacancies in entries of their first choice are filled.
- Candidates will be shortlisted for SSB based on their first preference. However, if not shortlisted for the first preference you may be considered for alternate Branch/Cadre subject to availability of spare slots in SSB batches of that Branch/Cadre.
- Once shortlisted for a Branch/Cadre, subsequent stages of selection process (SSB, medicals & merit) will be exclusively for that Branch/Cadre only.
- No equivalent stream of BE/ B.Tech other than that mentioned in para 2 (e) above will be considered valid for selection process at any stage.

- Physical Standards.** Candidates must be physically fit according to the prescribed physical standards. Guidelines for the same are available on Indian Navy website www.joinindiannavy.gov.
- Relaxation in Height and Weight.** Relaxations in height is permissible to candidates holding domicile of specific regions. Details of same are available on Indian Navy website www.joinindiannavy.gov.
- Medical.** All candidates recommended by SSB will have to undergo medicals as per extant regulation. There is no relaxation in medical standard on any ground.
- Tattoo.** Guidelines for tattoo are available on Indian Navy website www.joinindiannavy.gov
- Pay & Allowances.** Selected candidates are inducted as sub-lieutenants. The admissible pay & allowances alongwith other facilities & privileges are available on Indian Navy website www.joinindiannavy.gov
- Group Insurance & Gratuity.** A basic insurance cover of Rs. One Crore (on contribution) and gratuity will be granted to the officer as per extant rules in force.
- Leave Entitlements.** On Commission, officers are entitled to 60 days annual leave and 20 days casual leave. Leave during training period will be as per the Training Policy in force.
- Tenure of Commission.**
 - Short Service Commission** Granted initially for 10 years extendable by maximum 04 years in 02 terms (02 years + 02 years), subject to service requirement, performance, medical eligibility and willingness of candidates. Officers joining under these schemes will not be eligible for grant of permanent commission.
 - Permanent Commission.** Candidates inducted under PC will continue to serve till the age of superannuation.

11. **Duties of Officers.** Please visit website www.joinindiannavy.gov for information on duties of officers for respective Branches/Cadre.

12. SELECTION PROCEDURE

- Ministry of Defence (Navy) reserves the right to short-list applications and to fix cut off percentage. No communication will be entertained on this account.
- SSB interviews for short-listed candidates will be scheduled from **May 19 to Aug 19** at Bangalore for pilot & observer candidates and at Bangalore/Bhopal/Coimbatore/Visakhapatnam/Kolkata for other branches/ entries. Shortlisted candidates will be informed about their selection for SSB interview on their e-mail or through SMS (provided by candidates in their application form).
- The total duration of SSB interviews is five days consisting of stage I (Day one) and stage II (Four days). Stage I Tests; consist of Intelligence Tests, Picture Perception and Group Discussion Tests. Candidates who fail to qualify in Stage I will be sent back on the same day from SSB Centre. Stage II Tests consists of Psychological Tests, Group Task Tests and Interview. Successful candidates will undergo medical examination (approx 3-5 days). Candidates of Pilot entry are required to undergo PABT (Pilot aptitude battery test) followed by Aviation medical examination. Candidates of Observer entry are also required to undergo Aviation medical examination.

(d) Candidates recommended by the SSBs, cleared PABT (for Pilot Entry) and declared medically fit will be appointed for training based on merit list and vacancies available.

Note :-

- Change of SSB Centre for interview is not permissible under any circumstances.
- Any correspondence regarding change of SSB dates be addressed to the President of the SSB on receipt of call up letter.
- No compensation will be paid in respect of any injury sustained to a candidate during SSB tests.
- Return First Class (AC III Tier/AC Chair Car) rail fare is admissible for the SSB interview, if appearing for the first time for this Commission on production of railway ticket. Candidates are to carry photocopy of the first page of pass book or cheque leaf where the name, A/C No & IFSC details are mentioned, while appearing for SSB.

Training.

- Candidates will be inducted as officers in the rank of Sub Lt. The training is tentatively scheduled to commence in **end Dec 2019** at Indian Naval Academy (INA), Ezhimala. Full pay and allowances are admissible to the officers whilst under training.
 - Pilot Entry.** Pilot candidates will undergo 22 weeks of Naval Orientation Course (NOC) at INA, Ezhimala followed by Stage I and Stage II flying training at the Air Force/Naval Establishment. On successful completion of training, the candidates will be awarded **wings**. The candidates will be entitled for flying pay and allowances only after award of wings.
 - Observer Entry.** Observer candidates will undergo 22 weeks of Naval orientation course (NOC) at INA, Ezhimala, Kerala. On completion of NOC the candidates will undergo SLT(X) Tech course followed by ab-initio training at Observer School. On successful completion of training at Observer School, the candidates will be awarded **Observer wings**. The candidates will be entitled for flying pay and allowances only after award of wings.
 - Logistics/Education Entries.** Candidates will undergo 22 weeks of Naval Orientation Course at the INA, Ezhimala, Kerala followed by professional training at Air Force Academy and at various Naval Training Establishments/Units/Ships

Note :-

- Only unmarried candidates are eligible to undergo training. A candidate who is found to be married or marries while under training will be discharged and shall be liable to refund full pay and allowances drawn by him/her and other expenditure incurred on the candidate by the Government.
- Candidates will be on probation for a period of two years which will commence from the grant of the rank of Sub Lt and will terminate after two years or on completion of their initial training (whichever is later). During probation they are liable to be discharged if their performance is unsatisfactory on professional/ medical/disciplinary grounds.
- If an officer voluntarily withdraws from initial/ professional training, or resigns during the probationary period, he/she shall be required to refund the cost of training in whole or in part, as may be determined by the Govt, and all money received by him/her as pay and allowances from the Govt. together with the interest on the said money calculated at the rate enforced for Govt. loans.
- Candidates who fail to qualify the flying training (Pilots / Observers) will not be retained in service.

How to Apply

14. Candidates are to register and fill application on the recruitment website www.joinindiannavy.gov. The candidates are to apply from **16 Mar 19 to 05 Apr 19**.

15. **Online (e-application).** - Whilst filling up the e-application, it is advisable to keep the relevant documents readily available to enable the following:-

- Correct filling up of personal particulars. Details are to be filled up as given in the Matriculation Certificate.
- Fields such as e-mail address, mobile number are mandatory and need to be filled.
- All relevant documents (preferably in original) (marksheets upto 5th & 7th semester for regular & integrated course respectively for branches / entries indicated at Para 2 (a) to Para 2 (c) and marksheets of all semesters for entries indicated at Para 2(d) to 2(e), date of birth proof as per 10th or 12th, CGPA conversion formula for BE/B.Tech / Integrated Course and a recent passport size colour photograph should be scanned in original in JPG/FIT format for attaching the same while filling up the application. If any scanned document is not legible/ readable for any reason, the application will be rejected.
- Print one copy of online application form. Candidates will carry application form and original certificates/documents while appearing for SSB interview.

IMPORTANT - Please read the instructions given on the website carefully before submitting your 'e-application'. Candidates can also call on Toll-Free number 1800-419-2929 and press Option 7 to speak to a customer care representative from Monday-Sunday between 0800-2000 hrs.

Note - Your application is subject to subsequent scrutiny and the application can be rejected, if found INELIGIBLE/INVALID at any point of time.

The terms and conditions, given in this advertisement, are subject to change and should, therefore, be treated as guidelines only.
Details are also available on website www.joinindiannavy.gov



Scan this QR Code to Apply Online



INDIAN NAVY

INVITES APPLICATIONS FOR PERMANENT COMMISSION IN EDUCATION BRANCH / SHORT SERVICE COMMISSION OFFICERS
FOR INDIAN NAVY ENTRANCE TEST (INET) IN VARIOUS ENTRIES – JUN 2020 COURSE

Appendix G



DATE OF OPENING 18 MAY 2019

LAST DATE FOR ONLINE APPLICATION 29 MAY 2019

1. Applications are invited from unmarried eligible men & women candidates for grant of Permanent Commission (PC) and Short Service Commission (SSC) in under-mentioned branches / entries in the Indian Navy for course commencing Jun 20 at Indian Naval Academy (INA) Ezhimala, Kerala. Candidates must fulfill conditions of nationality as laid down by the Government of India.

Naval Orientation Course (NOC) Regular – Pilot / Observer / Air Traffic Controller / Naval Armament Inspectorate Cadre / Logistics / Education / Information Technology / Technical (Engineering & Electrical)

Eligibility Conditions

2. Educational Qualifications

Ser	Branch/ Cadre	Eligible streams of Bachelor of Engineering/Bachelor of Technology and Other Qualifications	Vacancy	Gender	Born Between (Both Dates inclusive)
Executive Branch					
(a)	SSC Armament Inspection (NAIC) Naval Cadre	BE/B.Tech from AICTE recognized institute / university with minimum 60% marks. (Candidate must have 60% aggregate marks in class X and XII and minimum 60% marks in English in class X or class XII). (i) Mechanical (ii) Electrical/Electrical & Electronics/Electronics/Micro Electronics/Instrumentation/Electronics & Communication/Electronics & Tele Communication/Instrumentation & Control/Control Engineering (iii) Production/Industrial Production/ Industrial Engineering (iv) Applied Electronics & Instrumentation/ Electronics & Instrumentation (v) Information Technology/Computer Science/Computer Engineering/Computer Application (vi) Metallurgy/Metallurgical/Chemical/Material Science (vii) Aero Space/Aeronautical Engineering (viii) Post Graduate degree in Electronics / Physics	08	Men & Women	02 Jul 1995 & 01 Jan 2001
(b)	SSC ATC	BE/B.Tech in any discipline from AICTE recognized institute / university with minimum 60% marks. (Candidate must have 60% aggregate marks in class X and XII and minimum 60% marks in English in class X or class XII).	04	Men & Women	02 Jul 1995 & 01 Jul 1999
(c)	SSC Observer	- do -	06	Men & Women	02 Jul 1996 & 01 Jul 2001
(d)	SSC Pilot (MR)	- do -	03	Men & Women	- do -
(e)	SSC Pilot (Other than MR)	- do -	05	Men	- do -
(f)	SSC Logistics	(i) BE/B.Tech in any discipline with First Class from AICTE recognized institute / university or (ii) MBA with First Class or (iii) B.Sc / B.Com / B.Sc.(IT) with First class with a PG Diploma in Finance / Logistics / Supply Chain Management / Material Management or (iv) MCA / M.Sc (IT) with First Class	14	Men & Women	02 Jul 1995 & 01 Jan 2001
(g)	SSC X (IT)	(i) BE/B.Tech from AICTE recognized institute / university with minimum 60% marks in Computer Science / Computer Engg/IT (ii) B.Sc (IT) with First Class (iii) M.Sc (Computer / IT) with First Class (iv) M.Tech (Computer Science) with First Class (v) MCA with First Class	15	Men	02 Jul 1995 & 01 Jan 2001
Technical Branch					
(h)	SSC Engineering Branch [General Service (GS)]	BE/B.Tech from AICTE recognized institute / university with minimum 60% marks in streams (i) Mechanical (ii) Marine (iii) Instrumentation (iv) Production (v) Aeronautical (vi) Industrial Engineering & Management (vii) Control Engg (viii) Aero Space (ix) Automobiles (x) Metallurgy (xi) Mechatronics (xii) Instrumentation & Control	24	Men	02 Jul 1995 & 01 Jan 2001
(j)	SSC Electrical Branch [General Service (GS)]	BE/B.Tech from AICTE recognized institute / university with minimum 60% marks in streams (i) Electrical (ii) Electronics (iii) Tele Communication (iv) Electronics & Communication (v) Power Engineering (vi) Power Electronics (vii) Electronics & Instrumentation (viii) Instrumentation & Control (ix) Instrumentation	24	Men	02 Jul 1995 & 01 Jan 2001
Education Branch					
(k)	PC Education	(i) First Class in M.Sc. (Maths/Operational Research) with Physics in B.Sc.	05	Men	02 Jul 1995 & 01 Jul 1999
		(ii) First Class in M.Sc. (Physics/Nuclear Physics) with Maths in B.Sc.	03	Men	
		(iii) First Class in M.Sc. (Meteorology/Oceanology/ Atmospheric Science)	02	Men	
		(iv) BE/B.Tech from AICTE recognized institute / university with minimum 60% marks (Computer Science/Information Technology/Computer Technology/Information Systems/Computer Engineering)	02	Men	
		(v) BE / B.Tech from AICTE recognized institute / university with minimum 60% marks (Electronics & Communication/ Electrical & Electronics/ Electronics & Instrumentation/ Electronics & Telecommunications/ Electrical)	03	Men	
		(vi) BE / B.Tech from AICTE recognized institute / university with minimum 60% marks in Mechanical Engineering	03	Men	
Note : Candidates applying for the Education entry must have scored minimum of 60% marks in class X and class XII and minimum 60% marks in English in class X or class XII.					

Note

(i) These vacancies are tentative and may be changed depending on availability of training slots.

(ii) **Commercial Pilot License (CPL) Holders** Candidates having valid and current CPL issued by DGCA (India) and born between 02 Jul 1995 and 01 Jul 2001 (both dates inclusive) can apply for Pilot entry as per eligibility criteria stated at Para 2(d) & 2(e).

3. Who Can Apply

(a) Candidates who have passed Engineering Degree or are in the final year of Engineering Course in any of the above mentioned disciplines from a AICTE recognised educational institute can apply for **branches / entries indicated at Para 2 (a) - (e) & 2 (h) & 2 (j)**. The candidates will, however be required to pass final examination (BE/B Tech) with minimum 60% before joining INA. The candidates failing to meet minimum cut off %age will not be permitted to join INA Ezhimala.

(b) Candidates who have completed their degree on the date of filling the application can apply for all Branches / Entries.

Note : (i) Only one application is to be filled by a candidate. (ii) Candidates who are eligible for more than one Branch/Cadre should mention their preferences in the application so as to be considered for other choices in case slots for SSBs in entries of their first choice are filled. (iii) Candidates will be shortlisted for SSB based on their INET rank and their preference of choice. (iv) However, if not shortlisted for the first preference you may be considered for alternate Branch/Cadre subject to availability of spare slots in SSB batches of that Branch/Cadre. (v) Once shortlisted for a Branch/Cadre, subsequent stages of selection process (SSB, medicals & meriting) will be exclusively for that Branch/Cadre only. (vi) No equivalent stream of BE/ B.Tech other than that mentioned in para 2 above will be considered valid for selection process at any stage.

4. **Medical Standards.** All candidates recommended by SSB will have to undergo medicals as per extant regulation. There is no relaxation in medical standard on any ground.

5. **Relaxation in Height and Weight.** Relaxations in height is permissible to candidates holding domicile of specific regions details of which are available on Indian Navy website www.joinindiannavy.gov.in

6. **Tattoo.** Guidelines for tattoo are available on Indian Navy website www.joinindiannavy.gov.in

7. **Pay & Allowances.** Selected candidates are inducted as Sub-lieutenants. The admissible pay & allowances alongwith other facilities & privileges are available on Indian Navy website www.joinindiannavy.gov.in

8. **Group Insurance & Gratuity.** A basic insurance cover of Rs. One Crore (on contribution) and gratuity will be granted to the officer as per extant rules in force.

9. **Leave Entitlements.** On Commission, officers are entitled to Annual and Casual leave as per extant regulations. Leave during training period will be as per the Training Policy in force.

10. Tenure of Commission.

(a) **Short Service Commission** Selected candidates will be granted Short Service Commission initially for 10 years extendable by maximum 04 years in 02 terms (02 years + 02 years), subject to service requirement, performance, medical eligibility and willingness of candidates.

(b) **Permanent Commission.** Candidates inducted under PC will have to serve for the minimum of 20 yrs for pension and thereafter can continue to serve till the age of superannuation.

11. **Duties of Officers.** Please visit website www.joinindiannavy.gov.in for information on duties of officers for respective Branches/Cadres.

12. **Selection Procedure** The selection procedure is as follows:-

(i) INET

(a) **Examination Centre.** All candidates, whose applications are received by due date, will be called for Indian Navy Entrance Test (INET) to be conducted in Aug 19 at one of the INET centres as per their choice, subject to availability of slots at that centre. Call up letters cum Admit Card for online examination indicating date, time and place, which is scheduled during Aug 2019 would be required to be downloaded from the official website www.joinindiannavy.gov.in tentatively by second week of Jul 19. Only Electronic mode of communication will be used while contacting the candidates at all stages of selection.

(ii) **INET Syllabus.** INET exam will be of two hours duration. It will contain 100 Multiple Choice Questions comprising Questions on English, Reasoning & Numerical Ability, General Science, Mathematical Aptitude & General Knowledge. Each section will be of 100 marks with negative marking of one mark for incorrect answer.

(b) **Shortlisting for SSB.** IHQ of MoD (N) reserves the right to shortlist candidates strictly on the basis of INET rank cum preference & choice. However candidates are required to qualify in all sections of INET Exam to be considered for shortlisting to appear in SSB interview. No communication will be entertained on this account. SSB interviews for short-listed candidates will be tentatively scheduled from Oct 19 at Bangalore for pilot & observer candidates and at Bangalore/Bhopal/Coimbatore/Visakhapatnam/Kolkata for other branches/ entries. Shortlisted candidates will be informed about their selection for SSB interview on their e-mail or through SMS (provided by candidates in their application form). Candidates are advised not to change their e-mail/mobile No till selection process is over.

(c) **SSB Procedure.** SSB interview will be conducted in two stages. Candidates who clear Stage I will go to Stage II. Those who fail in Stage I will be sent back on the same date. Details of SSB procedure are available on Indian Navy website www.joinindiannavy.gov.in

(d) **Medical.** SSB recommended candidates are required to undergo medical examination as applicable to their entry. Candidates of Pilot entry are required to undergo PABT (Pilot aptitude battery test) followed by Aviation medical examination.

(e) Merit List & Appointment Letter.

(i) Merit list will be based on combined marks of INET & SSB.

(ii) Candidates recommended by the SSB and declared medically fit will be appointed for training as per all India merit of each branch / cadre based on availability of number of vacancies in various branches / cadres.

(f) **Examination Fees** Candidates (SC/ST/women candidates are exempted from payment of fees) are required to pay a fee of Rs 205/- (Rupees Two Hundred five only) through online mode. Admit card will be issued for the examination only to those candidates who have successfully paid the examination fee and who are entitled to waiver of examination fee.

Note (i) Fee once paid shall not be refunded under any circumstances nor can the fee be held in reserve for any other examination or selection. **(ii)** There is no reservation of vacancies for the candidates from SC/ST category. Candidates from SC/ST category are entitled to waiver of examination fee only. **(iii)** In case of non-payment of fees has been done and money deducted without application number being generated (i.e. unsuccessful payment), please wait for 07 working days for automatic refund of money to your account. **(g)** Change of INET / SSB Centre for examination / interview is not permissible under any circumstance. **(h)** Any correspondence regarding change of SSB dates be addressed to the call up officer of the SSB on receipt of call up letter. Candidates are to download the call up letter on receiving intimation from IHQ MoD (N) at SMS/email (provided by candidate in their application). **(j)** No compensation is admissible in case of any injury sustained as a result of tests during SSB interviews. **(k)** AC 3 tier rail fare is admissible for the SSB interview, if appearing for the first time for particular type of commission. Candidates are required to photocopy of the first page of pass book or cheque leaf where the name, A/C No. & IFSC details are mentioned, while appearing for SSB.

TRAINING

13. Candidates will be inducted as officers in the rank of Sub Lieutenant. Officers of all branches / cadres except the officers of IT will undergo 22 Weeks Naval Orientation Course whereas officers of SSC (IT) will undergo 04 Weeks Naval orientation Course at the Naval Academy, Ezhimala. This will be followed by professional training in Naval Ships and Training Establishments as per extant regulations.

NOTE

(a) Probation period for SSC (NAIC) Officers is three years and for officers of other branches/cadres is two years. The probation period will commence from the date of grant of the rank of Sub Lt and will terminate after three years in respect of SSC (NAIC) and two years for other branches / cadres or on completion of initial training (whichever is later). During probation the officers are liable to be discharged in case of unsatisfactory performance at any stage. **(b)** Only unmarried candidates are eligible for training. Any candidate who is found to be married or marries while under training will be discharged from service and shall be liable to refund full pay & allowances drawn by him/her and other expenditure incurred on the candidate by the Government. **(c)** If the officer voluntarily withdraws from initial training or resigns during the probationary period, he/she shall be required to refund the cost of training in whole or in part, as may be determined by Govt. & all money received by him/her as pay & allowances from the Govt. together with the interest on the said money calculated at the rate in force for Govt loans.

How to Apply

14. Candidates are to register and fill application on Indian Navy website www.joinindiannavy.gov.in. The candidates can apply from 18 May 19 onwards.

15. **Online (e-application).** Whilst filling up the e-application, it is advisable to keep the relevant documents readily available to enable the following:-

- Correct filling up of personal particulars. Details are to be filled up as given in the Matriculation Certificate.
- Fields such as e-mail address, mobile number are mandatory fields and need to be filled.
- All relevant documents (preferably in original), marks sheets upto 5th & 7th semester for regular and integrated B.E. / B.Tech courses & other degree examination respectively, date of birth proof (as per 10th & 12th certificate), CGPA conversion formula for BE/B.Tech, Commercial Pilot License (CPL) issued by DGCA, Government of India, and a recent passport size colour photograph should be scanned in original JPG/FIT format, for attaching the same while filling up the application.
- If any scanned document is not legible/readable for any reason the application will be rejected. Candidates are to take print out of application and carry it while appearing for INET or SSB interview.

IMPORTANT - Please read the instructions given on the website carefully before submitting your 'e-application' form. Candidates can call toll-free number 1800-415-2929 and press Option 7 to speak to a customer care representative from Monday-Sunday between 0800-2000 hrs regarding INET and SSB interview.

Note : Your application is subject to subsequent scrutiny and the application can be rejected, if found INELIGIBLE/INVALID at any point of time.

The terms and conditions given in this advertisements are subject to change and should therefore be treated as guidelines only. Details are also available on website: www.joinindiannavy.gov.in



Scan this QR Code to Apply Online



भारतीय वायु सेना Indian Air Force




INVITES MEN AND WOMEN FROM INDIAN CITIZENS AS PER CITIZENSHIP ACT 1955 TO BE A PART OF THE INDIAN AIR FORCE AS COMMISSIONED OFFICERS IN FLYING AND GROUND DUTY (TECHNICAL AND NON-TECHNICAL) BRANCHES. REGISTRATION FOR ONLINE APPLICATIONS WILL OPEN ON 01 DEC 19 AND CLOSE ON 30 DEC 19 THROUGH <https://careerindianairforce.cdac.in> OR <https://afcat.cdac.in>

AIR FORCE COMMON ADMISSION TEST (AFCAT) - 01/2020/NCC SPECIAL ENTRY

FOR COURSES COMMENCING IN JANUARY 2021

- Online applications are invited for the courses commencing in **January 2021** for grant of Short Service Commission (SSC) in **Flying Branch** and Permanent Commission (PC) and Short Service Commission (SSC) in **Ground Duty (Technical and Non-Technical) Branches**. Online applications are also invited for grant of PC/SSC for NCC Special Entry Scheme (For Flying Branch).
- Branches, Course Number and Vacancies.**

Entry	Branch	Course Number	Vacancies*
AFCAT Entry	Flying	209/21F/SSC/M & W	SSC - 60
	Ground Duty (Technical)	208/21T/PC/M	AE(L) : PC - 40, SSC - 26
		208/21T/SSC/M & W	AE(M) : PC - 23, SSC - 16
Ground Duty (Non-Technical)	208/21G/PC/M	Admin : PC - 24, SSC - 16	
	208/21G/SSC/M & W	Accts : PC - 14, SSC - 10 Lgs : PC - 12, SSC - 08	
NCC Special Entry	Flying	209/21F/PC/M 209/21F/SSC/M & W	10% seats out of CDSE vacancies for PC and 10% seats out of AFCAT vacancies for SSC.

***Disclaimer:** The vacancies indicated are tentative and subject to change without notice. Actual intake would depend on organizational requirements, various cadre control mechanisms, availability of training slots and actual number of vacancies accruing in January 2021. No representation in this regard will be entertained.

- Type of Commission.**
 - PC for Men.** Candidates joining as PC officers would continue to serve till the age of superannuation as per their branch and rank.
 - SSC for Men & Women.**
 - The engagement period for Flying Branch SSC officers is fourteen years from the date of Commissioning (Non extendable).
 - The initial tenure for SSC officers in Ground Duty (Tech and Non-Tech) branches would be for a period of ten years. An extension of four years may be granted subject to service requirements, availability of vacancies, willingness, suitability and merit.
- Age.**
 - Flying Branch.** 20 to 24 years as on 01 January 2021 i.e. born between 02 January 1997 to 01 January 2001 (both dates inclusive). Upper age limit for candidates holding valid and current Commercial Pilot License issued by DGCA (India) is relaxable upto 26 years i.e. born between 02 January 1995 to 01 January 2001 (both dates inclusive).
 - Ground Duty (Technical/Non-Technical) Branches.** 20 to 26 years as on 01 January 2021 i.e. born between 02 January 1995 to 01 January 2001 (both dates inclusive).
- Notification.** Detailed notification is available on website <https://careerindianairforce.cdac.in> or <https://afcat.cdac.in>. Candidates are to ensure that they have read and understood the details available in the notification before registering.
- Physical /Medical Standards, Educational Qualifications and Selection Procedure.** Details on physical/medical standards, educational qualifications and selection procedure are available in detailed notification on the website.
- Training.** Training will commence in the first week of January 2021 for all courses at Air Force Academy Dundigal (Hyderabad). The duration of training for Flying and Ground Duty (Technical) Branches is 74 weeks and that of Ground Duty (Non-Technical) Branches is 52 weeks at Air Force Training Establishments. PAN Card and account in SBI/ Nationalised Bank is mandatory at the time of joining Air Force Academy. Aadhaar Card is mandatory for registration.

IAF OFFERS YOU

- Pay on Commissioning (As per 7th CPC).**

Rank	Pay as per Defence Matrix	Level	MSP
Flying Officer	Rs. 56100 - 110700	10	Rs. 15500

Note. Flight Cadets shall receive a fixed stipend of Rs 56,100/- per month during last one year of training.

- Allowances.** In addition to pay, allowances are applicable based on the nature of duty/ place of posting and it includes Flying, Technical, Field Area, Special Compensatory (Hill area), Special Force, Siachen, Island Special Duty, Test Pilot & Flight Test Engineer, Area and Remote Locality Allowance.
- Privileges.** Air Force Officers are entitled to furnished accommodation, comprehensive medical cover for self and dependents, Canteen, Officers' Mess,

- loans at subsidised rates, LTC etc. Leave (60 days annual and 20 days casual) subject to service exigencies.
- Insurance.** Rs. 75 Lakhs Insurance Cover (on contribution) is applicable to serving officers. Additional cover of Rs. 12 Lakhs (on contribution) is applicable to Flying Branch Officers.
- Sports and Adventure.** Indian Air Force provides state of the art facilities to play various sports and adventure activities (sky diving, micro light flying, mountaineering, water rafting etc.).

IMPORTANT INSTRUCTIONS

- Eligible candidates are to register online through separate tabs available for AFCAT Entry/NCC Special Entry. Candidates eligible for one/more entries are to register separately in each entry.
- Tattoos.** Permanent body tattoos are only permitted on inner face of forearm (from inside of elbow to the wrist) and on the reverse side of palm/ back (dorsal) side of hand. Permanent body tattoos on any other part of the body are not acceptable. Tribes with tattoo marks on the face or body as per their existing customs and traditions will be permitted on a case to case basis.
- Narcotics.** Use/possession of narcotics is banned. Candidate may be tested for presence of drugs in the body during Medicals and subsequently during training/ service career as an officer. If candidate is found to be using/ in possession of narcotics during any time of training/service career, candidate would be debarred from joining the Indian Air Force or be removed from service if already joined.
- Conduct of Online Testing for AFCAT Examination and Fee Structure.** Online testing will be conducted for AFCAT entry at various centers. Candidates registering for AFCAT entry will have to pay an amount of Rs. 250/- as examination fee. However, candidates registering for NCC Special entry are not required to pay. Details of conduct of exam, examination centers and mode of payment are available in the notification.
- Marital Status.** Candidates below 25 years of age must be unmarried at the time of commencement of the course. Widows/Widowers and divorcees (with or without encumbrances) below 25 years of age are also not eligible.
- Candidates are required to maintain their unique registered E-Mail ID and mobile phone number active throughout the selection process.
- Please note that information filled up by the candidates in online application form will be considered final and no amendments will be allowed subsequently. Candidates should exercise due care while entering their date of birth.
- Travel Allowance (TA).** To and fro travelling fare by the shortest route of AC-III Tier/AC Chair Car or actual normal bus fare, to the candidates appearing in Air Force Selection Board for the first time will be reimbursed. For all other modes of travel, TA will be admissible as per the Government authorized rules. No TA is admissible, if you have already appeared for the same type of entry at any of the Selection Boards.
- Physical Conditioning.** You are advised to be physically fit when you report for SSB in order to be able to undergo the tests at AFSB. You should aim to achieve an ability to run 01 mile (1.6 kms) in 10 mins, do 10 pushups and 03 chin ups. Prospective candidates are also advised to keep themselves in good physical condition to adapt to physical training at AFA which encompasses running, swimming, rope climbing and other forms of physical training/ conditioning in which they would undergo mandatory tests during training.
- Query.** For queries related to conduct of online examination, registration process and admit cards contact 020-25503105 or 020-25503106 or E-Mail afcatcell@cdac.in. For queries regarding eligibility, allotment of AFSB centres, date of AFSB interview, merit list and Joining Instructions contact 011-23010231 Extn 7610 or Toll free number 1800-11-2448.
- Disclaimer.** Information given in the advertisement and on the website are guidelines only. In case of any ambiguity, the existing policies, rules and regulations of IAF/ Govt. of India will be final. Terms and conditions for selection given in the advertisement are guidelines only and are subject to change without notice.
- Statutory Warning.** Selection in the Indian Air Force is fair and merit based. Attempt to influence the selection process at any stage is liable to lead to termination of candidature or initiation of service and legal action against the concerned individual.



Scan this QR code to apply

davp 10801/11/0027/1920

No.17(11)/2018/WE/D(Res-1)
GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
(DEPARTMENT OF EX SERVICEMEN WELFARE)

B Wing, Room No. 221
Sena Bhavan, New Delhi

Dated 07th March, 2019

To,
The Deputy Managing Director,
Ex-Servicemen Contributory Health Scheme,
Central Organisation,
Thimaiya Marg, Gopinath Circle,
Delhi Cantt

Subject: Grant of ECHS facilities to World War II Veterans, ECOs, SSCOs and pre-mature retirees

Approval of the Competent Authority is hereby conveyed for grant of membership of ECHS to World War II Veterans, Emergency Commissioned Officers (ECOs), Short Service Commissioned Officers (SSCOs) and pre-mature retirees by waiving off the conditions relating to receipt of pension and being ESMs for becoming eligible to receive medicare under ECHS, subject to the following conditions:

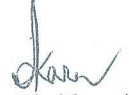
- (i) They must apply for membership of ECHS and accept the Rules of ECHS.
- (ii) ECHS facilities would be extended only to the individuals of the above-mentioned categories and their spouses.
- (iii) They will have to pay one-time contribution and become members of the ECHS. (However, war widows shall be exempt from payment of one-time ECHS contribution)
- (iv) They should not have been discharged on disciplinary grounds.
- (v) They should not be covered under any other institutional health scheme of the Government
- (vi) They should abide by the ECHS Rules as amended from time to time.
- (vii) The WW-II Veterans and ECOs and their spouses would be allowed all ECHS facilities including treatment in ECHS empanelled hospitals, and free OPD and IPD treatment facilities at the AFMS Hospitals, as available to other ECHS members
- (viii) The SSCOs and pre-mature retirees would be eligible for the following facilities:
 - (a) Free OPD services from ECHS Polyclinics
 - (b) They must pay for OPD/IPD/Investigations in ECHS empanelled hospitals and seek reimbursement @ 75% of total admissible expenditure for personnel having more than 10 years of service and

akw

... 2/-

@ 50% of total admissible expenditure for personnel having less than or equal to 10 years of service

2. This issues with the concurrence of MoD (Fin/Pen) vide their ID No 31(02)/2019/Fin/Pen dated 7.3.2019



(A.K. Karn)

Under Secretary to the Government of India

Tele: 23014946

Copy to:

1. PS to RM
2. PS to RRM
3. PPS to Secretary, ESW.
4. PPS to Secretary, Defence
5. Secretary, Ministry of Finance (Deptt. of Expenditure)
6. Secretary, Ministry of Law & Justice (Deptt. of Legal Affairs)
7. Cabinet Secretariat w.r.t. their letter No. CCS/10/2019 dated 7.3.2019
8. Dy. MD,ECHS with request to urgently forward draft Govt. Letter on one-time contribution to be deposited by the new beneficiaries.
9. MoD(Fin/Pension)
10. Addl. FA & JS (RK)
11. O/o CGDA
12. DGADS
13. DGAFMS/DG-3A, Room No 4, M Block
14. Director (Medical), Department of Defence



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-15022020-216183
CG-DL-E-15022020-216183

असाधारण
EXTRAORDINARY
भाग II—खण्ड 3—उप-खण्ड (i)
PART II—Section 3—Sub-section (i)
प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 98]

नई दिल्ली, शुक्रवार, फरवरी 14, 2020/माघ 25, 1941

No. 98]

NEW DELHI, FRIDAY, FEBRUARY 14, 2020/MAGHA 25, 1941

कार्मिक, लोक शिकायत और पेंशन मंत्रालय

(कार्मिक एवं प्रशिक्षण विभाग)

अधिसूचना

नई दिल्ली, 13 फरवरी, 2020

सा.का.नि. 116(अ).—राष्ट्रपति, संविधान के अनुच्छेद 309 के परंतुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुये, भूतपूर्व सैनिक (केन्द्रीय सिविल सेवा और पद पुनर्नियोजन) नियम 1979 का और संशोधन करने के लिए निम्नलिखित नियम बनाते हैं, अर्थात्:-

1. संक्षिप्त नाम और प्रारंभ:-

- (1) इन नियमों का संक्षिप्त नाम भूतपूर्व सैनिक (केन्द्रीय सिविल सेवा और पद पुनर्नियोजन) संशोधन नियम, 2020 है।
- (2) ये राजपत्र में प्रकाशन की तारीख को प्रवृत्त होंगे।

2. भूतपूर्व सैनिक (केन्द्रीय सिविल सेवा और पद पुनर्नियोजन) नियम 1979 के नियम 2 के खण्ड (ग) के उपखण्ड (ii) में निम्नलिखित परंतुक अन्तःस्थापित किया जाएगा, अर्थात्:-

“परंतु अल्पकालिक सेवा कमीशंड अधिकारी जो नियुक्ति की प्रारंभिक अवधि के पूरा होने के पश्चात्, कदाचार या अकुशलता के कारण बर्खास्तगी अथवा सेवामुक्ती से अन्यथा सेवामुक्त किया गया है और जिसे कोई उपदान दिया गया है, भूतपूर्व सैनिक की प्रास्थिति के लिए पात्र होगा।”

[फा. सं. 36034/1/2019-स्थापना (आरक्षण)]

सुजाता चतुर्वेदी, अपर सचिव

टिप्पण : मूल नियम भारत के राजपत्र, भाग II, खण्ड 3, उप-खण्ड (ii) में सा.का.नि. संख्यांक 1530, तारीख 15 दिसंबर, 1979 द्वारा प्रकाशित किए गए थे और तत्पश्चात् निम्नानुसार संशोधित किए गए:-

1. सा.का.नि. 973, तारीख 27 अक्टूबर, 1986:
2. सा.का.नि. 333(अ), तारीख 27 मार्च, 1987; और
3. सा.का.नि. 757(अ), तारीख 4 अक्टूबर, 2012

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(Department of Personnel and Training)

NOTIFICATION

New Delhi, the 13th February, 2020

G.S.R. 116(E).—In exercise of the powers conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules further to amend the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, namely:—

1. Short title and commencement: -

- (1) These rules may be called the Ex-servicemen (Re-employment in Central Civil Services and Posts) Amendment Rules, 2020.
- (2) They shall come into force on the date of its publication in the Official Gazette.

2. In the Ex-servicemen (Re-employment in Central Civil Services and Posts) Rules, 1979, in rule 2, in clause (c) in sub-clause (ii), the following proviso shall be inserted, namely:-

“Provided that Short Service Commissioned Officers released from service after completing initial terms of engagement otherwise than by way of dismissal or discharge on account of misconduct or inefficiency and have been given gratuity shall be eligible to the status of Ex-servicemen;”

[F. No. 36034/1/2019-Estt. (Res)]

SUJATA CHATURVEDI, Addl. Secy.

Note : The Principal rules were published in the Gazette of India, Part II, Section 3, Sub-section (ii), *vide* G.S.R. 1530, dated the 15th December, 1979 and subsequently amended as follows:—

1. G.S.R. 973, dated 27th October, 1986;
2. G.S.R. 333(E), dated 27th March, 1987; and
3. G.S.R. 757(E), dated 4th October, 2012.



www.joinpakarmy.gov.pk

JOIN PAK ARMY AS CAPTAIN THROUGH DIRECT SHORT SERVICE COMMISSION- ENTRY MAY 2020

1 ELIGIBILITY CONDITIONS

a. QUALIFICATION/AGE

CATEGORY OF SELECTION	QUALIFICATION	AGE
Army Education Corps (AEC)	MA/MSc/BS (4 years) in following disciplines:- ◆ Mathematics ◆ Physics ◆ Computer Science ◆ English ◆ Political Science ◆ History ◆ Islamic Studies / Arabic ◆ Management Science ◆ Geography / GIS	28 years as on 01 May 2020.
Corps of Ordnance (Ord)	BE / BSc Metallurgy Engg	
Psychologist	MSc Psychology	
Corps of Remount Veterinary and Farms Officer (RV&FC)	> DVM or equivalent degree Registered with PVMC > M.Sc (Hons) / M Phil (in relevant disciplines) will be given preference	Civilians 28 years as on 01 May 2020. Serving VAOs of RV&FC 21-35 years as on 01 May 2020.

b. COMMON FEATURES

- Minimum 60% marks in annual system or 2.5 CGPA in Science subs and 50% marks or 2.0 CGPA in Arts subs from HEC recognized university as a regular student.
- Minimum CGPA 2 out of 4 or 50% marks in annual system for Psychology.
- No 3rd Division throughout the academic career i.e. Matric to MA/ MSc/ BS.
- PhD will be given Preference.
- Candidates only graduated from HEC recognized universities or foreign universities recognized by HEC are eligible.
- Candidates must have attained the entire education (Matric till MA/ MSc/ BS) as a regular student.

c. GENDER

Male

d. MARITAL STATUS

Married/ Unmarried

e. NATIONALITY:

Citizens of Pakistan and domicile holders of Azad Kashmir. Upon final selection, candidates with dual nationality will have to surrender nationalities other than Pakistani.

f. PHYSICAL STANDARD

(1) Minimum Height - 5'-4" (162.5 cm)

(2) Weight - As per the Body Mass Index

2 INELIGIBILITY CONDITIONS

- A candidate who has been twice **"NOT RECOMMENDED"** by ISSB for PMA / Graduate Course or equivalent Naval / PAF Courses, however, third chance to appear for commission in AEC is given.
- Permanently declared UNFIT by Appeal Medical Board.
- Declared medically unfit due to Hepatitis B & C (Appeal Medical Board cannot be requested).
- Declared unfit by any Armed Forces Hospital except those cleared by Appeal Medical Board. However, PAF candidates who get medically unfit for flying but fit for ground branches can undergo routine medical examination as normal candidates if they are desirous to join other arms.
- Tested within four months (120 days) gap of previous appearance in ISSB except candidates granted waiver by DGPA. However, bar of 120 days will not be applicable to candidates appearing in post Graduate GHQ/NHQ/AHQ based selection boards.
- Withdrawn from any Academy / Training Institution of Armed Forces on any ground.
- Withdrawn from any bonded Armed Forces college / institution on disciplinary grounds.
- Dismissed / removed / debarred from Govt Services including Armed Forces.
- Convicted in a Court of Law in Criminal Proceedings.

3 REGISTRATION AND PRELIMINARY SELECTION PROCEDURE

Candidates can register either through internet or by visiting Army Selection and Recruitment Centers (AS&RCs). Following procedure will be adopted:-

- REGISTRATION THROUGH INTERNET.** Candidate can register on website www.joinpakarmy.gov.pk Date and time of test shall be intimated on internet for

which the individual should have an e-mail account. Candidates will report on exact date and time given for preliminary test on computerized roll number slip. Date once given will not be changed. Candidates will also bring along all documents mentioned in para 6 and will pay prospectus fee on the day of test. Candidates must attain working knowledge of computer, as registration and tests will be conducted on computers.

- REGISTRATION AT AS&RCs.** Candidates may report at nearest AS&RCs for registration / allotment of roll number alongwith necessary documents mentioned in para 6 and the prospectus fee for completion of registration formalities. Candidates will bring these documents on the day of test as well.

- SCHEDULE OF REGISTRATION / PRELIMINARY TESTS.** Registration and Preliminary Tests will be held as per the following schedule:-

1	Registration	23 December 2019 — 20 January 2020
2	Preliminary Tests	23 — 31 January 2020

- ACADEMICS / INTELLIGENCE TESTS.** Academics / Intelligence tests based on multiple choice questions will be conducted at AS&RCs on the date given by the Computer during the registration process.

- PRELIMINARY MEDICAL TESTS.** Candidates will undergo initial medical test at AS&RCs.

- PHYSICAL TESTS.** Candidates are required to qualify following physical tests:-

- 1.6 km Run - 9 Minutes
- Push Ups - 10 Repetitions in 2 Minutes
- Sit Ups - 10 Repetitions in 2 Minutes
- Chin Ups - 2 Repetitions in 2 Minutes

- ISSB TESTS.** Short listed candidates will receive intimation for ISSB tests through website as well as call up letters.

4 FURTHER SELECTION

Detailed medical examination of candidates recommended by ISSB will be carried out at nearby CMHs. Candidates who are recommended by ISSB will be called for interview by GHQ Selection Board. No TA / DA is admissible. Final selection will be made at GHQ on the basis of candidates, overall performance.

5 TRAINING PERIOD 6 Months

6 DOCUMENTS REQUIRED AT AS&RCs

- Original certificates / detailed marks sheets alongwith two attested photocopies of each educational certificate/degree / diploma.
- Candidates serving in government Institutions / Departments will render No Objection Certificate of the concerned Establishment.
- Attested photo copy of domicile.
- Photocopies of computerized National Identity Card alongwith verification slip obtained by NADRA.
- 6 x Colour photos duly attested (front & back).
- Crossed postal order of Rs. 100.00 in favour of Director General Personnel Administration (DGPA), GHQ Rawalpindi.
- Candidates must bring their degrees duly verified by HEC/PEC.
- ENDORSEMENT APPLICATION FORMS.** While filling the application forms by successful candidate at AS&RCs, must ensure that information be endorsed in the respective paragraph / columns and no column should be left blank.

NOTE: Old National Identity Card will not be accepted.

7 BOND

Finally selected candidates will be required to sign a bond to serve the Army for a minimum period of 7 years. The applicability of bond will commence on successful completion of basic military training at PMA Kakul.

AS&RC	Telephone	AS&RC	Telephone
1. Peshawar	091-9211747	2. Rawalpindi	051-9271393
3. Lahore	042-36620730	4. Multan	061-4504566
5. Hyderabad	022-27877258	6. Karachi	021-32790919
7. Quetta	081-2836626	8. Gilgit	05811-920535
9. Faisalabad	041-9200363	10. Muzaffarabad	05822-920568
11. D.I. Khan	0566-9280155	12. Khuzdar	0848-412719
13. Pano Aqil	071-5805569		



For further details visit: Nearest Army Selection and Recruitment Centres Rawalpindi, Lahore, Karachi, Peshawar, Quetta, Gilgit, Hyderabad, Multan, Faisalabad, Muzaffarabad, D. I. Khan, Pano Aqil, Khuzdar. Email your queries on: Webmaster@joinpakarmy.gov.pk For ISSB call up notice visit: www.issb.com.pk



PAKISTAN AIR FORCE OFFERS COMMISSION

REGISTRATION FROM 02 - 08 MARCH 2020

- Permanent Commission (PC) in :-**
- General Duty Pilot, Aeronautical Engineering and Air Defence Branches
- Special Purpose Short Service Commission (SPSSC) in :-**
- Engineering and Education Branches
- Short Service Commission (SSC) in :-**
- General Duty Pilot (Female), Air Defence, A&SD, Logistics, Accounts & Met Branches



www.joinpaf.gov.pk

PERMANENT COMMISSION (PC)

150 GENERAL DUTY PILOT GD (P)

Age : 18 to 22 years on 18 OCT 2020
Nationality : Male citizens of Pakistan
Marital Status : Unmarried
Height : Minimum 5 Feet 4 inches / 163 cm
Vision : 6/6 each eye (without Glasses)

EDUCATIONAL QUALIFICATION:

A candidate must have passed with minimum 80% marks in aggregate in any of the following:-
 + F.Sc (Pre-Engg/Pre-Medical/Computer Science)
 + 'A' level with Physics and Maths or Biology
 + F.Sc with Physics and any two subjects i.e. Maths, Statistics, Computer Science and Biology
Training Period : 3 years

106 AIR DEFENCE COURSE

Age : 18 to 22 years on 18 OCT 2020
Nationality : Male citizens of Pakistan
Marital Status : Unmarried
Height : Minimum 5 Feet 4 inches / 163 cm

EDUCATIONAL QUALIFICATION:

A candidate must have passed with minimum 65% marks in aggregate in any of the following:-
 + F.Sc (Pre-Engg/Pre-Medical/Computer Science)
 + 'A' level with Physics and Maths or Biology
 + F.Sc with Physics and any two subjects i.e. Maths, Statistics, Computer Science and Biology
Training Period : 3 years

96 AERONAUTICAL ENGINEERING COURSE

Age : 16 to 22 years on 18 OCT 2020
Nationality : Male/Female citizens of Pakistan
Marital Status : Unmarried
Height (Male) : Min 5 Feet 4 inches / 163 cm
Height (Female) : Min 4 Feet 10 inches / 147 cm

EDUCATIONAL QUALIFICATION:

A candidate must have passed Metric in first division and F.Sc with minimum 65% marks in aggregate in any of the following:-
 + F.Sc (Pre-Engg) with Chemistry as a subject
 + 'A' Level with Physics, Chemistry and Maths
Training Period : 3 years

150 GENERAL DUTY PILOT GD (P) COURSE (SSC) - Female

Age : 16 to 22 years on 18 OCT 2020
Nationality : Female citizens of Pakistan
Marital Status : Unmarried
Height : Min 5 Feet 4 inches / 163 cm
Vision : 6/6 each eye (without Glasses)

EDUCATIONAL QUALIFICATION:

A candidate must have passed with minimum 65% marks in aggregate in any of the following:-
 + F.Sc (Pre-Engg/Pre-Medical/Computer Science)
 + 'A' level with Physics and Maths or Biology
 + F.Sc with Physics and any two subjects i.e. Maths, Statistics, Computer Science and Biology
Training Period : 3 years

MET BRANCH (126 CSC SSC)

Age on 18 OCT 2020 : 18 to 30 Years
Nationality : Male citizens of Pakistan
Marital Status : Married / Unmarried
Height : Min 5 Feet 4 inches / 163 cm
Rank : Flying Officer
Training Period : 24 Weeks

EDUCATIONAL QUALIFICATION:

MSc / MEd in Mac, MSc/Physics, MSc/Maths with minimum 2nd Div from a recognized Pakistani / Foreign University
Qualification : BSA (Supply chain management) / Marketing / Finance, BSCS / BSIT / BCS / BS (Physics / Chemistry / Mathematics) / Economics / Statistics, B (Pharmacy) BE (all disciplines) Note: Each qualification must have 34 years degree with minimum 2nd Division

SHORT SERVICE COMMISSION (SSC / SPSSC)

EDUCATION BRANCH (126 CSC SPSSC)

Age on 18 OCT 2020 : 21 to 30 Years
Nationality : Male citizens of Pakistan
Marital Status : Married / Unmarried
Height : Min 5 Feet 4 inches / 163 cm
Rank : Flying Officer

EDUCATIONAL QUALIFICATION:

Islamicat / MA Islamicat (Min 2nd Div) with Farsi / Farsi / Urdu / Persian (Shahada-Ul-Mashari from any recognized Madrasah Board of Pak
Mathematics: PhD, **Age on 18 October, 2020** : 21 to 40 Years, **Rank**: Squadron Leader
Training Period : 24 Weeks

ACCOUNTS BRANCH (126 CSC SSC)

Age on 18 Oct 2020 : 18 to 30 Years
Nationality : Male citizens of Pakistan
Marital Status : Married / Unmarried
Height : Min 5 Feet 4 inches / 163 cm
Rank : Flying Officer

EDUCATIONAL QUALIFICATION : B Com (H years) / BBA (H years) / M Com / BBA / ACCA / ICAEW / BSc (H years) Accounting & Finance Minimum 2nd Div from Pakistan / Foreign University recognized by PEC
Training Period : 24 Weeks

AIR DEFENCE (126 CSC SSC)

Age : 18 to 30 years on 18 OCT 2020
Nationality : Male citizens of Pakistan
Marital Status : Unmarried
Height : Minimum 5 Feet 4 inches / 163 cm
Training Period : 02 Years
Rank : Flying Officer

EDUCATIONAL QUALIFICATION:
 BSc / BS / BE / BCS 04 years with Physics compulsory in 2nd Div from Pakistan / Foreign University recognized by PEC

ENGINEERING BRANCH (126 CSC SPSSC)

Age on 18 OCT 2020 : 18 to 30 Years
Nationality : Male citizens of Pakistan
Marital Status : Married / Unmarried
Height : Min 5 Feet 4 inches / 163 cm
Rank : Flying Officer

EDUCATIONAL QUALIFICATION: BE / BSc (4 Years Engineering degree) Minimum CGPA 2.5 out of 4 or minimum 62.5% marks with annual system from a reputed Pakistan / Foreign University recognized by PEC and PEC in the following disciplines:-
 (a) Mechanical / Auto Special Engineering
 (b) Aeronautics / Electronics / Telecom / Computer Engineering
Note: Candidates must be in possession of PEC registration
Training Period : 24 Weeks

ADMIN & SPECIAL DUTIES COURSE (126 CSC SSC)

Nationality : Male citizens of Pakistan
Age on 18 OCT 2020 : 19 to 30 Years
Min Height : 5 Feet 4 inches / 163 cm
Rank : Flying Officer
Training Period : 24 weeks
Marital Status : Married / Unmarried
Qualification : BSA / BSc / BBA / BPA / BS (3 years) / MA / MSc / MBA / MPA with minimum second Division / BSc Engg / BE with minimum CGPA 2.5 from Pakistan / Foreign University recognized by PEC
Note: Each qualification must have 15% background

Candidates must be in possession of NADRA Smart Card



SELECTION PROCEDURE

- Online registration at www.joinpaf.gov.pk
- Intelligence Test followed by Academic Test in the following subjects: English + Testing
- Initial medical examination and interview at IAS Centre
- Only short listed candidates would be detailed for ISSB
- Test/Interview by ISSB Kohat / Gujranwala / Male Quota
- Final medical examination at CMS, Lahore
- Flying Aptitude Test (FAT) of GD (P) candidates only
- Interview by AHQ Special Selection Board for CSC Candidates only
- Final selection by Air Headquarters in order of merit

General Duty Pilot Air Defence	English & Physics
Aeronautical Engineering 126 CSC	English, Physics & Maths
	Relevant Subjects
	Academic Test of Physics would be held for Air Defence (SSC) Graduate Course

Note: Appearing Candidates are also eligible to apply provided they have obtained 65% marks in F.Sc / 'A' Level (Part I) and bring a certificate from the Principal that they are likely to Pass F.Sc / 'A' Level Examination in the prescribed grades (F.Sc Courses only). Candidates with O / A Level background are required to produce equivalence certificates.

FUTURE PROSPECTS

- Highly Competitive salary package
- Free medical treatment for self and family
- Training and posting in different cities of Pakistan and abroad
- Free accommodation and 50% waiver in fare by train and air travel
- Internationally recognized courses
- Membership of Air Force Officers Housing Scheme (AFCHS)

INELIGIBILITY CONDITIONS

- A candidate is ineligible if he/she is:-
- Rejected by ISSB / GHQ / NHQ / AHQ selection boards
 - Twice rejected by ISSB for Pre-Grad Entry
 - Twice rejected by ISSB for Intermediate / Graduate (PMA / Graduate / Equivalent) and once rejected by ISSB or GHQ / NHQ / AHQ based selection boards
 - Once rejected by ISSB for Intermediate / Graduate (PMA / Graduate / Equivalent) and twice rejected by ISSB or GHQ / NHQ / AHQ based selection boards
 - Twice succeeded by ISSB
 - Tested within four months (120 days) gap of previous appearance in ISSB except waiver granted by the competent authority. However, bar of 120 days will not be applicable to candidates appearing in GHQ / NHQ / AHQ selection boards
 - Dismissed / Removed / Disbarred from Govt Services including Armed Forces
 - Convicted in a Court of Law for any serious offense (to be sanctioned by the competent military authority)
 - Formerly declared UNFIT by Appeal Medical Board (PUB by AMB)
 - Declared medically unfit due to Hepatitis B & C (WAB cannot be requested)
 - Withdrawn from any Armed Forces college / institution on disciplinary grounds
 - Withdrawn / discharged / resigned or purchase release from any Armed Forces officers Academy / Training institution on any ground
 - Temping of academic certificates / forged / concealment to get under advantage will make an applicant permanently ineligible for all types of commission in Armed Forces
 - Cases incomplete, false or wrongful information
 - Those screened out by Army / Navy / Air Force during preliminary selection

FOR DETAILED INFORMATION AND ONLINE REGISTRATION PLEASE VISIT PAF INDUCTION WEBSITE www.joinpaf.gov.pk

For further details contact any of the following PAF Information & Selection Centres along with all original Educational Certificates and mark sheets, 02 passport size attested photographs, photocopy of Computerized National Identity Card of Father and Self. Old NIC / Form B is not acceptable

- ABBOTTABAD** : 310- Mansehra Road, Near Ayub Medical Complex Ph: 0992-385157, 385166
FAISALABAD : Main Jhang Road, Near Airport Chowk Ph: 041-8201199, 2577799
HYDERABAD : 49 - Balahuddin Road, Cantt Ph: 022-920093
KARACHI : Main Shahr-e-Faisal (Near PAF Base) Faisal Ph: 021-86240996, 34570222
LAHORE : 14- Munir Road, (Near PAF Cinema) Munir Chowk Ph: 042-86220084, 36671041-3
MULTAN : 217 - Sher Shah Road Ph: 061-8201183-8201795
MIANWALI : Fazala Road, Opp Custom Office Ph: 0450-350226
D.I. KHAN : Fazle Elahi Sheheed Road, Near Bus Stand Ph: 0986-9280311
PESHAWAR : 9-The Mall, Peshawar Cantt Ph: 091-9210829, 5286329
QUETTA : MA Jimnah Road Ph: 081-92017531, 0344-3501989
RAWALPINDI : 3-The Mall, Opposite AFIC Ph: 051-5791143, 5701257-58
SUKKUR : Opposite Govt Islamia College, Minara Road Ph: 071-9310469

Short Service Commission

NOTE:- THE FOLLOWING QUESTIONNAIRE IS ONLY FOR SHORT SERVICE COMMISSION OFFICERS

World over, young aspirants are given an opportunity to serve in the Defence Forces for short tenures. In case of India, since inception, the Short Service Commission entry has generally been under-subscribed. The present engagement for 10+4 years, has led to very low intake in the scheme. This can be attributed to various factors such as reluctance to take up a "temporary" job, family responsibility at the time of exit, no assured second career etc. This study aims to assess the aspirations of the Short Service Commission Officers and suggest way to make the Short Service Commission Officers scheme more attractive.

NOTE:- THE FOLLOWING QUESTIONNAIRE IS ONLY FOR SHORT SERVICE COMMISSION OFFICERS

* Required

1. Name (Optional)

2. Gender *

Mark only one oval.

Male

Female

3. What is your Branch/ Specialization? *

Mark only one oval.

- General Service (Executive)/ Hydrographer
- General Service (Technical)
- Education/ JAG/ Naval Armament Inspectorate/ Naval Architecture
- Logistic/ Air Traffic Controller/ Pilot/ Observer
- Information Technology

4. Present Rank *

Mark only one oval.

- Captain (Army)/ Lieutenant (Navy)/ Flight Lieutenant
- Major/ Lieutenant Commander/ Squadron Leader
- Lieutenant Colonel/ Commander/ Wing Commander

5. Adequate awareness exists about the Short Service Commission Officer Scheme among the youth. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

6. How did you get to know about Short Service Commission scheme in the Armed Forces? *

Mark only one oval.

- Print Media
- Social Media
- Television
- Social Circle/ Friends
- Other: _____

7. Use of social media platforms would help in creating awareness about the Short Service Commission Officer scheme and will thus attract more youth to join the Armed Forces. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Terms of Engagement

The SSC scheme, has been a part of the Armed Forces since independence. Prior to 2006, SSC was applicable for a period of 5 years, extendable for another 5 years and further 4 years (5+5+4). However, since 2006, it has been changed to 10+4. Though from the organizational point of view, it is important to retain trained officers for a sufficient period, however from an individual's view point, at the end of this period he/ she is "neither here nor there" at an important phase of life.

This section focuses on understanding the aspirations of the SSC officers terms of period of engagement and aspiration for Permanent Commission.

8. You were aware of the Terms of Engagement (ToE) of SSC Scheme prior joining the Armed Forces *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. You were aware of the post retirement benefits provided to SSC officers prior to joining the Armed Forces. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. Your aim when joining the Armed Forces through the Short Service Commission Scheme was to serve for a limited period of time and then switch over to the Civil world. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

11. Given a choice, would you have preferred to join the Armed Forces as a Short Service Commissioned officer rather than a Permanent Commission officer? *

Mark only one oval.

- Yes
 No
 Maybe

12. You would have joined as Short Service Commission Officer even if there was no option of being considered for grant of Permanent Commission. *

Mark only one oval.

- Yes
 No
 Maybe

13. How many years have you completed in the Armed Forces? *

Mark only one oval.

- Less than 05 years
 Between 05 to 10 years
 More than 10 years

14. What was your academic qualification prior to joining the Armed Forces? *

Mark only one oval.

- Graduate (3 year Degree Program)
 Graduate (4 year Degree Program)
 Post Graduate
 Other: _____

15. What was the pattern of the SSC scheme at the time of your joining? *

Mark only one oval.

- 5 + 5 + 4 years
- 10 + 2 + 2 years
- 10 + 4 years
- 14 + 0 years
- Other: _____

16. How many years in service would you have completed at the end of the current engagement? *

Mark only one oval.

- Less than 10 years
- 10 years
- 12 years
- 14 years
- Other: _____

17. Are you likely to opt for extension of service at the end of current engagement? *

Mark only one oval.

- Yes
- No
- Maybe

18. Are you likely to opt for Permanent Commission ? *

Mark only one oval.

- Yes
- No
- Maybe
- Not eligible

19. Based on your current plans, what is likely to be your age at the time of release from service? *

Mark only one oval.

- Less than 35 years
- 35 to 37 years
- More than 37 years

20. What is likely to be your family size at the time when you leave the Armed Forces? *

Mark only one oval.

- Unmarried
- Self and Wife
- Self, Wife and Child(ren)

21. Age and experience wise do you think, at retirement, you will be well placed to start a second career? *

Mark only one oval.

- Yes
- No
- Maybe

22. A shorter period of initial engagement would help the SSC Officers in better planning of a second career *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

23. What as per you is the preferred period of initial engagement to aid a SSC officer in planning a second career (including 1-2 years of training time) *

Mark only one oval.

- 7 years
- 8 years
- 9 years
- 10 years

24. You would prefer to leave the Armed Forces after completion of your initial engagement (say 07 years) rather than extend your service to 14 years and be eligible for in-service training courses (like MTech) *

Mark only one oval.

- Yes
- No
- Maybe

25. What do you feel should be the preferred model for Short Service Commission which factors service interests, individual aspirations and a smooth transition into the Civil world? *

Mark only one oval.

- 5 + 5 + 4
- 7 + 3 + 2 + 2
- 10 + 2 + 2
- 10 + 4
- 14 + 0
- Other: _____

26. Providing an exit option between 7th and 10th year of service will help attract larger number of youth to Short Service Commission. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

27. The rules and regulations / procedures for short listing/ selection of Short Service Commission officers for Permanent Commission are clear and well known. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

28. A fixed percentage(%) of each SSC course should get Permanent Commission *

Mark only one oval.

- Yes
- No
- Maybe

29. The percentage of SSC officers eligible for Permanent Commission in each course/ batch should be included in the recruitment advertisement. *

Mark only one oval.

- Yes
- No
- Maybe

30. At the time of release from service, in addition to the Terminal Gratuity, should there be a lump-sum severance compensation package (@ 2 months pay/year), depending on years served beyond initial engagement? *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Pre
Release
Course

The 24 week Certificate in Business Management Course, as a Resettlement Training Programme/ Pre-Release Course (PRC), is offered to officers at various IIMs and selected 'A' grade Business Schools. Due to popularity of the course and limited vacancies, the priority of allotment within the eligible Short Service Commission Officers is as follows:-

- (a) Officers on final release (on completion of all extendable engagements).
- (b) Released during second extension.
- (c) Released after completing first extension.
- (d) Released during first extension.
- (e) Released on completion of initial engagement (5 years/ 10 years)

As a result SSC Officers leaving the service on expiry of initial engagement are less likely to get a course as compared to officers who have completed all extendable engagements

31. Every Short Service Commission Officer should be given a Pre-Release Course irrespective of the years of service/ extensions availed. *

Mark only one oval.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

32. Would you prefer to get a one year Professional Enhancement Training Leave (PETL)/ 'Study Leave' during the last year, instead of the Resettlement Training Program, to prepare for civil services/ other competitive examinations. *

Mark only one oval.

- Yes
 No
 Maybe

33. For the Resettlement Training Course, would you prefer a partially funded scholarship for a course / institute of your choice rather than a course in Business Management from an institute with MoU with Armed Forces. *

Mark only one oval.

- Yes
 No
 Maybe

34. If not offered a Resettlement Training Course, due to lack of vacancies, what would you prefer? *

Mark only one oval.

- One year Professional Enhancement Training Leave/ Study Leave
 Scholarship/ partial funding in a course/ institute of choice
 Lump-sum severance package (at retirement) equal to six months pay
 Other: _____

Second Career Options

Resettlement/ Second Career for Short Service Commission Officers is of utmost importance because financial and domestic responsibilities are at their peak at the time of retirement. When leaving the Armed Forces, the SSC officers carry with them an experience of more than 10 years of dedicated services to the nation. It is therefore important that maximum efforts be made to ensure that such a large pool of talented and trained officers do not go waste, as also to ensure that they ease into a satisfying second career.

35. A blanket No Objection Certificate (NOC) for applying for civil employment should be given to all SSC officers opting for extension of service. *

Mark only one oval.

- Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

36. In case a SSC officer is desirous of leaving during the extension period, he/ she should be allowed to leave in a time bound manner (between 45 to 60 days)? *

Mark only one oval.

- Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

37. After leaving the Armed Forces, you are likely to seek employment in:- *

Mark only one oval.

- Central Government (Paramilitary/ PSUs/ Administrative Services)
 State Government
 Nationalised/ Private Banks
 Private Sector
 Self Employed
 Other: _____

38. Should there be reserved seats for Short Service Commission Officers (as ex-servicemen) in Central and State Government services including Civil Services? *

Mark only one oval.

- Yes
 No
 Maybe

39. With the period of initial engagement having increased to 10 years (and total engagement 14 years), SSC officers should be allowed age relaxation of five years for appearing for Civil Services Examination post retirement. *

Mark only one oval.

- Yes
 No
 Maybe

40. Since SSC Officers already have experience of 10-14 years of Government Service, the examination for Civil Services should be restricted to four papers (instead of eight). *

Mark only one oval.

- Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

41. Should there be a provision for lateral entry of SSC officers into Paramilitary Forces/ Coast Guard/ Territorial Army/ National Disaster Response Force (NDRF), Defence Research & Development Organisation (DRDO), whilst in their last year of service? *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

42. SSC officers should be directly taken in Central Armed Police Force (CAPF) (comprising BSF, CISF, CRPF, ITBP and SSB) as Deputy Commandant in their last year of service. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

43. Short Service Commission Officers leaving service during the extension period must get the same privileges, including Ex Servicemen (ESM) status, as an officer who has not taken extension/ completed his/ her terms of extension. *

Mark only one oval.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

44. Ex Servicemen Contributory Health Scheme (ECHS) has been extended to all SSC officers with 75% reimbursement above 10 years service and 50% reimbursement up to 10 years of service. Are you likely to seek extension of service beyond 10 years to be eligible for the enhanced ECHS facility. *

Mark only one oval.

- Yes
- No
- Maybe

45. Should Ex Servicemen Contributory Health Scheme (ECHS) for SSC officers be changed to a Contributory Health Insurance model where SSC officers can continue to avail cashless ECHS facilities after retirement on payment of annual premium? *

Mark only one oval.

- Yes
- No
- Maybe

46. Should a Contributory Pension Scheme on the lines of the New Pension System be considered for all future SSC officers? *

Mark only one oval.

Yes

No

Maybe

This content is neither created nor endorsed by Google.

Google Forms

APPENDIX N

Timestamp	Gender	What is your Branch/ Specialization?	Present Rank	Adequate awareness exists about the Short Service Commission	How did you get to know about Short Service Commission scheme in the Armed Forces?	Use of social media platforms would help in creating awareness about	You were aware of the Terms of Engagement (ToE) of SSC Scheme	You were aware of the post retirement benefits provided to SSC officers prior to	Your aim when joining the Armed Forces through the Short Service	Given a choice, would you	You would have joined as	How many years have you completed in the Armed Forces?
3/3/2020 21:09:42	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Neutral	Disagree	Disagree	No	No	Between 05 to 10 years
3/3/2020 21:09:44	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Print Media	Agree	Disagree	Strongly Disagree	Neutral	No	No	Between 05 to 10 years
3/3/2020 21:15:16	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Circle/ Friends	Agree	Disagree	Disagree	Agree	Maybe	No	Between 05 to 10 years
3/3/2020 21:23:08	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Agree	Agree	Neutral	Strongly Agree	Yes	No	Between 05 to 10 years
3/3/2020 21:29:26	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Agree	Disagree	Strongly Disagree	Agree	Yes	Yes	Between 05 to 10 years
3/3/2020 21:29:32	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Neutral	Neutral	Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/3/2020 21:29:35	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Agree	Disagree	Strongly Disagree	Disagree	No	Yes	Between 05 to 10 years
3/3/2020 21:35:15	Male	Education/ JAG/ Naval Armament	Lieutenant Colonel/ Commander	Neutral	Print Media	Strongly Agree	Disagree	Strongly Disagree	Neutral	No	No	More than 10 years
3/3/2020 21:41:24	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Social Circle/ Friends	Agree	Disagree	Disagree	Neutral	No	No	Between 05 to 10 years
3/3/2020 21:47:56	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Agree	Print Media	Strongly Agree	Strongly Disagree	Strongly Disagree	Strongly Disagree	No	No	More than 10 years
3/3/2020 22:07:05	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Strongly Disagree	Strongly Disagree	Strongly Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/3/2020 22:10:58	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Agree	Disagree	Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/3/2020 22:23:47	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Print Media	Agree	Disagree	Strongly Disagree	Strongly Disagree	No	Yes	Between 05 to 10 years
3/3/2020 22:44:55	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Strongly Agree	Agree	Neutral	Strongly Agree	No	Yes	Between 05 to 10 years
3/3/2020 22:47:19	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Strongly Agree	Agree	Strongly Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/3/2020 22:53:09	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Social Circle/ Friends	Disagree	Disagree	Disagree	Disagree	No	No	Between 05 to 10 years
3/4/2020 8:22:30	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Neutral	Agree	Disagree	Neutral	No	No	Between 05 to 10 years
3/4/2020 17:09:28	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Father is ex army	Agree	Disagree	Neutral	Strongly Disagree	No	No	Between 05 to 10 years
3/5/2020 20:11:43	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Agree	Agree	Disagree	Strongly Disagree	No	Maybe	Between 05 to 10 years
3/5/2020 20:17:35	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Agree	Print Media	Neutral	Agree	Disagree	Neutral	Maybe	Maybe	Between 05 to 10 years
3/5/2020 20:20:06	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Strongly Disagree	Strongly Disagree	Neutral	Yes	No	Between 05 to 10 years
3/5/2020 20:23:38	Female	Logistic/ Air Traffic Controller/ Pilot	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Neutral	Strongly Agree	Strongly Agree	Agree	Maybe	Yes	More than 10 years
3/5/2020 20:25:49	Male	Education/ JAG/ Naval Armament	Major/ Lieutenant Commander/ S	Agree	Print Media	Agree	Neutral	Strongly Disagree	Neutral	No	No	More than 10 years
3/5/2020 20:27:30	Male	Information Technology	Captain (Army)/ Lieutenant (Nav)	Strongly Agree	Print Media	Agree	Agree	Agree	Disagree	No	Yes	Less than 05 years
3/5/2020 20:28:59	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Disagree	Social Media	Strongly Agree	Agree	Neutral	Disagree	No	No	Less than 05 years
3/5/2020 20:30:21	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Media	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Yes	Yes	Between 05 to 10 years
3/5/2020 20:32:21	Female	Education/ JAG/ Naval Armament	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Neutral	Disagree	Strongly Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/5/2020 20:34:06	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Neutral	Print Media	Neutral	Agree	Agree	Neutral	No	No	Less than 05 years
3/5/2020 20:35:03	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Neutral	Agree	Disagree	Disagree	Maybe	Yes	Between 05 to 10 years
3/5/2020 20:35:16	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Agree	Social Circle/ Friends	Agree	Agree	Disagree	Strongly Disagree	No	No	Less than 05 years
3/5/2020 20:37:54	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Agree	Social Circle/ Friends	Agree	Agree	Agree	Neutral	No	No	Less than 05 years
3/5/2020 20:46:57	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Strongly Disagree	Strongly Disagree	Strongly Disagree	No	No	More than 10 years
3/5/2020 20:48:21	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Strongly Agree	Social Circle/ Friends	Strongly Agree	Strongly Agree	Strongly Disagree	Strongly Disagree	Yes	No	Between 05 to 10 years
3/5/2020 20:49:11	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Circle/ Friends	Strongly Agree	Disagree	Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/5/2020 20:49:59	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Neutral	Social Circle/ Friends	Agree	Agree	Neutral	Agree	No	Yes	Less than 05 years
3/5/2020 20:50:21	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Disagree	Print Media	Strongly Agree	Strongly Disagree	Strongly Disagree	Agree	Yes	Yes	Less than 05 years
3/5/2020 20:50:54	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	College	Agree	Agree	Disagree	Disagree	No	Maybe	Between 05 to 10 years
3/5/2020 20:52:36	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Neutral	Social Media	Agree	Strongly Agree	Neutral	Strongly Agree	No	No	Less than 05 years
3/5/2020 20:56:29	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Disagree	Social Circle/ Friends	Strongly Agree	Neutral	Strongly Disagree	Strongly Disagree	No	Yes	Less than 05 years
3/5/2020 20:56:50	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Neutral	Social Circle/ Friends	Agree	Agree	Disagree	Strongly Disagree	No	Yes	Less than 05 years
3/5/2020 21:01:57	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Agree	Strongly Disagree	Strongly Disagree	No	No	More than 10 years
3/5/2020 21:03:21	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav)	Agree	Social Media	Agree	Agree	Neutral	Disagree	No	No	Less than 05 years
3/5/2020 21:09:07	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Neutral	Strongly Disagree	Disagree	Strongly Disagree	Yes	Maybe	Between 05 to 10 years
3/5/2020 21:11:42	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Circle/ Friends	Agree	Agree	Disagree	Disagree	Maybe	No	Between 05 to 10 years
3/5/2020 21:12:19	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Navy came to campus	Strongly Disagree	Disagree	Disagree	Disagree	No	No	More than 10 years
3/5/2020 21:12:24	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Media	Agree	Agree	Neutral	Strongly Disagree	Maybe	Yes	Between 05 to 10 years

3/5/2020 21:26:20	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Print Media	Neutral	Agree	Neutral	Disagree	No	Yes	Between 05 to 10 years
3/5/2020 21:36:18	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Disagree	Social Circle/ Friends	Agree	Agree	Neutral	Neutral	No	Maybe	Less than 05 years
3/5/2020 21:40:01	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Strongly Disagree	Print Media	Neutral	Neutral	Disagree	Strongly Disagree	No	No	Less than 05 years
3/5/2020 21:49:20	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Neutral	Social Circle/ Friends	Agree	Agree	Neutral	Strongly Disagree	No	Yes	Less than 05 years
3/5/2020 21:51:10	Male	Education/ JAG/ Naval Armament I	Captain (Army)/ Lieutenant (Nav	Disagree	Social Circle/ Friends	Disagree	Disagree	Disagree	Disagree	No	No	Less than 05 years
3/5/2020 21:53:15	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Agree	Print Media	Neutral	Neutral	Strongly Disagree	Strongly Disagree	No	No	Less than 05 years
3/5/2020 22:29:25	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Neutral	Print Media	Strongly Agree	Strongly Agree	Agree	Neutral	No	Yes	Less than 05 years
3/5/2020 22:38:20	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Disagree	Through NCC	Strongly Agree	Agree	Disagree	Disagree	No	Yes	More than 10 years
3/5/2020 22:40:47	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Neutral	Strongly Disagree	Strongly Disagree	Strongly Disagree	No	No	More than 10 years
3/5/2020 23:01:53	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Neutral	Social Media	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Yes	Yes	Between 05 to 10 years
3/5/2020 23:12:10	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Agree	Disagree	Disagree	Disagree	No	No	Between 05 to 10 years
3/5/2020 23:27:29	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Disagree	Social Circle/ Friends	Neutral	Agree	Strongly Disagree	Strongly Disagree	No	No	Less than 05 years
3/6/2020 0:38:42	Male	General Service (Technical)	Captain (Army)/ Lieutenant (Nav	Agree	Social Media	Agree	Neutral	Agree	Neutral	No	No	Less than 05 years
3/6/2020 2:02:26	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Print Media	Strongly Agree	Agree	Disagree	Strongly Disagree	No	Yes	Between 05 to 10 years
3/6/2020 6:56:32	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	College recruitment	Agree	Disagree	Disagree	Disagree	No	Maybe	Between 05 to 10 years
3/6/2020 8:05:57	Male	Education/ JAG/ Naval Armament I	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Disagree	Disagree	Agree	No	No	More than 10 years
3/6/2020 8:20:57	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Only upon getting cleared	Strongly Agree	Strongly Disagree	Strongly Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/6/2020 8:29:15	Female	Logistic/ Air Traffic Controller/ Pilot	Major/ Lieutenant Commander/ S	Disagree	Print Media	Agree	Disagree	Disagree	Disagree	No	Maybe	More than 10 years
3/6/2020 9:36:03	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Strongly Agree	Agree	Strongly Disagree	Disagree	No	No	Between 05 to 10 years
3/6/2020 9:47:18	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Social Circle/ Friends	Agree	Disagree	Strongly Disagree	Strongly Disagree	No	Maybe	Between 05 to 10 years
3/6/2020 10:11:50	Male	Logistic/ Air Traffic Controller/ Pilot	Lieutenant Colonel/ Commander	Disagree	Print Media	Neutral	Strongly Disagree	Strongly Disagree	Agree	No	No	More than 10 years
3/6/2020 10:19:32	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Disagree	Agree	Strongly Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/6/2020 12:50:49	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Agree	Print Media	Agree	Agree	Disagree	Disagree	No	No	More than 10 years
3/6/2020 13:46:19	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Disagree	Neutral	Strongly Disagree	Disagree	No	No	Between 05 to 10 years
3/6/2020 13:57:10	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	IN came to our college	Neutral	Agree	Agree	Disagree	No	No	More than 10 years
3/6/2020 14:11:29	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Agree	Print Media	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Maybe	Yes	More than 10 years
3/6/2020 14:44:42	Male	Education/ JAG/ Naval Armament I	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Strongly Agree	Agree	Neutral	Agree	No	No	More than 10 years
3/6/2020 17:07:51	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Neutral	Strongly Disagree	Strongly Disagree	Disagree	No	No	More than 10 years
3/6/2020 18:15:11	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Wasnt aware about Short	Disagree	Agree	Disagree	Strongly Disagree	No	No	Between 05 to 10 years
3/6/2020 19:46:40	Female	Education/ JAG/ Naval Armament I	Captain (Army)/ Lieutenant (Nav	Neutral	Print Media	Agree	Agree	Neutral	Neutral	No	No	Less than 05 years
3/6/2020 20:38:12	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Disagree	Social Circle/ Friends	Strongly Agree	Strongly Disagree	Strongly Disagree	Neutral	No	Yes	Between 05 to 10 years
3/6/2020 20:59:57	Male	Education/ JAG/ Naval Armament I	Captain (Army)/ Lieutenant (Nav	Agree	Social Media	Agree	Agree	Disagree	Neutral	No	No	Between 05 to 10 years
3/7/2020 9:22:56	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Navy visited college throu	Agree	Agree	Strongly Disagree	Agree	Maybe	No	Between 05 to 10 years
3/7/2020 13:22:48	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Print Media	Agree	Strongly Agree	Disagree	Neutral	Yes	Yes	Between 05 to 10 years
3/7/2020 15:18:52	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Neutral	Print Media	Agree	Agree	Agree	Neutral	No	Yes	More than 10 years
3/7/2020 21:01:21	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Neutral	Social Media	Neutral	Strongly Disagree	Strongly Disagree	Disagree	No	Maybe	Between 05 to 10 years
3/8/2020 9:20:43	Male	General Service (Executive)/ Hydro	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Agree	Disagree	Disagree	Agree	No	No	Between 05 to 10 years
3/8/2020 10:47:05	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Print Media	Disagree	Agree	Neutral	Strongly Disagree	No	Yes	Between 05 to 10 years
3/8/2020 23:43:35	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Strongly Disagree	Print Media	Disagree	Agree	Agree	Disagree	No	No	Between 05 to 10 years
3/9/2020 7:25:51	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Agree	Print Media	Neutral	Disagree	Disagree	Disagree	No	No	More than 10 years
3/9/2020 7:49:11	Male	Education/ JAG/ Naval Armament I	Major/ Lieutenant Commander/ S	Agree	College	Disagree	Agree	Strongly Disagree	Strongly Agree	Yes	Yes	Between 05 to 10 years
3/9/2020 8:10:59	Male	Education/ JAG/ Naval Armament I	Major/ Lieutenant Commander/ S	Strongly Agree	Print Media	Disagree	Strongly Agree	Neutral	Neutral	No	No	Between 05 to 10 years
3/9/2020 10:40:05	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Neutral	Social Circle/ Friends	Disagree	Neutral	Disagree	Disagree	No	No	Between 05 to 10 years
3/9/2020 14:10:50	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Social Media	Strongly Agree	Agree	Neutral	Strongly Disagree	No	No	Between 05 to 10 years
3/11/2020 15:23:30	Female	Education/ JAG/ Naval Armament I	Captain (Army)/ Lieutenant (Nav	Agree	Social Circle/ Friends	Agree	Agree	Agree	Strongly Disagree	No	Yes	Less than 05 years
3/12/2020 20:35:30	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Disagree	Print Media	Agree	Neutral	Disagree	Strongly Disagree	No	No	More than 10 years
3/12/2020 22:56:03	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Neutral	Social Circle/ Friends	Strongly Agree	Agree	Disagree	Neutral	No	Yes	More than 10 years
3/13/2020 8:38:18	Male	General Service (Technical)	Lieutenant Colonel/ Commander	Neutral	Print Media	Neutral	Agree	Disagree	Strongly Disagree	No	Maybe	More than 10 years
3/13/2020 13:22:14	Male	General Service (Technical)	Major/ Lieutenant Commander/ S	Agree	Campus visit by naval per	Agree	Agree	Strongly Disagree	Agree	Yes	Yes	Between 05 to 10 years
3/13/2020 22:33:42	Female	Logistic/ Air Traffic Controller/ Pilot	Major/ Lieutenant Commander/ S	Agree	Family	Agree	Agree	Disagree	Neutral	No	Yes	Between 05 to 10 years

What was your academic qualification prior to joining the Armed	What was the pattern of the SSC scheme at the time of your joining?	How many years in service would you have	Are you likely to opt for extension	Are you likely to opt for Permanent Commission	Based on your current plans, what is likely to be your age at the time of release from	What is likely to be your family size at the time when you leave the Armed Forces?	Age and experience wise do you think	A shorter period of initial engagement would help the SSC Officers in better	What as per you is the preferred period of	You would prefer to leave the	What do you feel should be the preferred model for Short	Providing an exit option between 7th and 10th year of service will help	The rules and regulations / procedures for short listing/ selection of	A fixed percentage (%) of each	The percentage of SSC	At the time of release from service, in addition to the
Graduate (4 year De	10 + 4 years	10 years	Maybe	Yes	More than 37 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Maybe	5 + 5 + 4	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Maybe	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Maybe	No	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Maybe	No	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Maybe	7 + 3 + 2 + 2	Strongly Agree	Neutral	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Unmarried	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Neutral
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Disagree	10 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	No	No	Strongly Agree
Graduate (4 year De	10 + 4 years	Less than 10	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	7 years	Yes	Maximum 7 years	Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	Less than 10	Maybe	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Agree	7 years	Yes	5+3+2+2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Agree	7 years	No	5 + 5 + 4	Strongly Disagree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	5 + 5 + 4	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Disagree	10 years	No	10 + 4	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	8 years	No	7 + 3 + 2 + 2	Strongly Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	No	Yes	Less than 35 years	Self and Wife	Yes	Agree	8 years	No	7 + 3 + 2 + 2	Strongly Disagree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Maybe	Yes	Less than 35 years	Self and Wife	No	Disagree	8 years	Maybe	7 + 3 + 2 + 2	Disagree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Neutral	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	No	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self and Wife	Maybe	Agree	8 years	Yes	7 + 3 + 2 + 2	Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	No	Maybe	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	7 years	Yes	5+5+2+2	Strongly Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Post Graduate	10 + 2 + 2 years	14 years	Maybe	Yes	More than 37 years	Self, Wife and Child(ren)	No	Agree	7 years	Maybe	7 + 3 + 2 + 2	Neutral	Agree	Yes	Yes	Agree
Post Graduate	10 + 2 + 2 years	12 years	Yes	Yes	More than 37 years	Self, Wife and Child(ren)	No	Disagree	8 years	No	10 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	12+2	12 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	No	7 + 3 + 2 + 2	Agree	Neutral	Maybe	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Disagree	10 years	No	10 + 4	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	Yes	Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self and Wife	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Maybe	Neutral
Graduate (4 year De	10 + 2 + 2 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Disagree	10 years	No	10 + 2 + 2	Neutral	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	Less than 10	No	Yes	Less than 35 years	Self and Wife	Maybe	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Neutral	Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Disagree	10 years	No	14 + 0	Strongly Disagree	Strongly Disagree	No	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Neutral	7 years	No	7 + 3 + 2 + 2	Neutral	Strongly Disagree	No	Maybe	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	35 to 37 years	Self, Wife and Child(ren)	No	Disagree	7 years	No	Option for PC to	Disagree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	5 + 5 + 4	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Strongly Agree	8 years	Yes	7 + 3 + 2 + 2	Agree	Agree	No	No	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self and Wife	Maybe	Strongly Disagree	10 years	No	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	Less than 10	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	No	7 + 3 + 2 + 2	Neutral	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Yes	Neutral	10 years	No	10 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Disagree	10 years	No	10 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	Less than 10	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Neutral	10 years	No	10 + 2 + 2	Neutral	Disagree	Yes	Maybe	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Not eligible	35 to 37 years	Self, Wife and Child(ren)	Yes	Agree	7 years	Yes	7 + 3 + 2 + 2	Neutral	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Strongly Disagree	10 years	No	7 + 3 + 2 + 2	Strongly Disagree	Disagree	Yes	Maybe	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	Less than 35 years	Self and Wife	Maybe	Strongly Agree	7 years	No	7 + 3 + 2 + 2	Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	14 years	Maybe	Not eligible	35 to 37 years	Self, Wife and Child(ren)	No	Agree	7 years	No	7 + 3 + 2 + 2	Neutral	Strongly Disagree	Maybe	No	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	Less than 35 years	Self, Wife and Child(ren)	No	Disagree	7 years	No	7 + 3 + 2 + 2	Strongly Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Maybe	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Neutral	7 years	No	7 + 3 + 2 + 2	Neutral	Neutral	Yes	Yes	Strongly Agree

Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self and Wife	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Yes	Yes	Less than 35 years	Unmarried	Maybe	Disagree	10 years	No	7 + 3 + 2 + 2	Agree	Agree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Strongly Disagree	7 years	Yes	7 + 3 + 2 + 2	Neutral	Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	More than 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Maybe	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Yes	5 + 5 + 4	Disagree	Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	No	10 + 4	Neutral	Neutral	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	Superannuatid	Yes	Yes	More than 37 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	12 years	Yes	Not eligible	35 to 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Maybe	5+2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (3 year De	10 + 4 years	Less than 10	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Agree	10 years	Maybe	5 + 5 + 4	Strongly Agree	Strongly Agree	No	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	5 + 5 + 4	Strongly Agree	Strongly Disagree	No	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Disagree	10 years	No	20+2+2	Strongly Disagree	Strongly Disagree	Maybe	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Neutral	9 years	No	10 + 4	Neutral	Agree	Maybe	No	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self and Wife	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Maybe	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Agree	7 years	No	7 + 3 + 2 + 2	Neutral	Strongly Disagree	Yes	Yes	Strongly Agree
Post Graduate	10 + 2 + 2 years	12 years	Maybe	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Neutral	8 years	Yes	7 + 3 + 2 + 2	Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Disagree	7 years	Yes	5 + 5 + 4	Strongly Disagree	Strongly Disagree	Maybe	Maybe	Strongly Agree
Post Graduate	10 + 2 + 2 years	12 years	No	Not eligible	35 to 37 years	Self and Wife	Maybe	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Neutral	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	5 + 5 + 4	Neutral	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Disagree	Strongly Disagree	Yes	Yes	Strongly Agree
Post Graduate	10 + 2 + 2 years	14 years	No	Not eligible	More than 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	No	7 + 3 + 2 + 2	Agree	Disagree	Maybe	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Not eligible	Less than 35 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Yes	Agree	7 years	Maybe	5 + 5 + 4	Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Maybe	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Strongly Agree	7 years	Maybe	5+2+3+2+2	Neutral	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	12 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
B D S	5 + 5 + 4 years	11Years	Yes	Not eligible	More than 37 years	Self, Wife and Child(ren)	Maybe	Agree	8 years	Yes	5 + 5 + 4	Disagree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	No	Neutral	10 years	Yes	SSC can never b	Strongly Disagree	Strongly Disagree	Maybe	Maybe	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	12 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	No	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Maybe	Maybe	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	Maybe	Maybe	35 to 37 years	Self, Wife and Child(ren)	Yes	Neutral	7 years	Yes	10 + 2 + 2	Agree	Disagree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Agree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Neutral	Yes	Yes	Neutral
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	No	Agree	7 years	Yes	7 + 3 + 2 + 2	Neutral	Disagree	Maybe	No	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	12 years	No	Not eligible	35 to 37 years	Self, Wife and Child(ren)	Maybe	Neutral	10 years	Maybe	Executive officer	Disagree	Disagree	Yes	Maybe	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	12 years	No	Maybe	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Post Graduate	7+3+4	7 years (intia	No	Not eligible	Less than 35 years	Self, Wife and Child(ren)	Maybe	Disagree	7 years	Yes	7 + 3 + 2 + 2	Agree	Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Disagree	Agree	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	Yes	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Neutral	7 years	Yes	7 + 3 + 2 + 2	Neutral	Strongly Disagree	Maybe	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	Yes	Strongly Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Strongly Disagree	Maybe	No	Strongly Disagree
Graduate (4 year De	10 + 2 + 2 years	Less than 10	Maybe	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Disagree	7 years	No	7 + 3 + 2 + 2	Disagree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	10 years	No	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Neutral	7 years	Yes	5 + 5 + 4	Agree	Strongly Disagree	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 4 years	10 years	Yes	Yes	Less than 35 years	Self, Wife and Child(ren)	No	Neutral	7 years	Yes	10 + 4	Agree	Neutral	Yes	Yes	Strongly Agree
Graduate (4 year De	10 + 2 + 2 years	14 years	Yes	Yes	35 to 37 years	Self, Wife and Child(ren)	Maybe	Agree	7 years	No	7+3+2+2 with an	Neutral	Neutral	Yes	Yes	Agree
Graduate (4 year De	10 + 2 + 2 years	12 years	No	No	35 to 37 years	Self, Wife and Child(ren)	Yes	Agree	7 years	No	10 + 2 + 2	Strongly Agree	Agree	Yes	Yes	Neutral
Graduate (4 year De	7	21	No	Yes	More than 37 years	Self, Wife and Child(ren)	Yes	Agree	7 years	Yes	7 + 3 + 2 + 2	Strongly Agree	Disagree	Maybe	Maybe	Strongly Agree
Post Graduate	10 + 2 + 2 years	10 years	No	Yes	35 to 37 years	Self, Wife and Child(ren)	No	Neutral	10 years	Yes	7 + 3 + 2 + 2	Agree	Strongly Disagree	Yes	Yes	Neutral
Graduate (4 year De	10 + 2 + 2 years	10 years	No	No	Less than 35 years	Self, Wife and Child(ren)	Maybe	Neutral	10 years	No	7 + 3 + 2 + 2	Agree	Agree	Yes	Yes	Neutral
Graduate (4 year De	10 + 2 + 2 years	10 years	Maybe	Not eligible	Less than 35 years	Self, Wife and Child(ren)	Yes	Agree	7 years	Maybe	7 + 3 + 2 + 2	Agree	Agree	No	Yes	Agree

Every Short Service Commission Officer should be	Would you prefer to get a	For the Resettlement Training	If not offered a Resettlement Course, due to lack of vacancies, what would you prefer?	A blanket No Objection Certificate (NOC) for applying for	In case a SSC officer is desirous of leaving during the extension	After leaving the Armed Forces, you are likely to seek employment in:-	Should there be reserved seats for	With the period of initial engagem	Since SSC Officers already have experience of 10-14 years of Government	Should there be a provision for lateral entry of SSC officers into	SSC officers should be directly taken in Central Armed Police	Short Service Commission Officers leaving service during the	Ex Servicemen Contribution	Should Ex Servicemen	Should a Contributor Pension Scheme
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Maybe	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Agree	Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Maybe	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Maybe	Yes	Yes
Strongly agree	Yes	Yes	Lump-sum severance package (at retire	Strongly Disagree	Strongly Agree	Private Sector	No	Yes	Strongly Disagree	Strongly Agree	Strongly Agree	Neutral	No	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	No	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Maybe	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Maybe	Yes	Yes
Strongly agree	Yes	Maybe	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Maybe	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Disagree	Nowhere	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Lump-sum severance package (at retire	Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Neutral	Strongly Agree	No	No	No
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Maybe	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	No	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Neutral	Strongly Agree	Neutral	Strongly Agree	No	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Maybe	Maybe	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	No	Yes
Strongly agree	Yes	Maybe	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	No
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Agree	Self Employed	Yes	Yes	Strongly Agree	Disagree	Agree	Agree	No	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Agree	No	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Neutral	No	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	Yes	Yes	Lump-sum severance package (at retire	Strongly Agree	Strongly Agree	Self Employed	Yes	Maybe	Agree	Agree	Neutral	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	No	One year Professional Enhancement Tra	Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	No	No
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Agree	Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Neutral	No	Yes	Yes
Agree	Maybe	Maybe	Scholarship/ partial funding in a course/	Agree	Neutral	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Maybe	Maybe
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Neutral	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	Yes	No	Scholarship/ partial funding in a course/	Strongly Agree	Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Disagree	No	Yes	Yes
Agree	Maybe	Maybe	One year Professional Enhancement Tra	Agree	Agree	Private Sector	Maybe	Yes	Agree	Strongly Agree	Strongly Agree	Agree	Yes	Yes	Yes
Strongly agree	Maybe	No	One year Professional Enhancement Tra	Agree	Neutral	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	No	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	One year Professional Enhancement Tra	Agree	Neutral	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Agree	Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Lump-sum severance package (at retire	Strongly Agree	Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Yes	Lump-sum severance package (at retire	Strongly Agree	Disagree	Self Employed	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Neutral	Yes	Yes	Yes
Strongly agree	Yes	Maybe	Lump-sum severance package (at retire	Strongly Agree	Strongly Agree	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Agree	Yes	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Agree	Strongly Agree	Disagree	Strongly Disagree	Yes	No	Yes
Strongly agree	Yes	Maybe	Scholarship/ partial funding in a course/	Strongly Agree	Neutral	Private Sector	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	Maybe	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Strongly agree	Maybe	Yes	Scholarship/ partial funding in a course/	Strongly Agree	Disagree	Central Government (Paramilitar	Yes	Yes	Neutral	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Yes
Strongly agree	Yes	No	Scholarship/ partial funding in a course/	Strongly Agree	Strongly Agree	Central Government (Paramilitar	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	No	Yes	Yes
Agree	Yes	Yes	One year Professional Enhancement Tra	Neutral	Agree	Central Government (Paramilitar	Yes	Yes	Agree	Strongly Agree	Agree	Strongly Agree	Maybe	Yes	Yes
Agree	Yes	Yes	Lump-sum severance package (at retire	Agree	Agree	Private Sector	Yes	No	Agree	Agree	Agree	Agree	No	No	Yes
Strongly agree	Maybe	Maybe	Scholarship/ partial funding in a course/	Neutral	Agree	Business	Yes	Yes	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Yes	Yes	Maybe

