

## Appendix R

(Refers to Para 17(h) Chapter 5)

### **INTRODUCTION OF DIRECT ENTRY (DE) JCOs CADRE IN INDIAN ARMY AS FEEDER/ SUPPORT CADRE**

1. **Direct Entry JCOs Cadre.** Presently most of Group 'A' Central Civil Services as well as All India Services have feeder/ support services in the form of Group B cadres. It is functionally essential that Direct Entry JCOs cadre is introduced in the Indian Army as feeder/ support cadre for Commissioned Officers Cadre. DE JCOs Cadre will facilitate making up of existing deficiency of Officers up to the rank of Lt Col, thereby providing a permanent solution to the problem of shortage of officers the in Indian Army. It will also help resolve many of the HR issues resulting from the pyramidal structure.
2. **Vacancies for DE JCOs.** About 25-30% of Officers vacancies at entry-level should be apportioned for DE JCOs Cadre, as per details given below:-
  - (a) 04 to 06 DE JCOs to be authorized per Major Unit.
  - (b) Units with existing officers strength of 20 and more to be assigned 06 DE JCOs.
  - (c) Units with existing officers strength of 15 to 19 to be authorized 05 DE JCOs.
  - (d) Units with existing officers strength of 14 and less to be authorized 04 DE JCOs.
  - (e) Authorization of DE JCOs to be mentioned under Notes in War Establishment (WE)/ Peace Establishment (PE). It will be at the discretion of Commanding Officers/ Head of Establishment to assign appointments to DE and Promotee JCOs as per their suitability against JCOs posts.
3. **Recruitment/ Commissioning of DE JCOs.**
  - (a) Selection to be done through examinations/ tests by UPSC, JCOs being Gazetted Group B equivalent officers.
  - (b) Minimum education qualification – Graduate.
  - (c) Age – Maximum up to 25 years.
  - (d) Candidates undergo CDS written examination and SSB interview. Candidates lower in overall merit given option to join as DE JCOs.
  - (e) SCO and ACC Commission entry to be submerged into DE JCOs Cadre. SCO and ACC entry candidates to be commissioned as DE JCOs. About 25-30%

vacancies of DE JCOs Cadre to be set aside for service personnel for SCO and ACC entries.

4. **DE JCOs Pre-Commissioning Training.** The DE JCOs are recommended to undergo 1.5 years of Pre-Commissioning training. With the reduction in Regular Officers due to the introduction of DE JCOs and increase of SSCO entry, proportionate infrastructure in NDA and IMA will fall vacant. Same can be utilized for Pre-Commissioning Training of DE JCOs.

5. **Career Progression of DE JCOs (after factoring Cadre Restructuring of Commissioned Officers Cadre).** DE JCOs cadre is recommended to be structured in the following manner:-

<b><u>Rank</u></b>	<b><u>Achieved in Years of Service</u></b>	<b><u>Method of Promotion</u></b>	<b><u>Remarks</u></b>
<b>Asst Nb Sub</b>	During the last one year of training/ probation	-	Last one year of training to be counted as service.
<b>Nb Subedar</b>	01	After completion of training/ probation	-
<b>Subedar</b>	06	Time Scale	After 10 years of service, every DE JCO to undergo Leadership Course for preparing them for Commissioned Officers duties.
<b>Capt</b>	12	Time Scale	<ul style="list-style-type: none"> <li>• Individual to have qualified in the prescribed professional examination.</li> <li>• Sub Major's rank to be only from amongst promotee JCOs.</li> <li>• Lt's rank to be applicable only to regular Commissioned Officers.</li> </ul>
<b>Major</b>	15	Time Scale	On similar lines as applicable to Regular Officers promotions.
<b>Lt Col</b>	21	Time Scale	<ul style="list-style-type: none"> <li>• On similar lines as applicable to regular officers.</li> <li>• Maximum DE JCOs to retire as Lt Colonels</li> </ul>

<b>Col</b>	25	Selection	<ul style="list-style-type: none"> <li>• A specified number of vacancies to be earmarked for Selection Grade Colonels. To be given command of Units/ Establishments on PE or employed in staff.</li> <li>• Retirement age for DE JCOs entry – 54 years.</li> </ul>
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6. **Impact/ Implications of DE JCOs Cadre.** Introduction of DE JCOs entry in Indian Army will have the following implications:-

- (a) **Promotion Avenues of NCOs.** Since the DE JCOs will be against Officers vacancies, it will have no adverse effect on the existing promotion avenues of NCOs.
- (b) **Op Effectiveness of Sub-Units.** DE JCOs cadre will help improve the operational effectiveness of Sub-units, as a mix of young & experienced JCOs will be Sub-unit 2ICs/ Platoon Commander. Presently, due to shortage of Officers, many of Sub-units are without 2ICs, while aged JCOs are commanding platoons.
- (c) **Making up of Deficiency of Officers.** DE JCOs Cadre will facilitate making up deficiencies in Officers cadre.
- (d) **Reduction in Officers Cadre Strength.** Introduction of DE JCOs cadre will help in reducing the overall strength of Commissioned Officers cadre. This reduction will facilitate the resolution of many HR issues of Army officers cadre.