

Appendix P

(Refers to Para 17(b) of Chapter 5)

SUGGESTED CADRE RESTRUCTURING OF COMMISSIONED ARMY OFFICERS

1. **General.** Last Cadre Restructuring of Indian Army Officers was completed in 1984. Though Govt has mandated Cadre Review every five years, the same has not been implemented for Defence Services Officers. The Cadre Restructuring needs to cater for structures that will fulfil the organizational requirements as well as Officers genuine aspirations up to next one decade. It is, therefore, essential that various types of entries & conditions of service be holistically reviewed to keep pace with organisational needs and changes in All India Services, with which Defence Services have established relativities as given in Report of Post War Pay Committee, Raghuramaiah Committee & various Central Pay Commissions.

2. **Restructuring of Indian Army Officers Cadre.** After analyzing all factors and parameters, Indian Army Officers Cadre is recommended to be restructured in the following manner:-

- (a) Aligning with 'Ideal Cadre Structure' as defined by Govt by increasing higher designations.
- (b) Partial delinking of Pay with Rank, to ensure Pay Progression in the similar manner as given in Pay Rules notified by Govt for All India Services Officers in general and IPS in particular.
- (c) Reducing the number of Ranks and placing of Colonels in Pay Level 13A.
- (d) Reckoning of last one year of training period as service.
- (e) Increasing SSCO intake and proportionately reducing regular officers cadre by converting Regular Entry through IMA into SSC Entry.
- (f) Grant of direct Permanent Commission only through NDA and 10+2 Technical Entry Scheme.
- (g) Incentivizing SSCO scheme.
- (h) Introducing Direct Entry (DE) JCOs Cadre as Feeder/ Support Cadre to Commissioned Officers Cadre.
- (j) Reduction in the overall strength of Commissioned Officers Cadre by apportioning vacancies for DE JCOs.
- (k) Making Major General as minimum retirement rank for Regular Officers.

(l) Increasing retirement age to 56 years for Colonels and below.

3. Above mentioned aspects are explained in detail in succeeding paragraphs.

4. **Aligning with Ideal Cadre Structure.** Govt has defined the Ideal Cadre Structure for Gp A Central Services in DoPT Monogram of 2010. Presently there exists a wide disparity between Army Officers Cadre and prescribed Ideal Cadre Structure. The comparative details are as under:-

Ser No	Designation/ Rank	Prescribed Ideal Structure for Gp A Central Services		Existing Structure of Army Officers	
		% Posts	Years of Service*	% Posts	Years of Service*
(a)	Jr Scale	30%	During training/ probation	86% (Lt Cols & below)	2
(b)	Sr Time Scale		5		6
(c)	Jr Adm Gde	30%	9		13
(d)	NFSG	20%	14	10.5% (Cols)	15-17
(e)	-	-	-	2.5% (Brigs)	26-28
(g)	SAG	17%	17	0.8% (Maj Gen)	32-33
(h)	HAG & Above	3%	25	0.2% (Lt Gen & above)	34-35

*Number of years of service applicable for a particular designation/ rank for Central Civil Services includes training period while for Army Officers it has been mentioned after excluding training period.

5. The higher designations of All India Services Officers are even more than above mentioned prescribed Ideal Cadre Structure. Presently IPS have over 26% Officers in SAG and above, while Army has only about 1%. Though it may not be possible to emulate All India Services structure, however, such wide disparity is simply unacceptable. Army Officers Cadre, therefore, needs to be at least aligned with Ideal Cadre Structure of Gp A Central Services as defined by Govt by increasing the proportionate number of higher ranks. Many viable models exist, e.g. creation of appointment of Station Commander itself will result in about 300 additional higher ranks. Dropping off at least one higher rank too will facilitate in narrowing the disparity.

6. **Partial Delinking of Pay with Ranks.** Since Defence Officers have established parity/ relativity with All India Services Officers, it is imperative to address the gross disparities. The comparative analysis of pay progression of All India Services & Army Officers is as under:-

<u>Pay Level (Gde Pay)</u>	<u>Achieved in Years of Service</u>		<u>Remarks</u>
	<u>IAS, IPS & IFS</u>	<u>Army</u>	
10 (5400/-)	Training/Probation (Jr Scale)	After Training (Lt)	* AIS Officers service commences from the date of selection, while for Defence Officers service counts only after completion of training.
10B (6100/-)	-	2 yrs (Capt)	
11 (6600/-)	4 yrs (Sr Time Scale)	6 yrs (Maj)	* Time Scale Pay up-gradation for AIS Officers up to SAG in 16/18 while Defence Officers reach SAG in 32-33 yrs.
12 (7600/-)	9 yrs (Jr Adm Gde)	-	* With every promotion AIS Officers get double promotional increment while Defence Officers get single increment.
12A (8000/-)	-	13 yrs (Lt Col)	
13 (8700/-)	13 yrs (Selection Gde)	15-17 yrs (Col)	* Almost 100% of AIS Officers retire in HAG(+)/ Apex Scales, while not even 2% Defence Officers reach HAG/HAG(+).
13A (8900/-)	14 yrs (DIG/Consvtr of Forest)	26-28 yrs (Brig)	
14 (10000/-)	16/18 yrs (Super Time Scale)	32-33 yrs (Maj Gen)	

7. Since almost 100% AIS Officers reach SAG whereas only up to about 5% Army Officers reach Maj Gen (SAG), it will not be possible to keep pace with AIS pay progression even after increasing number of higher ranks. It is, therefore, essential that pay levels of Army Officers be partially delinked from military Ranks after Colonel onwards and instead linked to years of service. With the deletion of the rank of Brig, anomalies regarding pay fixation of Lt Cols and Cols should be rectified by placing Lt Cols in Level 13 and Cols in 13A.

8. **Reducing the number of Military Ranks & Placing Colonels in Pay Level 13A.**

While the Civil Services have six designations, Army Officers have nine ranks. The Civilian Officials always tend to establish one to one rank equations from top to down resulting in down gradation of the status of lower military ranks. It is imperative that rank of 'Lt' be assigned during last year of training, Capt on commissioning and at least one Rank be considered to be dropped, either that of Lt Colonel or Brigadier. It is advisable to drop the rank of Brig as dropping of Lt Colonel may result in lowering of the status of Colonels and Brigadiers. Colonels should be placed in Pay Level 13A in accordance with their established historical parity. With the abolition of Brigadier's rank, command of both Brigades and Divisions can be assigned to Major Generals on similar lines as Lt Generals are presently commanding Corps and Commands. This will facilitate the creation of the desired number of higher designations to meet the genuine aspirations of officers under organizational constraints. This will also help in maintaining status parity of Brigade Commanders. As per Warrant of Precedence (WoP), Brigade Commanders carry higher precedence than IG Police. However, over the years, designations of IGPs have been made functionally equivalent to JS/ SAG/ Pay Level 14.

9. **Reckoning of Last One Year Training as Service.** In all Central Services, the service as well seniority is counted from the year of selection. Even in the Army, the service of JCOs/ OR is counted from the date of enrolment. Similarly, for Army Officers, at least last year of training should be counted towards service, along with all entitlements. The rank of Lt should be assigned during the last one year of the training period. The officers should be Captains on completion of training. This may require amendments to the Army Act and Defence Services Regulations.

10. **Increasing SSCO Intake.** The intake of SSC Officers should be increased and regular officers reduced by converting CDS Examination for Regular Entry through IMA into SSC entry. SSCO entry would have to be incentivized to achieve 1:1.1 ratio between Regular officers and SSCO, as recommended by AV Singh Committee. Details of various measures suggested for incentivizing SSCO entry are given at **Appendix Q** attached.

11. **Reduction in Overall Strength of Commissioned Officers.** The strength of Regular Army Officers cadre should be reduced by increasing intake of Short Service Commission Officers and by apportioning about 25-30% vacancies for Direct Entry JCOs Cadre. Having large Officer Cadre has been the biggest hurdle in Cadre management and fulfilling the aspirations of Officers. Presently Defence Services Cadre does not have a

Group B equivalent feeder/ support cadre. The support cadre of regular Commissioned Officers is in the form of SSCO, who too join as Commissioned Officers only.

12. **Introducing Direct Entry JCO as Feeder/Support Cadre.** All India Services, CAPF and most of Group A Central Civil Services have Group B service as feeder/ support service. It is, therefore, an inescapable requirement today to introduce Direct Entry JCOs cadre as feeder/ support cadre for Commissioned Officers Cadre. The detailed contours of this cadre are given in **Appendix R**. Since the DE JCOs will be against Officers vacancies, it will have no adverse implications on the existing promotion avenues for NCOs/ OR. It will help improve the operational effectiveness of Sub-units as a mix of young & experienced JCOs will be Sub-unit 2ICs/ Platoon Commanders. DE JCOs Cadre will facilitate making up of existing deficiency in Officers up to the rank of Lt Col, thereby providing a permanent solution to the problem of shortage of officers in Indian Army.

13. **Making Major General as minimum Retirement Rank for Regular Officers.** As stated earlier, Defence Officers have established equations with All India Services (AIS) officers, which are getting disturbed due to stagnation of Defence Officers, thereby adversely affecting their morale and motivation. While almost 100% of All India Services Officers retire in HAG (+)/ Apex Scales, not even 2% of Army Officers reach HAG/HAG (+). Besides AIS, 100% of officers from Central Group A Services are able to get SAG designations with some time lag. Furthermore, even Group B Service Officers of AFHQ CS who join as Section Officer/ Asst Section Officer are retiring in SAG posts. It is, therefore, imperative that every Regular Commissioned Army Officer should be able to reach the rank of Major General. Abolition of Brigadier's rank will facilitate achievement of Major General as minimum retirement rank for Army officers.

14. **Increasing Retirement Age.** The retirement age for all officers up to the rank of Colonel should be increased from 54 to 56 years. There should be no re-employment in Army for officers post-retirement, except for some specific projects.

15. **Recommended Cadre Structure.** Following Cadre structure is recommended for meeting genuine aspirations of Army Officers within organizational constraints:-

<u>Pay Progression</u>		<u>Rank Progression</u>		<u>Remarks</u>
<u>Pay Level</u>	<u>Years of Service</u>	<u>Rank</u>	<u>Years of Services</u>	
10	Last year of Training	Lt	Last year of Training	<ul style="list-style-type: none"> • Service to commence from last year of training. • Pay to be de-linked from Ranks from Maj Gen onwards. • DE JCOs to act as Feeder/
10B	01 (on completion of trg)	Capt	01 (on completion of training)	

11	04	Major	04	Support Cadre. • SSCO intake to be increased to achieve a ratio of 1:1.1 between Regular and SSCO. • All Officers fulfilling laid down Benchmarks to be promoted to the rank of Col. • Brig's rank to be abolished. • Time Scale Maj Gen in 26 years. • Maj Gens to Command Brigades as well as well as Divisions. • Command & Staff stream to commence from Col's ranks. • Minimum retirement age to be 56 years.
12	-	-	-	
12A	10	Lt Col	10	
13	-	-	-	
13A	14	Col	14	
14	18	Maj Gen	20-21	
15	26	Lt Gen	27-28	
16	28	-do-	-	

16. Armed Forces have very effectively and efficiently functioned in the past with similar cadre structure, as now being suggested. Late Gen KS Thimayya was Brigade Commander at the age of 35 years and COAS at the age of 51 yrs while Late Marshal of Air Arjan Singh was CAS at 46 years of age. Armed Forces cannot have their structures in isolation in today's environment. Armed Forces have to keep themselves abreast and aligned with the changes in other Central Govt Services. In future, the Indian Army would be required to more closely interact and operate with civil administration, Civil Services & CAPF for fulfilling various internal security (IS) duty tasks. It is, therefore, essential that cadre structure for Army Officers not only fulfils the organisational requirements but aligns with existing environmental realities as well as futuristic challenges.