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19 Apr 2006

TA Group Headquarters
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GUIDELINES FOR IMPLEMENTATION OF PROVISIONS OF
GOVERNMENT OF INDIA, MINISTRY OF DEFENCE LETTER
NO 18(I)/2006-D(GS-1) DATED 18 APR 2006

Gen

1. Consequent upon issue of Govt of India, Min of Def letter No 18(I)/2006-D (GS-1) dated 18 Apr 2006, the Govt has approved restructuring of TA Offr Cadre as given below:-

- (a) Grant of Subs Rk of Capt at 4 years, Maj 8 years and Lt Col at 15 Yrs of service to all offr except AMC (TA) and MNS (TA).
- (b) Grant of Col (TS) on 28 years of service. (Except AMC TA & MNS TA)
- (c) Grant of sub rank of Lt Col to AMC (TA) offr on completion of 14 yrs of service.
- (d) Grant of Col (TS) on 27 yrs service to AMC (TA) offr.

2. At the outset, it should be noted that implementation of Govt of India, Min of Def letter No 18(I)/2006-D(GS-1) dated 18 Apr 2006 signifies a maj milestone in restructuring of offr cadre in the TA. It is therefore, inevitable that there would be some turbulence in the environment coupled with a few teething troubles in the initial stages. However, with a positive outlook and wholehearted coop of all concerned, this change can be brought about with min turmoil in the system. A few guidelines to assist all concerned in the smooth implementation of these provisions are set out in the succeeding paras.

Aim

3. To lay down guidelines for smooth implementation of the provisions of Govt of India, Min of Def letter No 18(I)/2006-D(GS-1) dated 18 Apr 2006 as outlined above.

Scope

4. Following issues are incl: -

- (a) Outline Methodology.
- (b) Non-Select Rks.
- (c) Select Rks.
- (d) Seniority Fixation.

Outline Methodology

5. Date of Implementation. The recommendations will come into effect from 16 Dec 2004.

6. Instrs for Implementation. The various policies and instrs governing implementation of these recommendations are contained in the following documents: -

- (a) Govt of India, Min of Def letter No 18(I)/2006-D(GS-1) dated 18 Apr 2006 (Copy att).
- (b) Draft AO on Wearing of Badges of Subs Rk for Capt, Maj and Lt Col issued separately by A G Br (Copy att).
- (c) Draft AO on Wearing of Badges of Rank by Officers for Col by Time Scale (TS) issued separately by A G Br (Copy att).

7. Applicability. The gen provisions contained in the a/m docus which are not inconsistent with this letter will be applicable to all TA offrs of the Territorial Army but will NOT apply to offrs of MNS (TA).

Non Select Ranks

8. Promotion to Rank of Capt, Maj And Lt Col. On completion of stipulated service, offrs will be promoted in situ and promotion orders are not being issued. They may be promoted to the ranks of Capt, Maj and Lt Col by units and fms. The offrs will be allowed to wear the rk as applicable with imdt effect. These promotions will be substantive in nature wef 16 Dec 2004. TA Dte will ensure pub of Gazette Notification for these promotions in due course of time.

9. Criteria For Promotion. The criteria for promotion to these rks are given in Draft AO on Wearing of Badges of Subs Rk for Capt, Maj and Lt Col.

10. Actg Ranks. Offrs may continue to be given actg rks of Maj and Capt in accordance with existing instrs. Actg rk of Lt Col will NOT be given till further orders except as provided for in Para 38(d) (A) II of TA Regs.

11. Col (TS).

(a) For all offrs less AMC (TA). TA Dte in consultation with MS Br will screen and promote all Lt Cols who have completed 28 yrs service to the rank of Col (TS) as per criteria contained in Draft AO on Wearing of Badges of Subs Rk for Capt, Maj and Lt Col. The terms and conditions governing the rk of Col (TS) are contained in Govt of India letter. It is however, clarified that offrs holding the rk of Col (TS) will be held against the authorization of Lt Cols.

(b) For offrs of AMC (TA). TA Dte in consultation with DGAFMS will screen and promote Lt Cols of AMC (TA) who have completed 27 yrs of service to the rank of Col (TS) as per criteria laid down by DGAFMS.

12. Superannuation. Provisions contained in TA (Act) Rule 14 as amended vide SRO 59 dated 29 Jan 1999 will continue to hold good.

13. Appts Tenable by Lt Cols/ Col (TS) and Maj. The staff and regtl appts tenable by Lt Cols / Cols (TS) are given at Appx 'A' & 'B' to Govt of India letter. Offrs will henceforth be posted as per re-designated appts and reflected as such in all reports and returns. FEs / PEs of units, fmns and ests will be amended in due course by TA-2 through SD Dte. Action on this will commence forthwith.

14. Promotion Exams.

(a) Promotion exams Part A, B, C, D & Dept Promotion Exam will continue to be held. However their applicability will be as outlined.

(b) Part A and B. Hereafter it will not be mandatory for offrs to pass Promotion Exam Part A and B to be promoted to the subs rk of Capt. However passing Promotion Exam Part A and B will be mandatory for offrs to be promoted to the sub rk of Maj.

(c) Part C and D. It will be mandatory for offrs to passing promotion Exam Part C and D for promotion to subs rk of Lt Col.

(d) Deptt Promotion Exam. Passing of Deptt Promotion Exam by Deptt TA offrs will be now mandatory for promotion to the rk of Subs Maj.

(e) Action to suitably amend SAI 1/S/86 accordingly will be immediately initiated by TA-2.

15. Spec Merit Review Board (SMRB). As already intimated to the environment, SMRB will commence for Lt Cols as under: -

(a) Offrs Not Empanelled by No 3 SB. All offrs who were not empanelled by No3 SB will be considered for promotion to the rk of Col by SMRB as intimated. MS Br will issue schedule for conduct of SMRB for TA offr separately.

(b) Offrs Not Empanelled By No 4 SB. All offrs who were given due consideration but not empanelled by No 4 SB will also be considered for promotion to the rk of Col by SMRB. They will be eligible for consideration by SMRB with their adjusted seniority after required CR inputs in the rk of Lt Col are available.

Seniority

16. Principles. In view of a sea change in rk structure, proliferation in the rks of Lt Col and new promotional avenues to hither to fore non-empanelled offrs, fixation of seniority assumes significance. A ten yr transition pd is visualized till offrs who have been promoted to the rk of Lt Col (by selection) earlier, are promoted to the rank of Col / Col (TS). Draft AI on Fixation of Seniority has therefore been evolved from the existing AI 6/S/61 and DOP & T Rules of Govt of India. This will be issued to the environment in due course. The basic principles being enshrined in the draft AI on Fixation of Seniority are: -

(a) Issue of new rules or regs cannot change seniority in a particular rk, already determined according to the existing instrs.

(b) Existing seniority structure should be maint in the revised structure in case no promotion is involved. This will ensure smooth implementation of change.

(c) Existing policies for consideration of offrs by selection bds should also be applicable in the new structure with minimal changes.

17. Certain key issues pertaining to seniority in the ranks of Lt Col, Col and Col (TS) are given in the succeeding paras.

Inter-se Seniority in the Rank of Lt Col

18. With effect from 16 Dec 2004 all Lt Cols will be subs in nature except those Lt Col (TS) who cannot be promoted to this rk since they do not meet the laid down criteria. The inter-se seniority between any two Lt Cols consequent to implementation will be the same as that existed between them prior to implementation, even though, both of them would assume the subs rk of Lt Col on the same day. However, offrs who have been promoted to the rk of actg Lt Col by Selection in No 4 SB held in Oct 2005 will be senior

to all Maj who will be promoted to the rk of Subs Lt Col on implementation of these orders. The earlier and futuristic seniority order is co-related in the table below: -

INTER-SE SENIORITY BETWEEN LT COLS

INTERSE SENIORITY PRIOR TO IMPLEMENTATION	INTERSE SENIORITY AFTER IMPLEMENTATION
Lt Col (Subs)	Lt Col (Subs) (erstwhile by selection subs Lt Col)
Lt Col (Actg)	Lt Col (Subs) (erstwhile by selection actg Lt Col)
Lt Col (TS)	Lt Col (Subs) (erstwhile Lt Col TS)
Majs (as per gradation list)	Lt Col (Subs) (erstwhile Maj as per gradation list)

NOTE
No change in inter-se seniority prior to and after implementation.

Inter-se Seniority in the Rk of Col

19. With effect from 16 Dec 2004 onwards, promotion to the rk of Col by selection will be through No 3 SB as well as through Spec Merit Review Board (SMRB). In the transition phase, Offrs promoted to select rk of Col through SMRB will either be those Lt Cols who were not empanelled by No 3 SB or those non-empanelled by No 4 SB.

20. The seniority of offrs promoted through SMRB will be that of adjusted seniority as existing at the time of promotion. Hence grant of subs rk of Col will be determined based on the adjusted seniority. However till such time subs rk is granted, the inter-se seniority between actg Cols will be as under: -

- (a) The inter-se seniority in the rk of Actg Col will be determined as per inter-se seniority in the subs rk of Lt Col.
- (b) The adjusted seniority of all Lt Cols previously non-empanelled by No3 SB will be below the last batch promoted to the rk of actg Col when considered for promotion by SMRB.
- (c) The adjusted seniority of all Lt Cols previously not empanelled by No 4 SB will be below the last batch previously promoted to the actg rk of Lt Col (ie 1987). This seniority will reckon for all purposes when an offr is considered initially for promotion by SMRB irrespective of when the Bd is held in comparison to 1988 batch.
- (d) Those offrs who could not be considered for promotion to the select grade rk of Lt Col (as per old policy) will be provided protection of their seniority while being promoted to the select grade rk of Col.

Seniority of Col (TS)

21. All Lt Cols will be considered for grant of rk of Col (TS) on completion of 28 yrs of service. Salient issues concerning their seniority status are as under: -


- (a) On being promoted to the rk of Col (TS) they will be senior to all Lt Cols.
- (b) Inter-se seniority among offrs, on being promoted to the rk of Col (TS), will be determined based on their reckonable commissioned service and place in gradation list.
- (c) Offrs promoted to the rk of Col by selection will be senior to those promoted by time scale.

Conclusion

22. Issue of Govt of India, Min of Def letter No 18(1)/2006-D(GS-1) dt 18 Apr 2006 dated has brought about a sea change in the Offrs Cadre, which has benefited the TA as such.

23. It is also mentioned that all offrs will be promoted in situ in case eligible for promotion. CO's Inf units TA, CO's Oil Sector units (TA), Registrars GH (TA) and Adm Offrs Rly Engr Regt (TA) will be personally responsible to ensure that seniority and other eligibility criteria is correctly verified before grant of next higher rk to the TA offrs. A list of offrs promoted with relevant DO Pt II will be fwd to TA Dte/TA-4 under intimation to concerned TA Gp HQ by 30 Apr 06.

24. Notwithstanding the above, implementation of this change by itself is a challenging task. It may be seen that while there is an all round benefit to the offrs cadre, certain functional problems are bound to arise. Cdrs at all levels are requested to utilize their experience and maturity in ensuring successful transformation to the new rk structure. Problems if any may be brought to the notice of TA Dte through proper channels for resolution.


(Jasjit Singh)
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