

SELECTION METHODOLOGY FOR POSTING TO TAJIKISTAN

01. The following criteria will be adopted for selection of personnel for posting to Tajikistan.

02. **SELECTION METHODOLOGY:-:**

(a) **FIRST STAGE SELECTION:-** The minimum eligibility criteria is prescribed as under:-

- | | | | |
|--------|--|---|---|
| (i) | Minimum Service | - | 10 Years |
| (ii) | Maximum Age | - | 45 years for all categories |
| (iii) | Medical Status | - | GRAF-I |
| (iv) | Disc/Vig Profile | - | (a) No Minor penalty during preceding 10 yrs service
(b) No Major penalty during entire service. |
| (v) | APAR Grading | - | Minimum 04 Very Good and 01 Good during the last five years. |
| (vi) | Should not have availed a compassionate Posting or deputation during last ten years. | | |
| (vii) | Should not have availed a foreign tenure for more than six months during the entire service. | | |
| (viii) | Should have already done 22 months Physical service in HAA before 01 Jan 2009 Or 26 months physical service in HAA on or after 01 Jan 2009, as approved in the case of posting for Bhutan/Myanmar. | | |

(b) **SECOND STAGE SELECTION :** Number of Personnel to be considered for the 2nd stage selection against available vacancies will be in the ratio of 5:1 (i.e. 5 individuals for each vacancy), strictly based on the cadre wise service seniority. Further the personnel who meet all the QRs mentioned at First stage selection, will be shortlisted by granting marks as follows:-

- | | | |
|-------|---|--|
| (i) | Marks for APARs Grading (Last 10 years) | - Outstanding – 3 Marks, Very Good - 2 Marks
Good – 01 Mark.
Average grading in any APAR during last ten years is a disqualification / debarring factor for selection. |
| (ii) | Marks for Courses | - Distinction – 2 Marks, Alfa- 1, Bravo – 0.5
(Subject to Maximum 3 marks) |
| (iii) | Marks for Honour & Awards | - Gallantry/VSM -3 Marks,
GOI's/COAS CC -2 Marks
VCOAS CC/ DG's CC - 1 Mark |

(c) **THIRD STAGE SELECTION :-** Personnel who have got through the first and second stages, as per merit position based on the percentile collation of stage-II marks and Hardness Index in the ratio of 40% : 60% will be shortlisted as per the following formula:-

Final marks = 0.4 x Marks in second stage + [0.6 x(100-HI)]

The Hardness index (HI) will be calculated as under:-


$$HI = \frac{(\text{Maximum Eqvt Service}) - [(\text{Eqvt Service Achvd}) + (0.25 \times \text{Present service})]}{(\text{Maximum Service} - \text{Present Service})} \times 100$$

(d) **FINAL STAGE SELECTION:** After going through all the above stages, the final selection of personnel will be done on the basis of interview by a Board Of Officers as per composition given below. Personnel will be called for final stage of selection in the ratio of 3:1 as per merit position after Stage-III.

- (a) Presiding Officer - Commandant GREF Centre
- (b) Members
 - 1. - One officer of the rank of EE(Civ) selected for the Tajikistan Contingent
 - 2. - One officer of the rank of EE(E&M) to be detailed by HQ DGBR

3. Selection of personnel belonging to categories/trades where APAR is not applicable will be after shortlisting candidates as per relative merit by combining the stage-II & stage-III selection steps.

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