

NO.A.12018/8/2022-Recruitment Section (229013)  
Government of India  
Ministry of Civil Aviation  
Directorate General of Civil Aviation

[www.dgca.nic.in](http://www.dgca.nic.in)

Oppo. Safdarjung Airport,  
Aurobindo Marg, New Delhi-110 003  
Dated, the 11<sup>th</sup> **Sept.**, 2023

**OFFICE MEMORANDUM**

Subject:- Revision of Recruitment Rules for Group 'A' posts of Directorate of Flying Training in Directorate General of Civil Aviation.

The undersigned is directed to refer to the subject mentioned above and to place a copy of the draft Recruitment Rules on the Directorate General of Civil Aviation's website for inviting comments from the stakeholders, in accordance to the instructions contained in DoP & T OM NO. AB-14017/61/2008-Estt(RR) dated 13.10.2015.

2. All the concerned are requested to forward their suggestion/comments to the Recruitment Section, Directorate General of Civil Aviation latest **by 10<sup>th</sup> October 2023**. The comments may also be e-mailed to [rrcell.dgca@nic.in](mailto:rrcell.dgca@nic.in)

Encl:- As above

  
**(Pavan Malviya)**  
Deputy Director



### SCHEDULE

Name of Post.	Number of post.	Classification.	Level in the pay matrix.	Whether Selection post or non-selection post.
(1)	(2)	(3)	(4)	(5)
1. Director of Flying Training.	1*(2023) * Subject to variation dependent on work load.	General Central Service, Group 'A', Gazetted, Non-Ministerial.	Level-13 (Rs. 123100-215900).	Selection.

Age-limit for direct recruits.	Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment, whether by direct recruitment or by promotion or by deputation or transfer and percentage of the vacancies to be filled by various methods.
(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not Applicable	Not applicable.	By promotion failing which by deputation including short-term contract.

In case of recruitment by promotion or deputation or transfer, grades from which promotion or deputation or transfer is to be made.	If a Departmental Promotion Committee exists, what is its composition.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.
(11)	(12)	(13)
<p>Promotion:-</p> <p>Deputy Director of Flying Training in level-12 (Rs.78800-209200) in the pay matrix with five years of regular service in the grade and having successfully completed two to four weeks training in the relevant field</p>	<p>Group 'A' Departmental Promotion Committee consisting of:</p> <p>(i) Chairman or Member Union Public Service Commission-Chairman;</p>	<p>Consultation with Union Public Service Commission necessary. (In case of deputation consultation from UPSC is not necessary)</p>

<p>as prescribed by the Competent Authority from time to time.</p> <p>Note.- Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service, or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short-term contract):</p> <p>Officers in Central Government or State Government or Union territories or autonomous or statutory organisations or public sector undertakings or Universities or recognised research institutions-</p> <p>(a)(i) holding analogous posts on regular basis in the parent Cadre or Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in a post in level-12 (Rs. 78800-209200) in pay matrix or equivalent in the parent Cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience -</p> <p>Essential:</p> <p>(1) 10+2 with Physics and Mathematics as subjects from a recognised Board; and</p> <p>(2) Licenses and ratings –</p> <p>(i) Valid Air Transport Pilot Licence or Commercial Pilot Licence with Instrument Rating;</p>	<p>(ii) Secretary, Ministry of Civil Aviation - Member; and</p> <p>(iii) Director General of Civil Aviation - Member.</p>	
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<p>(ii) Valid Flight Instructor Rating;</p> <p>(iii) Open rating on Commercial Pilot Licence on aeroplanes having an all-up-weight not exceeding 1500 Kilogram;</p> <p>(iv) Multi Engine endorsement of at least two aeroplanes below 5700 Kilogram on Commercial Pilot Licence;</p> <p>(v) Accident/Incident Free record of last three/one year.</p> <p>(vi) No enforcement action by DGCA in last one year; and</p> <p>(3) Experience:</p> <p>(A) Flying Experience with Commercial Pilot Licence or Instrument Rating:-</p> <p>(i) Total 4000 hours;</p> <p>(ii) Solo or Pilot In Command-3000 hours;</p> <p>(iii) Instructional-2000 hours;</p> <p>(iv) Instructional Night-60 hours;</p> <p>(v) Total Night-100 hours;</p> <p>(vi) Instrument Flight Time-100 hours;</p> <p>(vii) Solo release-10 students;</p> <p>(viii) Multi Engine Flying Experience-50 hours Pilot In Command; or</p> <p>(B) Flying Experience with Air Transport Pilot Licence:-</p> <p>(i) Total-3000 hours;</p> <p>(ii) Solo or Pilot In Command-2000 hours;</p> <p>(iii) Instructional-500 hours;</p> <p>(iv) Instructional Night-10 hours;</p> <p>(v) Total Night-100 hours;</p> <p>(vi) Instrument Flight time-100 hours;</p> <p>(vii) Solo release 5 students in Civil or 20 students in Defence;</p>		
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<p>(viii) Multi Engine Flying Experience-50 hours Pilot In Command.</p> <p>Note. – Certificate for flying experience shall be issued by the competent authorities approved or authorised under Rule 67A(4) of the Aircraft Rules, 1937.</p> <p>Desirable -</p> <p>(i) Graduation in Engineering or Masters in Science from a recognised University or Institute;</p> <p>(ii) Air Transport Pilot License with open rating on aeroplanes having an all-up-weight not exceeding 5700 Kilogram; and</p> <p>(iii) Instructional experience of twin or multi-engine aeroplanes.</p> <p>Note 1. -The Departmental Officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2. - Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not to exceed five years. The maximum age limit for appointment by deputation (including short-term contract) shall not be exceeding fifty six years as on the closing date of the receipt of applications.</p>		
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(1)	(2)	(3)	(4)	(5)
2. Deputy Director of Flying Training.	7*(2023)  *Subject to variation dependent on workload.	General Central Services, Group 'A', Gazetted, Non-Ministerial.	Level-12 (Rs. 78800-209200).	Selection.

(6)	(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Not applicable.	By promotion failing which by deputation including short term contract.

(11)	(12)	(13)
<p>Promotion:-</p> <p>Assistant Director of Flying Training in level-11(Rs. 67700-208700/-) in the pay matrix with five years of regular service in the grade and having successfully completed two to four weeks training in the relevant field as prescribed by the Competent Authority from time to time.</p> <p>Note.- Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service, or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.</p> <p>Deputation (including short-term contract):</p>	<p>Group 'A' Departmental Confirmation Committee consisting of:</p> <p>(i) Secretary, Ministry of Civil Aviation – Chairman;</p> <p>(ii) Director General of Civil Aviation – Member; and</p> <p>(iii) Joint Director General of Civil Aviation – Member.</p>	<p>Consultation with Union Public Service Commission necessary. (In case of deputation, consultation from UPSC is not necessary)</p>

<p>Officers in Central Government or State Government or union territories or autonomous or statutory organisations or public sector undertakings or Universities or recognised research institutions:</p> <p>(a)(i) holding analogous posts on regular basis in the parent Cadre or Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in the posts in level-11 (Rs. 67700-208700) in pay matrix or equivalent in the parent cadre or Department; and</p> <p>(b) possessing the following educational qualifications and experience:-</p> <p>Essential:-</p> <p>(1) 10+2 with Physics and Mathematics as subjects from a recognised Board; and</p> <p>(2) Licenses and ratings:-</p> <ul style="list-style-type: none"> <li>(i) Valid Air Transport Pilot Licence or Commercial Pilot Licence with Instrument Rating;</li> <li>(ii) Valid Flight Instructor Rating;</li> <li>(iii) Open rating on Commercial Pilot Licence on aeroplanes having an all-up-weight not exceeding 1500 Kilogram;</li> <li>(iv) Multi Engine endorsement of atleast two aeroplanes below 5700 Kilogram;</li> <li>(v) Accident/Incident free record of last three/one year.</li> <li>(vi) No enforcement action by DGCA in last one year; and</li> </ul> <p>(3) Experience-</p> <p>(A) Flying Experience with Commercial Pilot License and Instrument Rating:-</p>		
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<p>(i) Total - 2500 hours;</p> <p>(ii) Solo or Pilot In Command -2000 hours;</p> <p>(iii) Ab-initio Instructional flying -1500 hours;</p> <p>(iv) Instructional Night -30 hours;</p> <p>(v) Total Night -60 hours;</p> <p>(vi) Instrument Flight time -60 hours;</p> <p>(vii) Solo release -10 students;</p> <p>(viii) Multi Engine Flying Experience -50 hours Pilot In Command; or</p> <p>(B) Flying Experience with Air Transport Pilot Licence:-</p> <p>(i) Total -2200 hours;</p> <p>(ii) Solo or Pilot In Command- 1500 hours;</p> <p>(iii) Ab initio Instructional flying - 500 hours;</p> <p>(iv) Instructional Night- 10 hours;</p> <p>(v) Total Night -100 hours;</p> <p>(vi) Instrument Flight time- 100 hours;</p> <p>(vii) Solo release- 5 students in Civil or 20 students in Defence;</p> <p>(viii) Multi Engine Flying Experience- 50 hours Pilot In Command;</p> <p>Note. - Certificate for flying experience shall be issued by the competent authorities approved or authorised under Rule 67A(4) of the Aircraft Rules, 1937.</p> <p>Desirable:</p> <p>(i) Graduation in Science with Physics and Mathematics as subjects from a recognised University or Institute.</p> <p>(ii) Air Transport Pilot License with open rating on aeroplanes having an all-up-weight not exceeding 5700 Kilogram.</p> <p>(iii) Instructional Experience of twin or multi-engine aeroplanes.</p> <p>Note 1. -The Departmental Officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on</p>		
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deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.		
Note 2. - The period of Deputation (including short-term contract) including period of deputation (including short-term contract), in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not to exceed four years. The maximum age limit for appointment by deputation including short-term contract shall not be exceeding fifty six years as on the closing date of the receipt of applications.		

(1)	(2)	(3)	(4)	(5)
3. Assistant Director of Flying Training	8 *(2023)  *(subject to variation dependent on workload).	General Central Services, Group 'A' Gazetted, non-Ministerial.	Level-11 (Rs. 67700-208700/-).	Not applicable.

(6)	(7)	(8)	(9)	(10)
<p>Not exceeding 40 years.</p> <p>Note 1: Relaxable for Government servants up to five years in accordance with the instructions or orders issued by Central Government.</p> <p>Note 2: The crucial date for determining the age-limit shall be as advertised by the Union Public Service Commission.</p>	<p>Essential:</p> <p>(1) 10+2 with Physics and Mathematics as subjects from a recognised Board; and</p> <p>(2) Licences and Ratings:-</p> <p>(i) Valid Commercial Pilot License or Airline Transport Pilot License Holder with Instrumental Rating.</p> <p>(ii) Valid Flight Instructor rating.</p> <p>(iii) Multi Engine endorsement of atleast one aeroplane below 5700 kilograms;</p>	Not applicable.	<p>Two years subject to successful completion of mandatory induction training.</p> <p>Training:</p> <p>The newly inducted officers shall be provided an induction training for a period of minimum two weeks to enable officers to get a general understanding about the organisation, its vision and mission and acquire</p>	<p>By direct recruitment failing which by deputation including short term contract.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for duration of one year or more may be filled on deputation basis from officers of Central or State Governments or Union territories or Universities or Recognised Research Institution or Public Sector Undertakings or Statutory or Autonomous Organisations:</p>

	<p>(iv) Accident/Incident Free record of last three/one (3/1) year.</p> <p>(v) No enforcement action by DGCA in last one year.</p> <p>Experience:</p> <p>(A) Flying Experience with Commercial Pilot License and Instrumental Rating:-</p> <p>(i) Total – 1500 hours;</p> <p>(ii) Solo or Pilot in Command – 1200 hours;</p> <p>(iii) ab-initio instructional flying – 500 hours;</p> <p>(iv) Instructional Night – 30 hours</p> <p>(v) Total Night – 60 hours;</p> <p>(vi) Instrument Flight time – 60 hours;</p> <p>(vii) Solo release – 10 students;</p> <p>(viii) Multi Engine Flying Experience – 50 hours Pilot in Command;</p> <p>Or</p> <p>(B) Flying Experience with Air Transport Pilot License:-</p> <p>(i) Total – 1200 hours;</p> <p>(ii) Solo or Pilot in Command – 1000 hours;</p> <p>(iii) Instructional – 500 hours;</p> <p>(iv) Instructional Night – 10 hours;</p> <p>(v) Total Night – 60 hours;</p> <p>(vi) Instrument Flight time – 60 hours;</p> <p>(vii) Solo release – 5 students or 20 students in Defence;</p>		<p>necessary competency required for performing their job. After completion of initial induction training, the newly inducted officers will be provided on the job training to enable them to handle their responsibility independently.</p>	<p>(a) (i) holding analogous posts on regular basis in the parent cadre or department; or</p> <p>(ii) with five years' regular service in the grade rendered after appointment thereto on a regular basis in posts in Level-10 (Rs. 56100-177500/-) in the pay matrix in the parent cadre or department; and</p> <p>(b) possessing the qualifications and experience prescribed for direct recruits under Column 7.</p> <p>Note 1: Period of deputation (including short-term contract) including period of deputation (including short-term contract) in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government shall ordinarily not to exceed three years.</p> <p>Note 2: The maximum age-limit for appointment by deputation (including short-term contract) shall not be exceeding fifty-six years as on the closing date of receipt of applications.</p>
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	<p>(viii) Multi Engine Flying Experience – 50 hours Pilot in Command;  Note. - Certificate for flying experience shall be issued by the competent authorities approved or authorised under Rule 67A (4) of the Aircraft Rules, 1937.</p> <p>Desirable:</p> <p>(i) Graduation in Science with Physics and Mathematics as subjects from a recognized University or Institute.</p> <p>(ii) Instructional experience of twin or multi-engine aeroplanes.</p> <p>Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission, for reasons to be recorded in writing, in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection, the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisites experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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(11)	(12)	(13)
<p>Deputation (including short-term contract):</p> <p>Officers in Central Government or State Government or union territories or autonomous or statutory organisations or public sector undertakings or Universities or recognised research institutions:</p> <p>(a)(i) holding analogous posts on regular basis in the parent Cadre or Department; or</p> <p>(ii) with five years' service in the grade rendered after appointment thereto on a regular basis in the posts in Level-10 (Rs. 56,100 - 1,77,500/-) in pay matrix in the parent cadre or department; and</p> <p>(b) possessing the educational qualification and experience prescribed for direct recruitment under Column no. 7.</p> <p>Note.- The period of Deputation (including short-term contract) including period of deputation (including short-term contract), in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or Department of the Central Government, shall ordinarily not to exceed four years. The maximum age-limit for appointment by deputation including short-term contract shall not be exceeding fifty six years as on the closing date of the receipt of applications.</p>	<p>Group 'A' Departmental Confirmation Committee (for considering confirmation) consisting of:-</p> <p>(i) Director General of Civil Aviation - Chairman;</p> <p>(ii) Director or Deputy Secretary, Ministry of Civil Aviation – Member;</p> <p>(iii) Joint or Deputy Director General of Civil Aviation (concerned) – Member;</p> <p>(iv) Director (Administration/Finance), Directorate General of Civil Aviation – Member.</p>	<p>Consultation with Union Public Service Commission is necessary.</p> <p>(In case of deputation consultation from UPSC is not necessary)</p>

File No. A-12018/08/2022 – Recruitment Section

**(Pavan Malviya)**  
Deputy Director