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Headquarters
Dte Gen Border Roads
Seema Sadak Bhawan
Ring Road, Delhi Cantt
New Delhi-10

13001/POL /POS/DGBR / 2K /E1A

29 Aug 2018

C/o 56/99 APO
(All HQ CE Projects/EBW (GREF)/
GREF Centre/GREF Records)

SELECTION CRITERIA FOR FOREIGN (BCA) POSTING:
GREF OFFICERS

1. Reference this Dte letter No.13001/POL /POS/DGBR/E1A dt 24 Feb 1998.
2. Following amendments are approved by the Competent Authority in the existing BCA Posting Policy:-
 - (a) Ref Para-2 (c) of Dte letter under ref :-
 - (i) **FOR: Minimum Service.** Should have completed a minimum service of 10 years. In case of officers, this could be relaxed to eight years, when suitable officers are not available, subject to approval of the DGBR.
 - (ii) **READ: Minimum Service.** Should have completed a minimum service of 05 years.
 - (b) The vacancy in the following units are earmarked for **AEE (Civ)** and **AE (Civ)** as under:-
 - (i) HQ 19 BRTF - 01 AEE (Civ) and 01 AE (Civ)
 - (ii) 379 RMPL/102 RCC/19 TF- AEE (Civ)
 - (iii) 161 FCPL/64 RCC/47TF - AEE (Civ)
 - (iv) HQ CE (P) Dantak - AE (Civ)
 - (v) 378 RMPL/60 RCC/19 TF - AE (Civ)
 - (vi) 377 RMPL/63 RCC/47 TF - AE (Civ)
 - (c) At the time of interview, Officer's will give an undertaking certificate, stating that he will apply for deputation only after completion of 'three years cooling off period' from the date of posting out from BCA.

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3. All other criteria mentioned in this Dte letter Nos 13001/POL/POS/DGBR/E1A dt 24 Feb 1998, 13001/POL /POS/DGBR/145/E1A dt 29 Sep 2010 and 13001/POL/ POS/DGBR/179/E1A dt 04 Jan 2017, will remain unchanged.


(Jairam Kumar)

Brig
DDG (Pers)
for DGBR

Yt 28/08

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13001/Pol/Pos/DGBR/ 179 / E1A

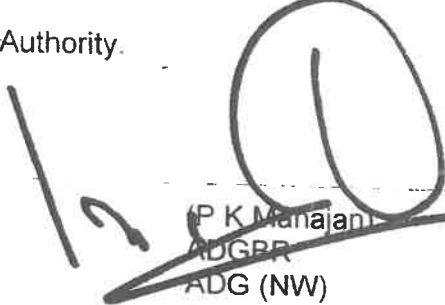
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Jan 2017

C/o 56/ 99 APO
(All HQ CE Projects/
Eastern Base Wksp/ GREF Centre)

SELECTION CRITERIA FOR FOREIGN POSTING : GREF OFFICERS

1. Ref this Dte letter No 13001/POL/POS/DGBR/E1A dt 24 Feb 1998.
2. Induction of GREF offrs to BCA/ other foreign assignments is presently being carried out based on the availability of vacancies/ requirement. The selection of suitable officers for such foreign postings is as per policy guidelines promulgated vide Dte Policy at ref.
3. In order to achieve the requisite aim to select the best suitable offrs for placement/ posting to BCA/ foreign assignment, the following additional QRs are notified as a policy with immediate effect:-
 - (a) The requirement of assessing the offrs by an Interview panel to assess the suitability of the offr for the appointment.
 - (b) Number of offrs to be called for interview will be as follows:-
 - (i) For one vacancy : min 05 offrs
 - (ii) For two vacancies & above : (No of vacancies x 3) + 1
4. All other criteria mentioned in this Dte letter Nos 13001/POL/POS/DGBR/E1A dt 24 Feb 1998 and 13001/POL/POS/DGBR/145/E1A dt 29 Sep 2010 regarding dispensation of viable tenure of two years in the present unit, will remain unchanged.
5. This has the approval of the Competent Authority.


P K Mahajan
ADGBR
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For DGBR

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13001/POL/POS/DGBR/ ¹⁴⁵ /E1A

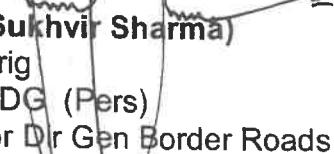
All Projects

29 Sep 2010

GREF Centre
EBW

SELECTION CRITERIA FOR FOREIGN POSTING: GREF OFFICERS

1. Reference this Dte letter No. 13001/POL/POS/DGBR/EIA dated 24 Feb 1998.
2. To allow maximum officers to be considered for selection for BCA posting, a partial modification of the criteria laid down for BCA posting is required. Hence, the requirement of viable tenure of two years in the present location is now dispensed with.
3. In view of above, Para 2(b) of this Dte letter No. 13001/POL/POS/DGBR/EIA dated 24 Feb 1998 regarding the criteria of completion of viable tenure of two years in the present location for BCA posting, is hereby DELETED.
4. All other criteria mentioned in this Dte letter under reference remains unaltered.


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13001/POL/POS/DGBR/EIA

24 Feb '98

(All CEs/GREF Centre)

**SELECTION CRITERIA FOR FOREIGN POSTING AND
CRITERIA FOR ROUTINE TURNOVER OF GREF PERSONNEL**

Introduction

1. The number of vacancies available for Bhutan Compensatory Allowance (BCA)/Myanmar Compensatory Allowance (MCA) being restricted, it is near impossible to consider all personnel in the BRO for each vacancy, as and when the same arise. This is more true in the case of subordinates. It is therefore necessary to short list personnel based on some criteria before final selection is carried out.

Criteria to be Met for Posting to BCA/MCA Area

2. A minimum criteria is required to be applied for short listing of GREF personnel. These may be diluted only in most exceptional cases with prior approval of the DGBR, when adequate eligible personnel are not available for posting to BCA/MCA area. The minimum criteria to be applied, is as follows :-

(a) **HAA Tenure.** Should have physically served in a HAA for a minimum period of 22 months.

~~Deleted~~ (b) **Viable Tenure.** Should have completed a minimum viable tenure of two years in the present location.

(c) **Minimum Service.** Should have completed a minimum service of 10 years. In case of officers, this could be relaxed to eight years, when suitable officers are not available, subject to approval of the DGBR.

(d) **Age Limit at Entry into BCA/MCA Area**

(i) **Officers and Subordinates.** 53 years, to enable a viable last leg posting of three years, on completion of the BCA/MCA tenure.

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(ii) Pioneers. 50 years of age

(c) Medical Category. Medical category of personnel will be GREF-I.

(f) Punishment. No major punishment during the entire service and no minor punishment during the last ten years.

✓ (g) ACR Gradings. An individual should have earned a minimum of three 'Very Good' and two 'Good' gradings in the last five years of service.

(h) Vigilance Clearance. No vigilance/disciplinary cases should be pending or contemplated against the individual.

3. Factors Debaring Consideration. Factors debaring a person from being considered for posting to BCA/MCA areas are as follows :-

(a) Has had an earlier tenure in Bhutan

(b) Has availed of a deputation abroad

(c) Has availed of a compassionate posting during the preceeding ten years of service.

Final Selection

4. Final selection of personnel, out of those shortlisted based on the minimum criteria, will be based on the hardness profile, to be worked out on an approved model and organisational interest, to include **specialist training**. The methodology for ascertaining the hardness profile is enclosed as Appendix.

Criteria for Routine Turnovers

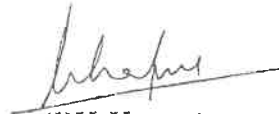
5. Hardness Index will be the main factor to be considered for routine turnovers. Ideally, it would provide an individual with one tenure in all types of tenures, during each of his two service cycles. The other factors to be considered for a routine turnover would be :-

(a) Qualification and experience of the individual

(b) Requirement of command of a unit

✓ (c) Organisational interest

6. This revised policy will come into effect from 24 Feb 1998 and supersedes the corresponding provisions mentioned in ROI 01/95.



(PK Kapur)

Brig

Dy Dir General (Pers)

for Dir Gen Border Roads

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13001/POL/POS/DGBR/160/E1A

15 Jan 2013

HQ CE (P)

(All Projects)

GREF Centre / GREF Records/ EBW

DIRECTORATE GENERAL BORDER ROADS
(E1A)


POSTING POLICY : REVISION OF TENURES

1. Refer posting policy issued vide HQ DGBR letter No. 13001/POL/POS/DGBR/45/E1A dt 14 May 1999.
2. In the recent past, the requirements of officers for posting to units deployed in **Most Attractive Stations (MAS) & Soft Areas (SA)** has increased considerably, much above the level of scope to accommodate all officers, due to limited number of Units available in such areas. Also, as the service of an individual progresses, his requirements for a posting to an attractive/soft station becomes reasonably genuine due to certain obligations such as higher education of children, medical requirements, marriage of children, LLP, etc.
3. In order to give maximum officers a chance to avail a tenure in MAS/SA Units and increase the satisfaction level among GREF officers, the existing tenure for officers serving in such units laid down vide ibid posting policy is revised as under with immediate effect :-

Area Classification	Existing Duration	Revised Duration
Most Attractive Station (MAS)	2 ½ to 03 yrs	02 yrs
Soft Area (SA)	03 to 3 ½ yrs	2 ½ to 03 yrs

4. Kindly disseminate the same to all units under your command.

5. This has the approval of DGBR.


(KKY Mahindrakar)
Chief Engineer
Dy Director General (Pers)
for Director General Border Roads