

Tel: 26195679

Deputy Directorate General DSC
General Staff Branch
IHQ MOD (Army)
West Block III, RK Puram
New Delhi – 110 066

A/00060/DSC-1

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DSC Records
Pin-901277
C/O 56 APO

IMPLEMENTATION OF ZONAL POSTINGS

1. Reference ROI 02/2006.
2. **Gen.** A case was projected to COAS through Colonel of DSC ie DCOAS (P&S) for approval of Zonal Posting Policy. This involves dividing the Pls Loc throughout the country into five major zones viz North Zone, south Zone, West Zone, West Zone and Free Zone. As far as possible PBOR hailing from a particular region of the country will be posted with in the same zone except for one/two tenures to free zone to make up the shortfall of the other four zones. JCOs and clks may have to be posted to free zone alternately because of the mismatch of vac available vis-à-vis their str in each zone.
3. The states clubbed in each zones are as under: -
 - (a) **North Zone.** J&K, HP, Punjab, Haryana, Chandigarh, Delhi, UP and Uttarakhand.
 - (b) **South Zone.** Kerala, TN, Karnataka, AP, Pondicherry, Goa and Andaman & Nicobar including Lakshadweep.
 - (c) **East Zone.** Arunachal Pradesh, Assam, Nagaland, Manipur, Tripura, Meghalaya, Mizoram, Sikkim, West Bengal, Bihar, Jharkhand and Orissa.
 - (d) **West Zone.** Chhattisgarh, MP, Maharashtra, Rajasthan and Gujrat.
 - (e) **Free Zone.** All India jurisdiction, created to fill up shortfall of vac in the above four zones, DSC Centre and Records.
4. The proposal has since been approved by the COAS for trial. All posting with effect from 15 Aug 2008 will be ordered /carried out by the Records as per Zonal sys of posting. Zonal postings however does not imply home posting and

would not be permitted to be claimed as a right, but it is an organizational facility being provided to the re-enrolled pers to meet their overall aspirations and satisfaction level and increase efficiency.

5. Initially there may be some teething problems but over a period of time zonal posting sys is expected to improve the overall aspirations and satisfaction level of jawans. Each person would be expected to give an option in case he wants a zone other than the zone he belongs to one. Once the indl gives such an option, he will be permitted to change the option after 10 years.

6. The following modalities and broad guidelines for implementation of zonal sys of posting will be observed by all concerned: -

(a) To be implemented in a phased manner, commencing with imdt effect.

(b) Objectivity and fairness will be ensured in all cases.

(c) All PBOR after completion of re-orientation trg will be posted to Free Zone depending upon vac. All Clks will initially be posted to DSC Records and will be considered for their respective zones only after second tenure onwards.

(d) Existing pers to be posted to their respective zones on completion of the present tenure. However, pers posted recently to peace stn where the tenure is three years other than those serving in respective zones will be given two yrs tenure in the present peace stn and will be considered for a zonal posting thereafter.

(e) Appx 2000 posting are ordered by the Records each month. As such over a period of two years all zonal postings are expected to be implemented in a phased manner on completion of present tenure of each indl.

(f) Due to paucity of vacancies in their zone, bal pers from North Zone and East Zone will preferably be adjusted in West Zone.

(g) Pers from all zones will be posted to fd/HAA posting as part of their Free Zone posting.

(h) Pers whose distance from home to duty stn is less than 150 Kms will be considered as locals. All other beyond 150 Kms will be considered as Zonal Posting.

(j) Posting to JQM and NCO QM appts will be vac based but preferably to their zone.

- (k) Apart from the auth of Sub Maj at Dirs Gp Stn DSC and Jt Dirs DSC, all other Sub Maj will be posted to stroke appts like Sub Maj/Nb Sub as no Sub Maj appt is auth in PE of such Pls. They can be posted as PI Cdrs and Security JCOs.
- (l) Due to mismatch of vac of JCO's and clks, JCO's and clks will be posted to Free Zone alternately to make up defi of other zones.
- (m) To the extent possible, endeavour would be made to adjust a person during his last leg to a PI closer to home. However this will be subject to availability of a vac.
- (n) CG posting and extns will be considered as per existing orders.
- (o) Tenure in the station will have no change. Those indls desirous of staying in fd/hard stns for a duration of more than the stipulated tenure of 02 years may stay a period not more than 03 yrs falling in his zone, provided he applies for the same,
7. The above are only broad guidelines for implementation of zonal postings. Any suggestion or shortcoming and problems faced may be intimated to this Dte through DSC Records for examination. A review for refinement of the policy will be conducted in 2012.

Sd/-
(Gautham Pathak)
Col
Director DSC