

SHORT BRIEF ON
AGNIPATH
SCHEME

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1. New HR methodology has been introduced in the Armed Forces i.e. the Agnipath Scheme. Under this scheme, Agniveers would be selected to serve the IAF for a duration of four years. The new scheme provides a golden opportunity for India's youth to experience military life without having to make a long term commitment. This period of four years of active service provides the Agniveers with the much required time to resolve inhibitions if any, with respect to the services way of life and towards enabling them to decide upon Armed forces as a permanent career option.

2. The new scheme gives the IAF an opportunity to tap and attract the best talent available in the country to serve the Indian Air Force with pride. A short tenure in the IAF will facilitate military training to a large section of our society and inculcate amongst them the qualities of leadership, patriotism, determination, discipline, maturity, courage, camaraderie, orderliness and sense of time management.

3. Our endeavor would be to enroll Agniveers from all parts of the nation through an All India competitive examination process utilizing contemporary technology, practices and systems, specialized rallies and campus interviews at technical institutes and will also be resorted to select the most capable candidates. The selection process will continue to be maintained as per existing norms of the service and hence would ensure that quality of youth being enrolled is maintained and they are from all over the country.

4. Today, the youth of our country are better educated and possess a higher exposure to technology as compared to earlier times. Apart from the general population, the scheme envisages enrolment of ITI students, National Skills Qualification Framework (NSQF) candidates as well as NCC cadets ensuring that the Agniveers have a better starting point and thus, more compatible to the technology intensive needs of the Indian Air Force. These Agniveers would be exposed to an improved tailor made training curriculum which will enable them to transit quickly and effectively in to the Air Force environment. Moreover, the Agniveers who would be joining the IAF as Regular Cadre would require lesser time

for settling down and specialist training for manning tech intensive equipment. Post serving the IAF for four years, certain percentage of Agniveers would be given an opportunity to re-enroll themselves into regular cadre. The remaining Agniveers would be joining the civil life to pursue their careers in other organizations or work as dynamic entrepreneurs, thereby continuing to contribute to the overall development of the nation. The Seva Nidhi of approx. 10.04 Lakhs would aid the Agniveer to settle and lead a decent lifestyle as a young entrepreneur/ start a second career.

5. We are proud that we have been chosen as flag bearers to train and motivate youth and contribute towards the overall betterment of the nation.

DETAILED BRIEF: AGNIPATH SCHEME FOR ENROLMENT IN INDIAN ARMED FORCES

1. Agnipath is a new HR Management scheme for Armed Forces. Candidates inducted through this scheme will be called *Agniveers*. These *Agniveers* once enrolled into the Indian Air Force, will be governed under the Air Force Act 1950, for a period of four years. Endeavour will be made to enroll candidates as *Agniveers* from all parts of the nation, utilising contemporary technology (online STAR exam and associated testing methods), specialized rallies and campus interviews at recognized technical institutes such as Industrial Training Institutes, NSQF etc. *Agniveers* would form a distinct rank in the IAF, different from any other existing rank.
2. As part of the enrolment process, each '*Agniveer*' will be required to formally accept all terms and conditions of the AGNIPATH Scheme. For personnel below the age of 18 years, the enrolment form will need to be signed by the parents / guardians, in accordance with extant provisions.
3. Post the period of four years, all *Agniveers* will go back to the society. However, based on organizational requirements and policies promulgated by the IAF, *Agniveers* who have exited will be offered an opportunity to apply for enrolment in the IAF in the regular cadre. The skills gained by each *Agniveer* will be captured in a certificate to form part of his resume. These applications will be considered by a centralized board in a transparent manner and not more than 25% of the strength of the specific batch of original *Agniveers* will be enrolled in the IAF based on performance during their four year engagement period as *Agniveers*.
4. *Agniveers* will not have any right to be selected for further enrolment into the Armed Forces. Selection will be the exclusive jurisdiction of the Government. The enrolment as airmen into the regular cadre of Indian Air Force except for Medical tradesmen, will be available only to those personnel who have completed their engagement period as *Agniveers*.

5. **Eligibility.** 'All India' 'All Classes'.
6. **Age Limit, Educational Qualification, Physical Standards.** Eligible age will be in a range from 17.5 years to 21 years. Other educational qualifications and physical standards would be issued by the Indian Air Force.
7. **Medical Standards.** *Agniveers* will have to meet the medical eligibility conditions laid down for enrolment in the IAF as applicable to respective categories / trades. No permanent Low Medical Category *Agniveer* will be eligible for continuation of his engagement after being placed on Medical Category.
8. **Employability.** *Agniveers* enrolled under this entry are liable to be assigned any duty in organizational interest, at the discretion of the IAF.
9. **Uniform.** To encourage and recognize dynamism of youth, a distinctive insignia will be worn by *Agniveers* on their uniform during their engagement period.
10. **Honours and Awards.** *Agniveers* will be entitled to honours and awards, as per extant guidelines governing the subject for the IAF.
11. **Training.** On being enrolled, individuals will be imparted military training based on organizational requirements.
12. **Assessment.** IAF will endeavour to maintain a centralized high-quality online database of '*Agniveers*' and will follow a transparent common assessment methodology. An objective assessment system to ensure fair and impartial assessment will be introduced. Skills attained by *Agniveers* will be systematically recorded. Broad guidelines will be framed before appointment of the first batch of *Agniveers* and the same along with any subsequent changes would be circulated.

13. **Leave.** Grant of leave will be subject to exigencies of the organization. The following leave may be applicable for Agniveers during their engagement period:-

Annual Leave. 30 days per year.

Sick Leave. Based on medical advice.

14. **Medical and CSD Facilities.** For the duration of their engagement period in IAF, Agniveers will be entitled for medical facility at Service Hospitals as well as CSD provisions.

15. **Release At Own Request.** Release at own request prior to completion of engagement period will not be permissible for *Agniveers* except in exceptional cases, with approval of the Competent Authority.

16. **Pay, Allowances and Allied Benefits.** Individuals enrolled under this Scheme will be paid an *Agniveer* package of Rs. 30,000/- per month with a fixed yearly increment. In addition, Risk and Hardship, Dress and Travel allowances will be paid.

17. **Agniveer Corpus Fund.** A non-lapsable dedicated '***Agniveer Corpus Fund***' will be created in the interest bearing section of the Public Account head. The fund will be administered and maintained under the aegis of Ministry of Defence (MoD) / DMA. Each Agniveer is to contribute 30% of his monthly income to '***Agniveer Corpus Fund***'. The Government will provide interest rate equivalent to the Public Provident Fund on the amount accumulated in the fund.

18. On completion of the engagement period of four years, *Agniveers* will be eligible to receive '***Seva Nidhi***' package, which shall comprise their contribution (into the Agniveer Corpus Fund) and matching contribution from the Government and interest on the accumulated amount. In case of individuals who are subsequently selected for enrolment into the IAF as regular cadre, the '***Seva Nidhi***' package to be paid to them will comprise only of their contribution including accrued interest thereon. The '***Seva Nidhi***' will be exempt from Income Tax.

19. In case of Agniveers exiting before the end of their engagement period in their own request, the 'Seva Nidhi' package to be paid to them will comprise only their contribution including accrued interest thereon.

20. **Remuneration Package.** Details of monthly remuneration, Agniveer Corpus fund and one-time **Seva Nidhi** package are indicated below:-

Year	Customised Package (Monthly)	In Hand (70%)	Contribution to Agniveers Corpus Fund (30%)	Contribution to Corpus fund by Gol
All Figures in Rs. (Monthly Contribution)				
1 st Year	30000	21000	9000	9000
2 nd Year	33000	23100	9900	9900
3 rd Year	36500	25550	10950	10950
4 th Year	40000	28000	12000	12000
All Figures in Rs. (Monthly Contribution)				
Total Contribution in Agniveers Corpus Fund after four years			Rs. 5.02 lakh	Rs. 5.02 lakh
Exit after 4 year		Rs. 10.04 Lakhs as Seva Nidhi Package (absolute amount excluding interest)		

Note 1: *Agniveers* will not be required to contribute to any Provident Fund of the Government.

Note 2: There shall be no entitlement to gratuity and any kind of pensionary benefits in the case of *Agniveers*.

21. **Payment Modality – 'Seva Nidhi' Package.** Two options to receive the **Seva Nidhi** package will be provided to each *Agniveer*, with an aim to provide financial loans for self-employment / entrepreneurship through a bank Guarantee as also to meet immediate / incidental expenses, on exit. Details will be issued separately by Gol.

22. **Life Insurance Cover.** *Agniveers* will be provided life insurance cover of Rs. 48 lakhs for the duration of their engagement period as *Agniveers* in the IAF.

23. **Compensation for Death.** In case of death, the following will be admissible to Next of Kin (NOK) from the Agniveer Corpus Fund:-

- (i) Insurance cover as applicable (as per Paragraph 22 above)
- (ii) All other compensation as per details at para 29 below.

24. **Compensation for Disability.** In case an individual is placed in Permanent Low Medical Category (LMC), the authorities will assess the percentage of disability and attributability. Such personnel will be discharged from IAF on medical grounds post payment of lump-sum compensation as per details listed at para 28 below.

25. **'Agniveer' Skill Certificate.** At the end of the engagement period, a detailed Skill-set certificate will be provided to the Agniveers, highlighting the skills and level of competency acquired by them during their engagement period.

26. **Ex-Agniveers enrolled for Four Years.** Ex-Agniveers who are selected to be enrolled in IAF as regular cadre on completion of four years, will be governed by existing terms and conditions of service of airmen/NCs (E) in the Indian Air Force, as amended from time to time.

27. **Categorization of Death.** The death for the purpose of provision of financial benefits to Agniveers will be categorized as follows:-

(a) **Category X.** Death due to natural causes neither attributable to nor aggravated by military Service during the engagement period.

(b) **Category Y.** Death due to causes which are accepted as attributable to or aggravated by military service or due to accidents/mishaps in the performance of duties including training during the engagement period.

(c) **Category Z.** During the engagement period, death due to acts of violence/attack by terrorists, anti-social elements, enemy, during border skirmishes/war/peace keeping operation/aid

to civil power, etc; and during operational preparation and training for war including battle inoculation training/exercises; and accidental deaths due to natural calamities/operations specially notified by the Govt, etc.

28. **Computation of Extent of Disability.** The extent of disability or functional incapacity shall be determined in the following manner for the purpose of computing the disability compensation:-

<u>Sl No.</u>	<u>Percentage of disability as Finally accepted</u>	<u>Percentage to be reckoned for computing disability compensation</u>
(a)	Between 20% and 49%	50%
(b)	Between 50% and 75%	75%
(c)	Between 76% and 100%	100%

29. **Payment of Disability/ Death.**

<u>SL. No</u>	<u>Category</u>	<u>Entitlements of Agniveers</u>
(a)	Death during engagement period on Bonafide duty (Category 'Y'/'Z')	(i) Insurance Cover of Rs 48 lakhs. (ii) One-time ex-gratia Rs 44 Lakhs. (iii) Full pay for unserved period upto four years (with effect from date of death) including Seva Nidhi component. (iv) Balance accumulated (as on date) in the individual's Seva Nidhi' fund and Govt contribution including interest from the Agniveer Corpus Fund.
(b)	Death during engagement period not on duty (Category 'X')	(i) Insurance Cover of Rs 48 lakhs. (ii) Balance accumulated (as on date) in the individual's Seva Nidhi fund and Govt contribution including interest from the Agniveer Corpus Fund.
(c)	Disability (attributed /aggravated due to conditions of engagement)	(i) One-time ex-gratia Rs 44/25/15 Lakhs based on % of disability (100/75/50) from Public Fund. (ii) Full pay for unserved period up to

		<p>four years (with effect from date of disability) including Seva Nidhi component (from Public Fund).</p> <p>(iii) Balance accumulated (as on date) in the individual's Seva Nidhi fund including interest and Govt contribution from the Agniveer Corpus Fund.</p>
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FAQs

1 What is the Agnipath scheme and what are its advantages?

Ans: **AGNIPATH Scheme** in the Indian Armed Forces is a scheme wherein *selected candidates* will be enrolled as Agniveers for *four years period*.

On completion of the four year period, Agniveers will *go to the society as disciplined, dynamic, motivated and skilled work force* for employment in other sectors to pursue their career in job of their choice.

Based on organisational requirement and policies promulgated by the Armed Forces, **100% of the Agniveers** after completing their engagement period, *will be offered an opportunity* to apply for enrolment in the permanent cadre. Of these **25% of Agniveers will be selected to be enrolled in the Armed Forces as a regular cadre**.

The scheme provides an avenue to Indian youth, desirous of serving the country to get recruited in the Armed Forces for a short duration.

The scheme enhances the youth profile of the Armed Forces.

Advantages

This proposal envisages providing opportunity to *the youth to serve in the military for short duration*.

It will also lead to a much more *youthful and technically adept war fighting force* by ensuring a fine balance between youthful and experienced personnel in the Armed Forces.





2. What are the broad objectives of the Scheme?

Ans: The broad objectives of the Scheme are:

- a. To enhance **youthful profile** of the Armed Forces so that they are at their fighting best at all times with increased risk taking ability.
- b. To **attract young talent** from the society to effectively exploit, adopt and use emerging modern technologies with enhanced technical thresholds of intake while leveraging Technical Institutions of the country.
- c. To provide an opportunity to the **youth who may be keen to serve the Nation** in uniform albeit for a **short period of time**.
- d. To imbibe The Armed Forces **ethos, courage, camaraderie, commitment and teamwork** in the youth.
- e. To provide **abilities and qualities such as discipline, dynamism, motivation and work-skills** so that the youth remains an asset.

3. What benefits are envisaged to be accrued from the scheme?

Ans: The scheme would be a win win situation for the Armed Forces, Nation, individuals and the society at large.

Nation

- **National Integration** based on unity in diversity with equal opportunity to youth including women from all regions.
- **Nation Building** through empowered, disciplined & skilled youth with military ethos in civil society.

Armed Forces

- **Improved battle preparedness** through transformative evolution with energetic, fitter, diverse, more trainable and resilient youth suited to the changing dynamics.
- **Selection of the Best** with rigorous and transparent selection process.
- **Youthful Profile** by optimal balance of youth & experience.
- **Harness benefits of SKILL INDIA** by induction from Tech Institutes.

Individuals

- **Opportunity for Youth** to fulfil dream of joining the Armed Forces and serve the Nation.
- **Imbibe** military discipline, motivation, skill and physical fitness.
- **Smooth integration into society** with skill sets, certification and diplomas/ higher education/credits.





- **Good financial package** making him more stable than his civilian counterparts.
- **Confident & better citizens by** military training, team building, ethos & camaraderie forged over the years.
- **Resume so unique** that an Agniveer will stand out in the crowd.

4. What would be the impact of the scheme on the operational preparedness of the Armed Forces?

Ans: There would be no impact of the implementation of the scheme on the operations preparedness of the Armed Forces. By having a younger profile which is more fighting fit with less encumbrances, it is expected that the risk taking capability of these personnel would be higher. With the infusion of technology and revamping of the training programmes, the Armed Forces would ensure that the **personnel inducted under the scheme have the same skill sets** which are **required to meet the operational challenges**. Since the **training standards are clearly defined**, and monitored by the highest authorities in the Armed Forces, it would be ensured that the Agniveers meet the highest professional standards.

5. The Scheme envisions younger age profile of the Armed Forces. Is the Age eligibility criterion for enrolment under the Scheme different from the earlier practice?

Ans: Candidates between **17½ to 21 years** of age meeting other educational, physical and medical criteria would largely be **enrolled as Agniveers**. The Scheme also aims to **harness the "Skill India"** initiative by enrolling candidates qualified in **ITI/Diploma holders** in future with the necessary skills for certain technical trades.

6. Can the Agniveers opt for enrolment in the Permanent Cadre?

Ans: Based on organisational requirement and policies promulgated by the Armed Forces, 100% of the Agniveers after completing their engagement period, **will be offered an opportunity** to apply for enrolment in the permanent cadre. These applications will be considered by a centralised transparent rigorous screening system which would be based on merit and demonstrated performance during service. **25% of the Agniveers** would be selected for enrolment in the permanent Cadre as per the existing Terms and Conditions. Selection of Agniveers for further enrolment into the Armed Forces will be the **exclusive jurisdiction of the Government** through **laid down policies**.

7. How does the scheme compare to the other nations?

Ans: A **careful analysis** of the methodology of induction, retention and release of Armed Forces personnel in **various developed countries** was carried out to **adopt the best practices** being followed in these countries. The analysis revealed the following:

- a. **Primarily Volunteer Model.** All countries including those who have conscription have a volunteer Armed Forces once the mandatory time stipulation is over.





- b. **Enrolment Procedures.** Majority of the countries follow multiple enrolments models at various stages of military career enabling soldiers to voluntarily continue or exit service.
- c. **Retention.** All countries after the initial compulsory service period, retain soldiers based on their choice and a meritorious selection process.
- d. **Training.** All countries have a shorter initial training period. Specialised training is imparted once the soldier is selected for service for a longer duration.
- e. **Incentivisation of Exit.** These incentives vary from country to country but generally are in the following fields:
 - i. Relaxation/Incentives to pursue higher education.
 - ii. Financial package on exit.
 - iii. Credits in education qualifications for type and duration of service rendered.
 - iv. Advantage for recruitment in the permanent cadre.
 - v. Some assurance of job on exit.
- f. The Agnipath scheme aims to follow the same model and similar incentives as have been given in the developed countries.

8. Regimental Izzat is one of the primary motivating factors for soldiers and officers to bond and perform beyond the call of duty during wartime. Won't induction of Agniveers dilute this spirit?

Ans: The traditional culture of units have been built over the years and have a strong foundation which cannot be diluted easily. To retain the Regimental Izzat depends on strong leadership of the officers and other senior supervisors in the units. Further, since the scheme envisages selecting the best of the Agniveers and only those who proved their mettle, the cohesiveness of the unit would be ensured by these personnel. Further, these aspects would be focussed upon and accentuated by training received once the Agniveer reaches the unit.

9. Since there is going to be a limited training period, would it be adequate to meet the operational challenges?

Ans: Youth today eat better, run faster and longer, are more adept to technology and adept more easily to change. The aim to exploit the talent of the present day generation in our training patterns while simultaneously utilizing technology such as simulators to ensure an effective training programme. Since the basic qualification and qualities available with the youth have improved over the years, it gives us an opportunity to restructure the training pattern with more time being available for both physical and technical training. It also gives us an opportunity to review our present training pattern to make them contemporary, technology based and tailor made for the requirements of the Armed Forces.





10. Is the Agnipath scheme likely to be opened to women?

Ans: It is envisaged that in future women will be joining the Armed Forces under the Agniveer scheme.

11. How will this scheme ensure recruitment from all over the country?

Ans: The present scheme is based on unity in diversity with equal opportunity to youth including women from all regions of the country to serve the Nation. The scheme aims to capitalize on the broad based talent pool of the Nation and select the best for a career in the Armed Forces. The **present pattern of selection** in to the Armed Forces is **not being changed** with the introduction of the scheme. The **only change** that is happening is in the **Terms and Conditions** of service. As you all are aware, that the three Services are having **well established selections centers** spread over the country which have enabled them to recruit people from even the remotest part of the Nation. Since these very selection centers would continue to undertake the responsibility of recruiting personnel, we expect that the **all India representation would not be affected** by the introduction of the scheme.

12. What is the financial package offered to an Agniveer in the Armed Forces?

Ans: Composite Monthly Package

- 1st year package - ₹30,000/-.
- Upgradation upto ₹40,000/- in 4th year.

Allowances

- Risk & Hardship, Ration, Dress, Travel allowances as applicable.

SevaNidhi

- 30% of monthly emoluments to be contributed by individuals.
- Equal amount matched & contributed by the Government.
- Corpus of ₹10.04 Lakhs plus accrued interest, exempted from Income Tax, after four years.

Death Compensation

- Non-contributory life insurance cover of ₹48 Lakhs.
- Additional Ex Gratia of ₹44 Lakhs for death attributable to service.
- Pay for unserved portion upto four years including 'SevaNidhi' component.

Disability Compensation

- Compensation based on % disability laid down by medical authorities.
- One time ex-gratia of ₹44/25/15 Lakhs for 100%/75%/50% disability respectively.

