

**CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE**

**Name and address of submitting body:**

Groundcrew Examining Board (GEB)  
Air Force Station Chandigarh  
Chandigarh-160003

**Name and contact details of individual dealing with the submission**

**Name** : Group Captain CR Sreeji VSM  
**Position in the organisation** : Commanding Officer, GEB  
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**List of documents submitted in support of the Qualifications File**

1. Curriculum and Training Contents for Continuity Training - Annexure - I
2. Air Force Order (AFO) 57/15 specifying the role of IAF(S) - Annexure – II
3. Blue Print of Sergeant Promotion Exam (SPE) - Annexure - III

**SUMMARY**

<b>1. Qualification Title</b>	SGT : Indian Air Force (Garud)
<b>2. Qualification Code</b>	IAF/Sec(G)/122
<b>3. NCO Code and Occupation</b>	5414.0101, Security Officer; 2320.0102 Physical Security Trainer
<b>4. Nature and purpose of the qualification</b>	A trade and rank certification to the personnel with adequate knowledge and skill to perform the duties of Sergeant in the Garud Flights
<b>5. Body/bodies which will award the qualification</b>	Garud Regimental Training Centre (GRTC) Regional Examining Board (Z) REB(Z)
<b>6. Body which will accredit providers to offer courses leading to the qualification</b>	Directorate of Ops (Garud)
<b>7. Whether accreditation/affiliation norms are already in place or not (if yes, attach a copy)</b>	N/A as specific to Defence Forces
<b>8. Occupation(s) to which the qualification gives access</b>	Sergeant of IAF (Garud)
<b>9. Job Description of the Occupation</b>	To undertake special operations as Team Leader as per the demanding situation. For details refer Annexure-II
<b>10. Licensing requirements</b>	Service Driving License (SDL) issued by Mechanical Transport (MT) Section
<b>11. Statutory and regulatory requirements of the relevant sector (documentary evidence to be provided)</b>	Air Force Act, Air Force Regulations, Air Force Orders
<b>12. Level of the qualification in the NSQF</b>	6
<b>13. Anticipated volume of training/learning required to complete the qualification</b>	600 hrs of training comprising of:-  (a) Theory (Orientation Classes cum Lecture) Classes and Test/exam on various topics are conducted regularly.  (b) On Job Practical to develop the practical knowledge and Skill is conducted on daily basis under the guidance of superiors. Details of On Job Training are:-

	Sl. No	Type of Training	Hours	
	(i)	Orientation Classes cum Lecture	200	
	(ii)	Continuity Training	400	
	<b>Total Hours</b>		<b>600</b>	
<b>14. Indicative list of training tools required to deliver this qualification</b>	Fire arms (Pistol, carbine, rifle, etc), hand to hand combat infrastructure, Firing range, Vehicles (2 wheeler, LMV, HMTV), Sand model, Simulator for range, Classroom with modern AV aids.			
<b>15. Entry requirements and/or recommendations</b>	<b>Qualification:</b> (i) Should have passed SPE (ii) 13 yrs of service			
<b>16. Progression from the qualification</b>	Job Progression Sgt*→JWO*→WO→MWO *Subject to clearing, Sergeant Promotion Exam (SPE) and Junior Warrant Officer Promotion Exam (JPE)			
<b>17. Planned arrangements for the Recognition of Prior learning (RPL)</b>	N/A, as each stage is complete			
<b>18. International comparability where known</b>	Not known			
<b>19. Date of planned review of the qualification.</b>	Every 5 yrs /earlier in case of change in training syllabus pattern.			
<b>20. Formal structure of the qualification</b>				
<b>Title of component and identification code.</b>	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>	
1. Management and requisition of the logistical and administrative needs of his squad IAF/Sec(G)/122/01	<b>M</b>	<b>150</b>	<b>6</b>	
2. Mission Planning and analysis of the targets IAF/Sec(G)/122/02	<b>M</b>	<b>150</b>	<b>6</b>	
3. Training/Para Currency/Skill/ Mission IAF/Sec(G)/122/03	<b>M</b>	<b>200</b>	<b>6</b>	

4. Execution of Mission IAF/Sec(G)/122/04	<b>M</b>	<b>100</b>	<b>6</b>
<b>TOTAL</b>		<b>600</b>	

## **SECTION 1** **ASSESSMENT**

### **21. Body/Bodies which will carry out assessment:**

There are four bodies, which carry out the assessment:

1. Commanding Officer of Garud Flight/Flight Chief of Garud Flight/G1 (WO IC Training & Operations)/ G2 (WO IC Intelligence)/ G3 (WO IC Logistic and Maintenance) are responsible for testing for OJT and Continuity Training.
2. Paratrooper Training School is responsible for maintaining Para Currency of air warrior.
3. Garud Regimental Training Centre (GRTC)
4. Regional Exam Board (Zonal) REB (Z) is responsible for conducting the SPE for gauging the skill & knowledge acquired by the air warrior.

### **22. How will RPL assessment be managed and who will carry it out?**

N/A as it is a step by step process, which progresses only if the Airman has successfully completed the earlier training stage.

### **23. Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.**

Assessment at Garud Flts is carried out by Commanding Officer of Garud Flight/Flight Chief of Garud Flight.

Assessment for Conversion Course will be done by UEB of GRTC

Assessment for SPE/SGT will be done by independent REB (Z) to assess the skill acquired by Air warrior.

The field units and the boards have all necessary infrastructure and pool of qualified Examiners and Assessors to carry out detailed assessments.

REB (Z) uses all the modern trends like Online Testing and Evaluation System (OTES) for conducting the exams, evaluation and in-depth analysis of the result. The exams are conducted in the following manner

1. Written Exams on the theory part of curriculum, which is divided into three categories (factual, comprehension, application), are conducted on OTES platform for testing the knowledge of Air warrior in his trade.
2. Practical Exam is used to test the :
  - (a) Professional Skill
  - (b) Core Skill of the Air warrior
3. Viva Voce is used to gauge the overall knowledge of the Air warrior.

Blue Print for conduct of Exam is attached as Annexure-II.

## ASSESSMENT EVIDENCE

Complete a grid for each component as listed in “Formal structure of the the qualification” in the Summary.

NOTE: this grid can be replaced by any part of the qualification documentation which shows the same information – ie Learning Outcomes to be assessed, assessment criteria and the means of assessment.

### 24. Assessment Evidences

Title of Component:

Outcomes to be assessed	Assessment criteria for the outcome
1. Management and requisition of the logistical and administrative needs of his squad	1. Air warrior must understand the need of his squad and be able to meet them by adopting the correct logistic procedures
2. Mission Planning and analysis of the targets	2. Airwarrior ability in understanding the following: (a) Mission planning (b) Suggestions to superiors on Weapon configurations (c) Analysis of the achieved targets
3. Training/Para Currency/Skill/ Mission	3. His awareness and ability to undertake the following :- (a) Management of his and squad physical fitness, Para Currency and firing standards. (b) Management of his and squad SF Skill and basic SF Tactics, (c) Undertake/Execute various Special Ops Mission or training mission of a squad
4. Execution of Mission	4. Ability to undertake the following:- (a) Leading of a Squad/Track independently in Special Ops/Training. (c) Thorough knowledge of employment of Squad Weapons as per required mission (d) Undertake CSAR and SHBO Ops without supervision with a full complement of a squad (e) Thorough knowledge of SF Tactics for his Squad in (i) CSAR (Combat Search and Rescue) (ii) PLDS (Portable Laser Designation System) (iii) BAS Ops (Battle Air Strike) (iv) Combat Controlling (v) Urban Intervention (Kill House) (vi) Direction Action Mission

	(f) Lead a Squad independently in urban Ops and exhibit the skills required for being an effective Squad Leader																				
<p><b>Means of assessment 1</b></p> <p>There are two types of Assessments viz. Formative and Summative.</p> <p>(a) The Formative Assessment is carried out continuously during the conduct of Conversion Course and Continuity Training conducted by GRTC &amp; Commanding Officer of Garud Flight/Flight Chief of Garud Flights.</p> <p>(b) Summative Assessment is carried out by REB (Z)</p> <p>Details are mentioned under means of Assessment-2. Written test, Practical examination/ Skill test &amp; Viva voce</p>																					
<p><b>Means of assessment 2</b></p> <p><b>1. Means of Formative Assessment (Total marks allotted- 250) conducted by G1(Ops)/UEB GRTC</b></p> <table data-bbox="188 817 1308 1025"> <tr> <td>(a) Assignments for each module of Theory component</td> <td>100 Marks</td> </tr> <tr> <td>(b) Assignments for each module of Trade Skills component</td> <td>30 Marks</td> </tr> <tr> <td>(c) Continuous evaluation of Physical training BPET/PPT</td> <td>50 Marks</td> </tr> <tr> <td>(d) Weapon Training and Firing</td> <td>40 Marks</td> </tr> <tr> <td>(e) Practical driving of M/C, LMV and S/M DCPT</td> <td>30 Marks</td> </tr> </table> <p><b>2. Means of Summative Assessment (Total marks allotted- 200) conducted by REB (Z)</b></p> <table data-bbox="188 1115 1308 1323"> <tr> <td>(a) Written test for Trade Skills component &amp; GSK</td> <td>100 Marks</td> </tr> <tr> <td>(b) Range Firing Practical Test</td> <td>30 Marks</td> </tr> <tr> <td>(c) BPET/PPT</td> <td>40 Marks</td> </tr> <tr> <td>(d) Small Arms Training</td> <td>05 Marks</td> </tr> <tr> <td>(e) Viva voce for Practical Component.</td> <td>25 Marks</td> </tr> </table> <p>Note:* is not part of Skill Gradation Test, Component wise distribution of marks is given in the Annexure-II</p>		(a) Assignments for each module of Theory component	100 Marks	(b) Assignments for each module of Trade Skills component	30 Marks	(c) Continuous evaluation of Physical training BPET/PPT	50 Marks	(d) Weapon Training and Firing	40 Marks	(e) Practical driving of M/C, LMV and S/M DCPT	30 Marks	(a) Written test for Trade Skills component & GSK	100 Marks	(b) Range Firing Practical Test	30 Marks	(c) BPET/PPT	40 Marks	(d) Small Arms Training	05 Marks	(e) Viva voce for Practical Component.	25 Marks
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<p><b>Pass/Fail</b></p> <p>The minimum qualifying standard is 50% marks in each part and 60% in aggregate of all parts of Theory/Practical Exam conducted by REB (Z). Those who score 80% and above are declared as Skill grade 'A'.</p> <p>Should pass within 3 attempts</p>																					

**SECTION 2**

**25. EVIDENCE OF LEVEL**

**OPTION A**

<b>Title/Name of qualification/component: Sergeant of Indian Air Force (Garud)</b>			
<b>NSQF Domain</b>	<b>Outcomes of the Qualification/Component</b>	<b>How the outcomes relates to the NSQF level descriptors</b>	<b>NSQF Level</b>
Process	Air warrior is expected to have the knowledge and display skills in the field of work like: Mission planning, execution and analyzes of missions under supervision. Leading a Squad/Track independently in Special Operations/Training Missions.	The air warrior as Sergeant of Garud Force is able to execute special operations as Team Leader.	6
Professional knowledge	Air warrior to posses sound knowledge of the Special Force Skill and SF Tactics. Be aware about the security aspect in respect of, information, material and personnel. Responsible for maintenance of his squads Physical Fitness, Para Currency, Continuity Classes in basic and specialisation skills, firing standard and SHBO. Have extensive knowledge on Special Force Tactics. Responsible for management and requisition of the logistical and administrative needs of his Squad.	Air warrior understands the intricacies involved in conduct of Combat Search And Rescue (CSAR) and Special Heliborne Operations (SHBO) Missions. Has sound knowledge of Computer & IW security and its implementation policies in vogue. Is clear of types and roles of Aircraft and equipment held in the Unit/Station and neighbouring country. Be aware of the Intelligence and counter intelligence aspects and its implementation. Sound understanding of the Aerospace, Maintenance and ground safety aspects.	6
Professional skill	Airwarrior is able to demonstrate the skill to lead a squad and undertake independently the task of Communication, Medical, Demolition, Navigation, & Weapon Skills as member of Squad	Ability to recognise the cause of problem and understand the consequences it can likely lead to. Initiate corrective measures after consultation with the seniors	6

<b>Title/Name of qualification/component: Sergeant of Indian Air Force (Garud)</b>			
<b>NSQF Domain</b>	<b>Outcomes of the Qualification/Component</b>	<b>How the outcomes relates to the NSQF level descriptors</b>	<b>NSQF Level</b>
Core skill	<p>Able to communicate well with all personnel of the Unit/Station.</p> <p>Able to read the instructions, policies and orders in Hindi, English and local language.</p> <p>Handle computer and office desk jobs</p>	<p>Depict good communication skills, have a fair good computer knowledge , can handle personal banking, has good understanding of social and natural environment</p>	6
Responsibility	<p>Able to train personnel of his Squad/Track of SF Tactics (CSAR,PLDS, BAS/DT, Combat Controlling, Direct Action Missions)</p> <p>Independently responsible to plan, execute and analyse missions.</p> <p>Responsible for employment of Squad Weapons.</p> <p>Responsible to lead a Squad independently in Urban Ops.</p>	<p>Capable to undertake the responsibilities of Squad Leader and able to handle Special Ops mission with fair amount of ease. He is also responsible for work and training of his team members.</p>	6



### **SECTION 3**

#### **EVIDENCE OF NEED**

##### **26. What evidence is there that the qualification is needed?**

There has been sudden surge in incidences of attacks on the Military bases by Anti National Elements. With political turmoil being faced by the most of the states, the security of the bases requires to be beefed up with well trained and highly skilled manpower. These trained air warriors, are thus, able to sense the onset of the problem and take corrective actions to defuse it in time before it snow balls. In service course gives the air warriors in depth knowledge to handle various situations, which are likely to be encountered during the course of actual field deployment both during war/ peace.

##### **What is the estimated uptake of this qualification and what is the basis of this estimate?**

Is based on the cadre and actual figures cannot be revealed

##### **27. Recommendation from concerned Line Ministry of Govt/Regulatory Body. To be supported by documentary Evidences**

The trade has been cleared by MoD and notification to the same effect is confidential in nature.

##### **28. What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF?**

This qualification is especially tailor made to suit the specific AF requirements. In some parts it does have some similarity with civilian security setup for which the NOS have been equated.

##### **29. What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?**

IAF has a well defined Directorates responsible for monitoring both the training and testing aspects. **Directorate of Training** is responsible for ensuring that right training is imparted to the recruits. The syllabus is based on various studies and feedback received from field units/ REB(Z).

**Directorate of Education** is responsible for Trade Testing and Evaluation of the knowledge and skill level of the air warriors passing out from the training institute and their performance in field units.

This qualification will be reviewed and revised at an interval of five years or earlier, in case of change in syllabus based on the feedback from field Units/REB (Z).

#### **SECTION 4**

#### **EVIDENCE OF PROGRESSION**

**30. What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?**

A Cpl with 8 Yrs of service becomes eligible for appearing for his second promotion exam called the SPE. During this period he also undergoes an In service course of 2 weeks duration, which gives insight to the various aspects of the Garud Flights. The knowledge gained during the course helps the Air warriors to further hone their skills by undergoing a six months of dedicated continuity training on completion of the course. On successful completion of SPE, Cpl gets promoted to Sgt after 8 years from date of enrolment. He will be further keep climbing the promotion ladder by appearing for JPE for JWO ranks. As per new policy in vogue, ACRs have been linked to skill levels. So, he will be motivated to enhance his skill levels and get them tested by appearing for SGT also conducted by REB (Z).

The progression flow is given below.

Cpl\*→Sgt\*→JWO\*→WO→MWO

\*Subject to clearing promotion exam for Cpl, Sgt and JWO called as CPE, SPE and JPE

**TOPICS OF ORIENTATION CLASS AND CONTINUITY TRAINING**

<b>Sl No</b>	<b>TOPICS</b>	<b>Orientation Classes cum Lecture (Hours)</b>	<b>Continuity Training &amp; Skill development (Hours)</b>
1	Physical Conditioning (Running, strengthening exercises, stretching exercises, Yoga, BOC, BPET, PPT, Speed March, Night Route March and Range Firing (Day & Night))	--	200
2	Static Security, Patrolling, Scouting, Camouflage and concealment, Squad & Track Formations, Obstacle Crossing Drill in Tract/Squad, Contact Breaking and Link Up Drill, Surveillance, Planning/Briefing of CSAR Mission, General Operation of PLDS, Mission and Briefing, Survival Qualities, Basic Needs for survival, Types of Shelters, Ground to Air signal, Map setting and finding own position, Map to ground and ground to map, Navigation by STARS, Introduction to GPS and its practical use, Water discipline, First Aid to GSW Head/GSW Chest/GSW Abdomen, Chilblain, Frostbite, Snow Blindness, Carrying of Casualties, Bandage, Room intervention charges, Improvised explosive device & its mechanism, Joints and circuits and its preparation, Introduction to Assault charges, LUP-322 Radio Set, Block diagram of Radio Set, RT in CSAR/BAS/PLDS, I-Com Set, Logistic Procedure (IMMOLS), Aerospace safety, Intro, Tech Data, Stripping and Assembling of 5.56 mm Tavor Assault Rifle, 9mm Glock Pistol, AK/47/56, 5.56 MM Negev LMG, 84 mm RL MK-III, 7.62 mm Galil Sniper and Grenade No. 36.	200	200
<b>Total Hours</b>		<b>200 + 400 = 600</b>	

**ROLE OF SERGEANT OF IAF (G)**

<b>SERGEANT</b>	
<b><u>Special Force Team Operator</u></b>	
1. Undertake the entire range of work of a Corporal.	1. Same as for Corporal.
2. Should be independently able to plan, execute and analyze missions.	2. Should have undergone Specialisation Course.
3. Should be capable of advising CO on tactics, weapons and planning of missions.	
4. Should be capable of taking responsibility of a squad leader.	
5. Should be capable of training of his squad on individual and collective tasks/skills required to sustain combat effectiveness	
6. Shall be responsible for management and requisition of the logistical and administrative needs of his squad.	
7. Shall be responsible for maintaining currency of his squad in physical, firing, Para, SHBO and ground subjects.	

(3)

**REGIONAL EXAMINATION BOARD (NORTH)**  
**BLUE PRINT: SYSTEM THEORY**

Type of Exam : SPE  
Trade : IAF (S)  
System : IAF (S)  
Pattern of Training : ATT/MP/PT


TIME : 50 Mins

MARKS : 50

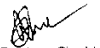
Sl No.	SUBJECT	TRG HRS			WEIGHTAGE OF MARKS	MULTIPLE CHOICE QUESTIONS			
		THEORY	THEORY DEMO	TOTAL		FACT	COMP	APPL	QUES/MARKS
01	Ground Subject Medical (GSM) and stress management	22.50	-	22.50	5.30	02	02	01	05/05
02	Ground Subject Communication (GSC) and Ground Subject Navigation (GSN)	36.00	-	36.00	8.47	02	05	02	09/09
03	Ground Subject Tactics (GST)	51.75	-	51.75	12.19	03	06	03	12/12
04	Ground Subject Weapon Training (GSWT) and Ground Subject Field Explosive (GSFE)	37.50	-	37.50	8.82	02	05	02	09/09
05	Combat Search And Rescue (CSAR), Rappelling, Slithering and Portable Laser Designation System (PLDS)	23.25	-	23.25	5.47	01	02	02	05/05
06	Combat Controlling (CC) & RT Practice, IT Awareness, Vayusenix and Mission Planning (MP)	28.50	-	28.50	6.71	02	04	01	07/07
07	Logistics Procedure (MMOLS)	-	-	-	-	01	00	01	02/02
08	Aerospace Safety (AS)	-	-	-	-	00	01	00	01/01
<b>Total Question/ Marks</b>		<b>199.50</b>	<b>-</b>	<b>199.50</b>	<b>-</b>	<b>13</b>	<b>25</b>	<b>12</b>	<b>50/50</b>

AUTHORITY : N-5 of Air HQ/S. 15827/1/2/Ops (Off)/Garud dated 24 Nov 15


Prepared by:  
(Examiner)

  
(Sanjay Kumar)  
JWO  
Examiner  
27 Dec 15

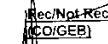
Vetted by:  
(VP)

  
(Pardeep Singh)  
Wg Cdr  
VP (A)  
23 Dec 15

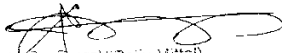
Checked by:  
(President)

  
(Amal Gajbhiye)  
Wg Cdr  
President  
27 Dec 15

Rec/Not-Rec  
(CO/GEB)

  
(Amal Gajbhiye / RK Khazanchi)  
Wg Cdr / Group Captain  
Commanding Officer  
27 Jan 16

For Action at Air HQ  
APPROVED/ NOT APPROVED

  
(Rajiv Mittal)  
Wg Cdr / Group Captain  
Commanding Officer  
27 Dec 15

NSQC AIR