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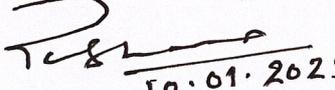
Recruitment and Promotion norms of Fire Service Personnel

Fire-fighting staff in the constituent Units of Department of Atomic Energy perform the important function of attending fire emergencies. In addition to this round the clock duty, they also carry out maintenance of various fire-fighting systems and equipment. The firefighting staff also provide fire training to the Departmental staff so that they can take necessary steps in case of any emergency. Senior fire-fighting personnel contribute towards the design and safety review activities, and also in granting fire clearance for various projects taken up by the Department.

Every Unit of DAE has a sanctioned strength of fire-fighting staff. There are 6 categories of firefighting staff starting from DPOF to CFO in the order of hierarchy. The vacancies in each category are filled as and when requirement arises. While the process of filling of posts under each category is done only when vacancy arises, the career progression under each category is ensured under MPS.

Norms Committee reviewed and modified the existing norms by considering the changes necessitated to optimise the availability of suitable candidates and meeting the departmental objectives. The modified norms, concurred by TC in its meeting no. 2392 held on 17.12.2024, has been approved by Secretary, DAE.

The modified norms will be effective from 10.01.2025 and the promotion under the modified norms will be considered w.e.f. 01.07.2025.


10.01.2025
(P K Sharma)
Secretary, TC &TSC

All Heads of Unit, DAE
Directors of Groups / Controller, BARC

- Cc to: 1. Chairman's Office, DAE
2. Director's Office, BARC
3. Additional Secretary, DAE
4. JS (R&D), DAE
5. CMD, NPCLI/BHAVINI
6. Director (P&A), BARC

GOVERNMENT OF INDIA
DEPARTMENT OF ATOMIC ENERGY
BHABHA ATOMIC RESEARCH CENTRE

RECRUITMENT AND PROMOTION NORMS
FOR FIRE SERVICE PERSONNEL

2025

TABLE: F(R) 1

**DRIVER-CUM-PUMP OPERATOR-CUM-FIREMAN (DPOF):
Norms for direct recruitment.**

i	Post	DPOF/A
ii	Mode of recruitment	Direct recruitment
iii	Pay level	3 of VII CPC
iv	Educational Qualification and other requirements	1. HSC (10+2) or equivalent* with minimum 50% of marks. 2. Valid Heavy Vehicle Driving license with minimum one year heavy vehicle driving experience. (Preference will be given to candidates who have minimum one year fire-fighting experience in organisations such as State Govt Fire Services /Central Govt Fire Services/ Fire services in Industrial Units/ Fire services in R&D organisations).
v	Age	Must have completed 20 years but not more than 27 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
vi	Physical Standards	Refer Annexure -1

*The nomenclature of HSC may be different in different states of India.

Notes:

1. Candidates should meet the physical standards as mentioned in Annexure-1 and qualify in Physical Assessment Test as per Annexure-2.
2. Candidates who qualify Physical Assessment Test (PAT) mentioned in Annexure-2, shall appear for the written examination (MCQ type), skill Test and driving test. The MCQ guidelines are given in Annexure-3.
3. After Selection of candidates for the post of DPOF, suitable work related training will be imparted at the DAE Unit of posting.
4. For Departmental (Central Government) candidates, the relaxation for upper age limit shall be as per DoPT guidelines.

Guidelines for recruitment of senior Fire service personnel

1. The recruitment of fire service personnel in the posts viz., Leading Fireman, Sub-Officer, Station Officer, DCFO/CFO will be carried out by the following two methods.

- I. Selection from departmental candidates to various posts
- II. Direct recruitment by issue of advertisement.

I. Selection from departmental candidates

For filling the posts of Leading Fireman and Sub-officer from Department candidates, following procedure/guidelines are to be followed.

Anticipated vacancies of the Unit for next calendar year shall be calculated and panel be prepared by November-December of the current year (example: anticipated vacancies of 2026 shall be calculated and panel be prepared in Nov-Dec 2025). The Norms mentioned in (Tables F(R)2 and F(R)3) applicable for Departmental candidates have to be followed. The panel will be valid up to 31st December of the vacancy year. A duly constituted Selection Committee will prepare the panel. In case, selected candidates are from different pay levels, candidate drawing pay in the higher pay level will be senior in the panel and in case the selected candidates are from same pay level of feeder post, then their service seniority in the feeder post will decide their seniority in the panel. As and when vacancy arises, personnel will be appointed from the panel. Selection to the higher post will be effective from the date of assumption of charge of the post.

I(a). Following general guidelines shall be applicable for Departmental candidates selected for higher posts.

i) In case, on selection to higher posts, candidates are placed in the same cell of the same pay level of the selected posts which they were holding in the feeder cadre before such selection (for example: feeder cadre in pay level 5 and selected higher post also in pay level 5), **cumulative service** of both the posts will be counted for residency period for promotion to the next higher grade of the selected post.

ii) Wherever (feeder post and selected post are in one pay level) cumulative services of feeder post and selected post are counted for residency period for promotion to the next higher grade in selected post, the relaxation of 6 months shortfall (refer 2.6.1 of promotion norms-2022) in service for first promotion is not applicable.

iii) In case, the Departmental candidates selected for higher posts are eligible for consideration of their normal promotion in the feeder post before assumption of charge in the higher post, their grade in higher post shall be decided by the outcome of promotion interview in feeder post.

(Example: One Leading Fireman/C (pay level 6) is completing 6 years residency period with 'A1' APAR grading on 01/07/2024 and he is eligible to be being considered for promotion to the grade of LFM/D w.e.f. 01/07/2024. He is selected for the post of Sub-officer and assumed the charge of Sub-Officer/B (pay level-6) on 10/08/24 ie. before his promotion interview from LFM/C (pay level 6) to LFM/D (pay level-7). Suppose, his normal promotion interview is conducted during October, 2024 and he is promoted to grade LFM/D w.e.f. 01/07/2024, his Sub-officer grade should be redesignated as Sub-Officer/C (pay level 7) w.e.f. 10/08/24).

II. Direct recruitment of senior Fire service personnel

In the event, a Unit is unable to fill the vacancies of Fire Service Personnel (i) at Unit level and (ii) from among eligible candidates of other Units of DAE and there is an urgent need to fill such vacancies to meet regulatory and functional requirements, then the Unit can fill the vacancies through direct recruitment as per the norms mentioned in appropriate Recruitment Tables.

2. The entire fire service personnel in the Department viz DPOF, Fireman, DCO, Leading Fireman, Sub-Officer, Station Officer, DCFO and CFO are Technical category staff.

TABLE: F(R) 2

Leading Fireman: Norms for Selection from Departmental candidates.

All posts of Leading Fireman will be considered from existing Departmental candidates of the Unit as and when vacancy arises.

Eligibility:

Fireman/C (pay level 4) / DCO/C (pay level 5) / DPOF/C (pay level 5) and above shall be considered for Leading Fireman post.

Qualification:

1. HSC (10+2) or equivalent
OR
SSC (10th standard) or equivalent.

Selection:

The candidates shall qualify the PAT (Annexure - 4) and skill test.

Notes:

1. Selected candidates will be placed in the same cell of the same pay level of Leading Fireman which they were holding in the feeder cadre before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher grade of Leading Firemen as per the harmonization Table mentioned in note 5 below Leading Fireman promotion Table. The resultant vacancies of Fireman and DCO will be filled at the level of DPOF/A.
2. Driver cum Operators with SSC qualification but do not possess certificate in firefighting course shall undergo one month in-house training in firefighting and qualify an internal assessment Test for being considered for Leading Fireman post. In case of Fireman/DCO with SSC qualification are selected for Leading Fireman post, their cumulative service of both posts will be counted for residency period for promotion to the next higher grade of Leading Firemen as per the harmonization Table mentioned in note 5 below Leading Fireman promotion Table.
3. In case any Unit is unable to fill the vacancy of Leading Fireman internally, Unit may issue a circular to fill the same from among eligible candidates of other Units of DAE. The same selection procedures mentioned in above Table F(R) 2 shall be followed for candidates of other Units also.

TABLE: F(R) 2A**Leading Fireman: Norms for DIRECT RECRUITMENT.**

i	Post	Leading Fireman/A
ii	Mode of Recruitment	Direct recruitment
iii	Pay level	4 of VII CPC
iv	Educational Qualification and Experience	1. HSC (10+2) or equivalent* with 50% of marks. 2. Ten (10) years' experience in firefighting. OR Eight (8) years' experience in firefighting for those who passed 'Sub Officer Course' from National Fire Service college, Nagpur/Regional Training Center run by State/Central Govt recognized by NFSC, Nagpur. Experience in Organisations such as State Govt Fire Services/Central Govt Fire Services/ Fire services in Industrial Units/ fire services in R&D organisations.
v	Age	Must have completed 26 years but not more than 36 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
vi	Physical Standards	Refer Annexure - 1

*The nomenclature of HSC may be different in different states of India.

Notes:

1. Candidates should meet the physical standards mentioned in Annexure - 1 and qualify in Physical Assessment Test (Annexure - 2).
2. Candidates who qualify Physical Assessment Test mentioned in Annexure - 2, shall appear for the written examination (MCQ type) and skill Test. The MCQ guidelines are given in Annexure-3.
3. For Departmental (Central Government) candidates, the relaxation for upper age limit shall be as per DoPT guidelines.

TABLE: F(R) 3

Sub Officer: Norms for Selection from Departmental candidates.

All posts of Sub Officer will be considered from existing Departmental candidates of the Unit as and when vacancy arises.

Eligibility:

1. Leading Fireman/B (pay level-5) and above of the Department shall be considered for Sub-Officer post.
2. Fireman/D (pay level 5)/ DCO/D (pay level 6)/ DPOF/D (pay level 6) and above shall also be considered for Sub-Officer post.

Qualifications:

1. HSC (10+2) or equivalent
OR
SSC (10th standard) or equivalent.
2. Passed Sub-Officer's course from NFSC Nagpur/State Training Centres recognised by NFSC, Nagpur.
3. Minimum 2 years' experience after passing Sub-officer course.

Selection:

1. The candidates should qualify the PAT (Annexure - 4), command test which involves conducting Physical training, Squad drills, Fire-fighting drills, Fire-fighting / Trailer pump operations and skill test.

Notes:

1. Sub-Officers selected from Departmental Leading Fireman, Fireman, DCO and DPOF holding pay in pay level 6 and above will be placed in the same cell of the same pay level of Sub-Officer which they were holding in the feeder cadre before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher Sub Officer grade.
2. In case of Leading Fireman/B or Fireman/D in pay level-5, on selection to the post of Sub-Officer/B will be placed at pay level-6 with pay fixation benefit. Since cumulative service is not applicable while considering for promotion to grade Sub-Officer/C, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.

3. In case of Leading Fireman/Fireman/DCO with SSC qualification selected for Sub-officer posts, their first promotion in Sub-Officer post will be considered as per promotion norms (Table no: F(P)-5 + One (1) year. Cumulative service rendered in same pay level of both posts (LFM/FM/DCO + Sub-Officer) will be counted.

However, Leading Fireman/DPOF candidates selected/converted from Fireman or DCO posts with SSC qualification and one year is already added in the residency period (compared to HSC holders) while considering their promotion after such selection/conversion to LFM/DPOF posts, it is not required to add one (1) year again while considering for promotion in Sub-Officer post.

4. In case any Unit is unable to fill the vacancy of Sub-Officer internally, Unit may issue a circular to fill the same from among eligible candidates of other Units of DAE. The same selection procedures mentioned in above Table F(R)-3 shall be followed for other Units candidates also.

Table: F(R) 3A**Sub Officer : Norms for DIRECT RECRUITMENT.**

i	Post	Sub Officer (B)
ii	Mode of Recruitment	Direct recruitment
iii	Pay level	6 of VII CPC
iv	Educational Qualification and Experience	<ol style="list-style-type: none">1. HSC (10+2) or equivalent* with 50% of marks.2. Passed Sub-Officer's Course from National Fire Service College, Nagpur/ State Training Centres recognised by NFSC, Nagpur.3. 15 years' experience in firefighting. Out of which, Five (5) years' experience should be after passing Sub-Officer course. <p>Experience in Organisations such as State Govt Fire Services/ Central Govt Fire Services/ Fire services in Industrial Units/Fire services in R&D organisations.</p>
v	Age	Must have completed 32 years but not more than 40 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
vi	Physical Standards	Refer Annexure – 1

*The nomenclature of HSC may be different in different states of India.

Notes:

1. Candidates should meet the Physical Standards mentioned Annexure-1 and should qualify the following in this sequence;
 - i). Physical Assessment Test mentioned in Annexure-2.
 - ii). Written examination (MCQ type).
The MCQ guidelines are given in Annexure-3.
 - iii). Command test which involves conducting Physical training, Squad drills, Firefighting drills, Firefighting / Trailer pump operations.
 - iv). Skill Test.
- 2) For Departmental (Central Government) candidates, the relaxation for upper age limit will be as per DoPT guidelines.

Table: F(R) 4

Station Officer: Norms for Selection from Departmental candidates.

All posts of Station Officer will be considered from existing Departmental candidates as and when vacancy arises. Selection to the posts of Station Officer will be conducted by BARC for all Units. BARC will invite applications from all Units by issuing circular to all Units.

Eligibility:

Sub Officer in the grade 'C' (pay level 7) and above of the Department shall be considered for Station Officer post.

Qualification:

1. HSC (10+2) or equivalent.
2. Passed the Station Officer's Course from the National Fire Service College, Nagpur.
3. Should possess valid Heavy Vehicle Driving License.
4. Completed Six (6) years' service in Sub Officer post. Out of which three (3) years' experience should be after passing Station Officer course.

Selection:

1. The candidates have to qualify the PAT (Annexure- 4) and command test which involves conducting Physical training, Squad drills, Firefighting drills, Firefighting / Trailer pump operations, driving test, operation of fire tenders and generation of foam using foam tenders. Those who qualify PAT and command test shall be considered for driving test and selection interview.

Selection Committee should ensure that candidates are conversant with the operation and maintenance of Fire Engines, Fire Pumps and other firefighting equipment.

Notes:

1. Anticipated vacancies for next calendar year shall be calculated and panel be prepared by November-December of the current year (example: anticipated vacancies of 2026 shall be calculated and the panel be prepared in Nov-Dec 2025). The panel shall be valid upto 31st December of vacancy year. A duly constituted Selection Committee will prepare the panel. In case, selected candidates are from different pay levels, candidate drawing pay in the higher pay level will be senior in the panel and in case the selected candidates are from same pay level of feeder post, then their service seniority in the feeder post will decide their seniority in the panel. As and when vacancy arises, personnel will be appointed from the panel. Selection to the higher post will be effective from the date of assumption of charge of the post.

2. Sub-Officer/C (pay level-7) on selection to the post of Station Officer/A will be placed at pay level-8 and get pay fixation benefit. Since cumulative service is not applicable while considering for promotion to grade Station Officer/A1, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.
3. Sub-Officer/D and above, on selection to the post of Station Officer will be placed in the same cell of the same pay level of Station Officer which they were holding in the Sub Officer grade before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher Station Officer grade.

Table: F(R) 4A**Station Officer: Norms for DIRECT RECRUITMENT.**

i	Post	Station Officer/A
ii	Mode of Recruitment	Direct recruitment
iii	Pay level	8 of VII CPC
iv	Educational Qualification and Experience.	<ol style="list-style-type: none"> 1. HSC (10+2) or equivalent* with 50% of marks. 2. Passed Station Officer's Course of the National Fire Service College, Nagpur. 3. Valid Heavy vehicle driving License. 4. Fifteen (15) years' firefighting experience in Organisations such as State Govt Fire Services /Central Govt Fire Services/ Fire services of Industrial Units/ Fire services in R&D organisations. Out of which, three (3) years firefighting experience should be after passing Station Officer's Course of the National Fire Service College, Nagpur.
		OR
		<ol style="list-style-type: none"> 1. Passed B.E. in Fire Engineering with minimum 50% marks from the National Fire Service College, Nagpur. 2. Valid Heavy vehicle driving License 3. Minimum three (3) years' experience in firefighting service after acquiring B.E. Experience in Organisations such as State Govt Fire Services/Central Govt Fire Services/ Fire services of Industrial Units/ Fire services in R&D organisations.
v	Age	Must have completed 25 years but not more than 40 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
vi	Physical Standards	Refer Annexure -1

*The nomenclature of HSC may be different in different states of India.

Notes:

1. Candidates should meet the Physical Standards mentioned Annexure-1 and qualify the following;
 - i). Physical Assessment Test (PAT) mentioned in Annexure-2.
 - ii). Command test which involves conducting Physical training, Squad drills, Firefighting drills, Firefighting/Trailer pump operations, driving test, operation of fire tenders and generation of foam using foam tenders.
 - iii). Driving test.
 - iv). Selection interview.
2. Selection committee should ensure that candidates are conversant with the operation and maintenance of Fire Engines, Fire Pumps and other firefighting equipment.
3. Selected candidate's panel position (rank list) will be based on the marks obtained in the interview.
4. For Departmental (Central Government) candidates, the relaxation for upper age limit will be allowed as per DoPT guidelines.
5. In case, large number of applications are received for the post, screening test can be conducted after meeting Physical Standards.

TABLE: F(R) 5:

**Deputy Chief Fire Officer (DCFO):
Norms for Selection from Departmental candidates.**

All posts of DCFO will be considered from existing Departmental candidates as and when vacancy arises. Selection to the posts of DCFO will be conducted by BARC for all Units. BARC will invite applications from all Units by issuing circular to all Units.

Eligibility:

Station Officer in the grade 'A1' (pay level 9) and above of the Department shall be considered for DCFO post.

Qualification:

1. HSC (10+2) or equivalent.
2. Passed the Divisional Officer's Course from the National Fire Service College, Nagpur. For Station Officers with BE (Fire Engg) acquired from NFSC, Nagpur, Divisional Officer's Course certificate is not required.
3. Candidates should possess valid Heavy Vehicle Driving License.
4. Minimum 6 years' service in Station Officer post is essential, out of which, 3 years' experience should be after passing Divisional Officers' course.

Selection:

Selection will be based on interview.

Selection committee should ensure that candidates are conversant with the operation and maintenance of Fire Engines, Fire Pumps and other firefighting equipment.

Notes:

1. Anticipated vacancies for next calendar year shall be calculated and panel be prepared by November-December of the current year (example: anticipated vacancies of 2026 shall be calculated and the panel be prepared in Nov-Dec 2025). The panel shall be valid upto 31st December of vacancy year. A duly constituted Selection Committee will prepare the panel. In case, selected candidates are from different pay levels, candidate drawing pay in the higher pay level will be senior in the panel and in case the selected candidates are from same pay level of feeder post, then their service seniority in the feeder post will decide their seniority in the panel. As and when vacancy arises, personnel will be appointed from the panel. Selection to the higher post will be effective from the date of assumption of charge of the post.

2. On selection, those who were drawing pay in pay level 10 and above will be placed in the same cell of the same pay level of DCFO which they were holding in Station Officer grade before such selection. Cumulative service of both posts (Stn. Off + DCFO) will be counted as residency period for promotion to the next higher grade of DCFO.
3. On selection, Station Officer with pay level 9 will be placed at DCFO/A (pay level 10) with pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.

TABLE: F(R) 5A**Deputy Chief Fire Officer (DCFO): Norms for DIRECT RECRUITMENT.**

i	Post	Deputy Chief Fire Officer (DCFO)/ A
ii	Mode of Recruitment	Direct recruitment
iii	Pay level	10 of VII CPC
iv	Educational Qualification and Experience.	<ol style="list-style-type: none"> 1. HSC (10+2) or equivalent* with 50% of marks. 2. Passed Divisional Officer's Course of National Fire Service College, Nagpur. 3. Valid Heavy vehicle driving License. 4. Fifteen (15) years' firefighting experience in Organisations such as State Govt Fire Services /Central Govt Fire Services/ Fire services of Industrial Units/ Fire services in R&D organisations. Out of which, three (3) years firefighting experience should be after passing Divisional Officer's Course of the National Fire Service College, Nagpur.
		OR
		<ol style="list-style-type: none"> 1. B.E. in Fire Engineering with minimum Minimum 50% marks from the National Fire Service College, Nagpur. 2. Valid Heavy Vehicle Driving License. 3. Twelve (12) years' experience in firefighting service after acquiring the B.E. <p>Experience in Organisations such as State Govt Fire Services/ Central Govt Fire Services/ Fire services of Industrial Units/Fire services in R&D organisations.</p>
v	Age	Must have completed 33 years but not more than 40 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
vi	Selection	Should meet the Physical Standards mentioned in Annexure - 1 and qualify the selection interview.

*The nomenclature of HSC may be different in different states of India.

Note:

1. Selection committee should ensure that candidates are fully conversant with the operation and maintenance of fire engines, fire pumps and other firefighting equipment.
2. Selected candidate's panel position (rank list) will be based on the marks obtained in the interview.
3. For Departmental (Central Government) candidates, the relaxation for upper age limit will be allowed as per DoPT guidelines.

TABLE: F(R) 6

**Chief Fire Officer (CFO):
Norms for Selection from Departmental candidates.**

Chief Fire Officer (CFO) post will be considered from existing Departmental candidates as and when vacancy arises. Selection to the posts of CFO will be conducted by BARC for all Units. BARC will invite applications from all Units by issuing circular to all Units.

Eligibility:

- 1) DCFO
- 2) Station Officer/B and above + Passed the Divisional Officer's Course from the National Fire Service College, Nagpur.

Qualification:

- i) HSC (10+2) or equivalent.
- ii) Minimum six (6) years' experience in pay level 10 and above (in Station officer post or DCFO post) is required. Out of which, three (3) years' experience should be after passing Divisional Officer's course.
- iii) For DCFO/Station Officer recruited with BE (Fire Engg.), acquired from NFSC, Nagpur, Divisional Officer's Course certificate is not required.
- iv) Candidates should possess valid Heavy Vehicle Driving License.

Selection:

Selection will be based on interview. The Selection committee should ensure that the candidates are fully conversant with the operation and maintenance of fire engines, fire pumps and other firefighting equipment.

Notes:

1. Anticipated vacancies for next calendar year shall be calculated and panel be prepared by November-December of the current year (example: anticipated vacancies of 2026 shall be calculated and the panel be prepared in Nov-Dec 2025). The panel shall be valid up to 31st December of vacancy year. A duly constituted Selection Committee will prepare the panel. In case, selected candidates are from different pay levels, candidate drawing pay in the higher pay level will be senior in the panel and in case the selected candidates are from same pay level of feeder post, then their service seniority in the feeder post will decide their seniority in the panel. As and when vacancy arises, personnel will be appointed from the panel. Selection to the higher post will be effective from the date of assumption of charge of the post.

2. On selection, those who were drawing pay in pay level 11 and above in the feeder cadre will be placed in the same cell of the same pay level of CFO which they were holding in DCFO/Station Officer grade before such selection. Cumulative service of both posts will be counted residency period for promotion to the next higher grade of CFO.
3. Those who are selected from pay level 10, will be placed at CFO/A (pay level 11) with pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.

TABLE: F(R) 6A**Chief Fire Officer (CFO) : Norms for DIRECT RECRUITMENT.**

i	Post	Chief Fire Officer (CFO)/ A
ii	Mode of Recruitment	Direct recruitment
ii	Pay level	11 of VII CPC
iii	Educational Qualification and Experience	<ol style="list-style-type: none">1. HSC (10+2) or equivalent* with 50% of marks.2. Passed Divisional Officer's Course of the National Fire Service College, Nagpur.3. Valid Heavy vehicle driving License.4. Twenty (20) years' firefighting experience in Organisations such as State Govt Fire Services /Central Govt Fire Services/ Fire services of Industrial Units/ Fire services in R&D organisations. Out of which, three (3) years firefighting experience should be after passing Divisional Officer's Course of the National Fire Service College, Nagpur.
		OR
		<ol style="list-style-type: none">1. B.E. in Fire Engineering with 50% marks from the National Fire Service College, Nagpur.2. Valid Heavy Vehicle Driving License. <p>17 years' experience in firefighting service after acquiring the B.E. Experience in Organisations such as State Govt Fire Services/Central Govt Fire Services/ Fire services in Industrial Units/ Fire services in R&D organisations.</p>
iv	Age	Age not more than 45 years. SC/ST/OBC candidates will be eligible for upper age relaxation as per Government of India norms.
v	Selection	Should meet the Physical Standards mentioned in Annexure -1 and qualify the selection interview.

Note:

1. Standing Selection Committee should ensure that the candidate is fully conversant with the operation and maintenance of fire engines, fire pumps and other firefighting equipment.
2. Selected candidate's panel position (rank list) will be based on the marks obtained in the interview.
3. For Departmental (Central Government) candidates, the relaxation for upper age limit will be allowed as per DoPT guidelines.

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Physical Standards for Direct recruitment of Fire Service PersonnelFor Male candidates:

	Physical Standards	Male candidates
1	Height	167cm (minimum)
2	Weight	50 kgs (minimum)
3	Chest	minimum 80 cm (normal). minimum 85 cm (on expansion)
4	Health	Person with Knock-knees, flat feet, Deaf, Dumb, shall be a disqualification.
The standards 1 to 4 have to be met before conducting PAT.		
5	Vision	6/6, without wearing glasses or any other aid. Night blindness, Colour blindness, Stammering, Squint or any other morbid condition of the eyes, or of the eyelids of either eye liable to the risk of aggravation or recurrence, shall be disqualifications.
6	General Health	Good mental and physical health and free from any physical deformities.
The standards 5 and 6 to be assessed during medical examination before joining.		

For Female candidates:

	Physical Standards	Female candidates
1	Height	157cm (minimum)
2	Weight	46 kgs (minimum)
3	Health	Person with Knock-knees, flat feet, Deaf, Dumb, shall be a disqualification.
The standards 1 to 3 have to be met before conducting PAT.		
4	Vision	6/6, without wearing glasses or any other aid. Night blindness, Colour blindness, Stammering, Squint or any other morbid condition of the eyes, or of the eyelids of either eye liable to the risk of aggravation or recurrence, shall be disqualifications.
5	General Health	Good mental and physical health and free from any physical deformities.
The standards 4 and 5 to be assessed during medical examination before joining.		

Note to Annexure 1:

1	Height	For all candidates belonging to ST – Height: 162.5 cm for male candidates and 154 cm for female candidates.
2	Height	Candidates belonging to hill areas of Garhwalis, Kumaonis, Himachal Pradesh, Gorkhas, Dogras, Marathas, Kashmir Valley, Leh & Ladakh regions of J& K, North Eastern States and Sikkim, the minimum height requirement will be 165 cm for male candidates and 155 cm female candidates.
3	Chest	For all candidates belonging to Scheduled Tribe category (male). Minimum 77 cm (normal) Minimum 82 cm (on expansion)

**Guidelines for Written Examination (MCQ) for direct recruitment of
Fire service personnel upto and including Sub Officer posts**

1	Type of Questions:	Multiple Choice (four choices)
2	Language:	Bilingual (Hindi & English)
3	Duration of the examination:	120 minutes (2 hours)
4	No of Questions:	100 in two parts (Part A & B). Each question carries Three marks.
5	Total Marks:	300 Three (3) marks for each correct answer and minus one (-1) mark for each wrong answer.
6	<u>Part A:</u>	180 marks. <u>Four Subjects of SSC (10th) level:</u> 1. Basic English, 2. Basic Science, 3. Basic Mathematics & 4. General Awareness. 15 Questions from each Subject with 3 marks for each question (60 x 3).
	<u>Part B:</u>	120 marks. Basic aspects of Firefighting. 40 questions of three marks each.
<p>Minimum marks for qualifying the examination: General category candidates: i) 30% of mark each in part 'A' and 'B' ii) 40% aggregate. Reserved category candidates: i) 20% of mark each in part 'A' and 'B' ii) 30% aggregate.</p>		
<p><u>DPOF and Leading Fireman Post:</u> Those who qualify the above written test, will be called for Skill test.</p> <p><u>Sub-Officer post:</u> Candidates have to qualify written test and command test before being considered for skill test.</p> <p>Skill test will be <i>Go - No Go</i> basis. Final merit list will be based on the marks scored in the written test of 'Go' candidates.</p> <p>In case of tie between two candidates in written exam: i) candidate who scored higher marks in part B, will be ranked higher. ii) If the tie persists, candidate who scored higher marks in PAT will be given preference. iii) If still unresolved, the older candidate will be given preference.</p>		

Annexure :2 A

CRITERION FOR PHYSICAL ASSESSMENT TEST (PAT) FOR RECRUITMENT OF FIRE SERVICE PERSONNEL (Male candidates)

Sr No	Details of the Test	PAT as per candidates' age			
		Upto 30 years	Between 30 - 40 years	Between 40 - 45 years	Between 45 to 50 years
1.	Should be able to run 100 meters in	22 seconds	25 seconds	28 seconds	30 seconds
2.	Should be able to lay 4 lengths of hoses each 15 meters long from the appliance	Upto 2.5 min. – 10 marks Above 2.5 min. – upto 3.5 min. – 8 marks Above 3.5 min. – upto 4.5 min. – 6 marks Above 4.5 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks
3.	Should be able to climb and descent on an extension ladder of 10 mtrs length two times.	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks

4.	Should be able to carry a person of 50 kgs weight by the fireman's lift method over 25 mtrs.	Upto 1 min. – 10 marks Above 1 min. – upto 2 min. – 8 marks Above 2 min. – upto 3 min. – 6 marks Above 3 min. – no marks	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks
5.	Should be able to do push ups	25 continuously For 25 – 10 marks For 22 – 8 marks For 20 – 6 marks No mark for less numbers	20 continuously For 20 – 10 marks For 17 – 8 marks For 15 – 6 marks No mark for less numbers	15 continuously For 15 – 10 marks For 12 – 8 marks For 10 – 6 marks No mark for less numbers	12 continuously For 12 – 10 marks For 9 – 8 marks For 7 – 6 marks No mark for less numbers
6.	Should be able to run 1.6 km in	Upto 8 min. – 10 marks Above 8 min. – upto 9 min. – 8 marks Above 9 min. – upto 10 min. – 6 marks Above 10 min. – no marks	Upto 10 min. – 10 marks Above 10 min. – upto 11 min. – 8 marks Above 11 min. – upto 12 min. – 6 marks Above 12 min. – no marks	Upto 12 min. – 10 marks Above 12 min. – upto 13 min. – 8 marks Above 13 min. – upto 14 min. – 6 marks Above 14 min. – no marks	Upto 14 min. – 10 marks Above 14 min. – upto 15 min. – 8 marks Above 15 min. – upto 16 min. – 6 marks Above 16 min. – no marks
7.	Rope/Vertical pipe climbing	3 metres – 10 marks Above 2.5 metres - below 3 metres – 8 marks. Above 2 metres - below 2.5 metres – 6 marks. Below 2 metres – No marks.	3 metres – 10 marks Above 2.5 metres - below 3 metres – 8 marks. Above 2 metres - below 2.5 metres – 6 marks. Below 2 metres – No marks.	NA	NA

For Sub Officer & Station Officer	In addition to the above tests, he should be able to conduct - Physical training, Squad drills, Fire Fighting drills, Trailer pump & Fire Appliance operations.
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Notes:

1. Qualifying in the test at Sr. No. 1 is compulsory, failing which the candidate is unfit for recruitment and further tests need not be carried out.
2. The qualifying percentage marks required for the tests from Sr. No. 2 to Sr. No. 7 (taking equal weightage) put together shall be 90% and above.
3. The above tests will be applicable to all fire personnel including Station Officer.
4. Fire Appliance Driving Test for Station Officer/ DPOF on production of valid Heavy Vehicle Driving License.

CRITERIA ON PHYSICAL ASSESSMENT TEST FOR RECRUITMENT OF FIRE SERVICE PERSONNEL (FEMALE CANDIDATES)

Sr. No.	Details of the Test	PAT as per candidates' age			
		Upto 30 years	Between 30 to 40 years	Between 40 to 45 years	Between 45 to 50 years
1.	Should be able to run 100 meters in	25 seconds	28 seconds	32 seconds	35 seconds
2.	Should be able to lay 4 lengths of hoses each 15 meters long from the appliance	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks
3.	Should be able to climb and decent on an extension ladder of 10 mtrs length two times.	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks

4.	Should be able to carry a person of 46 kgs weight by the fireman's lift method over 25 mtrs.	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks
5.	Should be able to do push ups	15 continuously For 15 – 10 marks For 12 – 8 marks For 10 – 6 marks No mark for less numbers	12 continuously For 12 – 10 marks For 9 – 8 marks For 7 – 6 marks No mark for less numbers	10 continuously For 10 – 10 marks For 7 – 8 marks For 5 – 6 marks No mark for less numbers	8 continuously For 8 – 10 marks For 5 – 8 marks For 3 – 6 marks No mark for less numbers
6.	Should be able to run 1.6 km in	Upto 10 min. – 10 marks Above 10 min. – upto 11 min. – 8 marks Above 11 min. – upto 12 min. – 6 marks Above 12 min. – no marks	Upto 12 min. – 10 marks Above 12 min. – upto 13 min. – 8 marks Above 13 min. – upto 14 min. – 6 marks Above 14 min. – no marks	Upto 14 min. – 10 marks Above 14 min. – upto 15 min. – 8 marks Above 15 min. – upto 16 min. – 6 marks Above 16 min. – no marks	Upto 16 min. – 10 marks Above 16 min. – upto 17 min. – 8 marks Above 17 min. – upto 18 min. – 6 marks Above 18 min. – no marks

7.	Rope/Vertical pipe climbing	2.5 metres - 10 marks Above 2 metres - below 2.5 metres - 8 marks. Above 1.5 metres – below 2 metres – 6 marks. Below 1.5 metres – No marks	NA	NA	NA
	For Sub Officer & Station Officer	In addition to the above tests, she should be able to conduct - Physical training, Squad drills, Fire Fighting drills, Trailer pump & Fire Appliance operations.			

Notes:

1. Qualifying in the test at Sr. No. 1 is compulsory, failing which the candidate is unfit for recruitment and further tests need not be carried out.
2. The qualifying percentage marks required for the tests from Sr. No. 2 to Sr. No. 7 (taking equal weightage) put together shall be 90% and above.
3. The above tests will be applicable to all fire personnel up to Station Officer.
4. Fire Appliance Driving Test for Station Officer/ DPOF on production of valid Heavy Vehicle Driving License.

PROMOTION NORMS FOR FIRE SERVICE PERSONNEL

The Tables applicable for screening Promotion proposals of Fire Service Personnel are extracted from the GUIDELINES FOR SCREENING OF PROMOTION PROPOSALS OF PERSONNEL IN SCIENTIFIC AND TECHNICAL GRADES – JULY 2022 issued on 05/05/2022 and annexed here. Therefore, for all other relevant guidelines, the guidelines dated 05/05/2022 may be referred.

TABLE: F(P)-1 GUIDELINES FOR PROMOTION OF FIREMEN

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD (IN YEARS AND APAR GRADINGS)					
		5	6	7	8	9	10
Fireman A Level 2	Fireman B Level 3	A1	A2	2A2 2A3	A3	B+	
Fireman B Level 3	Fireman C Level 4	A1	A2	2A2 2A3	A3	B+	
Fireman C Level 4	Fireman D Level 5	-	A1	A2	2A2 2A3	A3	B+
Fireman D Level 5	Fireman E Level 6	-	A1	A2	2A2 2A3	A3	B+

The above table is applicable to those who are recruited prior to 23/3/2018.

Notes:

1. Official passed Sub-Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However minimum residency period will remain unchanged.
2. Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion for PAT for promotion of fire service personnel may be referred at Annexure – 4.

TABLE: F(P)-2 GUIDELINES FOR PROMOTION OF DRIVER-CUM-OPERATORS

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD (IN YEARS AND APAR GRADINGS)					
		5	6	7	8	9	10
DCO A Level 3	DCO B Level 4	A1	A2	2A2 2A3	A3	B+	-
DCO B Level 4	DCO C Level 5	A1	A2	2A2 2A3	A3	B+	-
DCO C Level 5	DCO D Level 6	-	A1	A2	2A2 2A3	A3	B+
DCO D Level 6	DCO E Level 7	-	A1	A2	2A2 2A3	A3	-
The above table is applicable to those who recruited prior to 23/3/2018							

Notes:

1. Official passed Sub-Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However, minimum residency period will remain unchanged.
2. Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion may be referred at Annexure – 4.

TABLE: F(P)-3 GUIDELINES FOR PROMOTION OF DRIVER-CUM-PUMP-OPERATORS-CUM-FIREMAN

Grade from	Grade to	Minimum eligibility period (in years and APAR Gradings)					
		5	6	7	8	9	10
DPOF A Level 3	DPOF B Level 4	A1	A2	2A2 2A3	A3	B+	-
DPOF B Level 4	DPOF C Level 5	A1	A2	2A2 2A3	A3	B+	-
DPOF C Level 5	DPOF D Level 6	-	A1	A2	2A2 2A3	A3	B+
DPOF D Level 6	DPOF E Level 7	-	A1	A2	2A2 2A3	A3	B+
DPOF E Level 7	DPOF F Level 8	-	A1	A2	2A2 2A3	A3	B+

Post of DPOF introduced w.e.f. 23/03/2018.

Notes:

1. Official passed Sub-Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However minimum residency period will remain unchanged.
2. In addition to skill test (driving), Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion for PAT for promotion of fire service personnel may be referred at Annexure – 4.

TABLE: F(P)-4

GUIDELINES FOR PROMOTION OF LEADING FIREMEN

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD (IN YEARS AND APAR GRADINGS)					
		5	6	7	8	9	10
L.F'man A Level 4	L.F'man B Level 5	A1	A2	2A2 2A3	A3	B+	
L.F'man B Level 5	L.F'man C Level 6	A1	A2	2A2 2A3	A3	B+	
L.F'man C Level 6	L.F'man D Level 7	-	A1	A2	2A2 2A3	A3	B+
L.F'man D Level 7	L.F'man E * Level 8	-	A1	A2	2A2 2A3	A3	B+

*new grade introduced w.e.f. 01/07/2025.

Notes:

1. Official passed Sub-Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However minimum residency period will remain unchanged.
2. Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion for PAT for promotion of fire service personnel may be referred at Annexure – 4.
3. The Leading Fireman selected from Departmental Fireman/DCO/DPOF as per Table F(R)-2, will be placed in the same cell of the same Pay level of Leading Fireman which they were holding in the feeder cadre before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher grade of Leading Firemen as per the harmonization Table mentioned below note 5.
4. Depending on vacancies, Leading Fireman may officiate as Sub-officer in accordance with the recruitment norms. Leading Fireman D and Leading Fireman E can be considered for officiating Sub-Officer grade. Such arrangement would neither involve grant of pay and allowances attached to the higher post nor will the officiating period will be counted for normal promotion in Sub-Officer post.

5. Harmonisation Table for considering promotion of Leading Fireman with combined service (refer above note 3)

While considering for promotion in Leading Fireman (LFM) grade with cumulative service of Fireman/DCO/DPOF + LFM with HSC/SSC qualification, the residency period has to be increased by the number of years mentioned in column 5 and 6 respectively.					
			Minimum Residency period for promotion		
1	2	3	4	5	6
	Cumulative service from grade	Promotion to grade	Promotion Table	HSC cases	SSC cases
i	FM/C + LFM/A	LFM/B	Table: F(P)4	+ 1 year	+ 2 years
ii	FM/D + LFM/B	LFM/C	Table: F(P)4	+ 1 year	+ 2 years
iii	FM/E + LFM/C	LFM/D	Table: F(P)4	0	+ 1 year
iv	DCO/C + LFM/B	LFM/C	Table: F(P)4	+ 1 year	+ 2 years
v	DCO/D + LFM/C	LFM/D	Table: F(P)4	0	+ 1 year
vi	DCO/E + LFM/D	LFM/E	Table: F(P)4	0	+ 1 year
vii	DPOF/C + LFM/B	LFM/C	Table: F(P)4	+ 1 year	+ 2 years
viii	DPOF/D + LFM/C	LFM/D	Table: F(P)4	0	+ 1 year
Note: The Residency period mentioned in above column 4 will be subject to individual's APAR grading. APAR gradings pertain to four annual reports immediately preceding the date of proposal for promotion will be considered. For APAR grading pattern, the pattern mentioned in Table: F(P)4 may be followed.					

TABLE: F(P)-5**GUIDELINES FOR PROMOTION OF SUB-OFFICERS**

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD OF YEARS AND APAR GRADINGS				
		6	7	8	9	10
Sub-Officer B Level 6	Sub-Officer C Level 7	A1	A2	2A2 2A3	A3	B+
Sub-Officer C Level 7	Sub-Officer D Level 8	A1	A2	2A2 2A3	A3	B+
Sub-Officer D Level 8	Sub-Officer E Level 9	A1	A2	2A2 2A3	A3	B+

Notes:

1. Officials passed Station Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However minimum residency period will remain unchanged.
2. Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion for PAT for promotion of fire service personnel may be referred at Annexure – 4. The officials being considered for promotion should also be able to conduct Physical training, Squad drills, Firefighting drills, Firefighting / Trailer pump operations.
3. Sub-Officers selected from Departmental Leading Fireman, Fireman, DCO and DPOF holding pay in pay level 6 and above will be placed in the same cell of the same pay level of Sub-Officer which they were holding in the feeder cadre before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher Sub Officer grade.
4. In case of Departmental Leading Fireman/B or Fireman/D in pay level-5, on selection to the post of Sub-Officer/B will be placed at pay level-6 and get pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.

5. In case of Leading Fireman/Fireman/DCO with SSC qualification selected for Sub-officer posts, their first promotion in Sub-Officer post will be considered as per promotion norms (Table no: F(P)-5 + One (1) year. Cumulative service rendered in same pay level of both posts (LFM/FM/DCO + Sub-Officer) will be counted.

Leading Fireman/DPOF candidates, selected/converted from Fireman or DCO posts with SSC qualification and one year is already added in the residency period (compared to HSC holders) while considering their promotion after such selection/conversion to LFM/DPOF posts, it is not required to add one (1) year again while considering for promotion in Sub-Officer post.

6. Depending on vacancies, a Sub-officer may officiate as Station Officer in accordance with recruitment norms. Sub-Officer D/E can be considered for officiating as Station Officer. Such arrangement would neither involve grant of pay and allowances attached to the higher post nor will the officiating period be counted for normal promotion in Station Officer post.

TABLE: F(P)-6**GUIDELINES FOR PROMOTION OF STATION OFFICERS**

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD (IN YEARS AND APAR GRADINGS)				
		6	7	8	9	10
Station Officer A Level 8	Station Officer A1* Level 9	A1	A2	2A2 2A3	A3	B+
Station Officer A1 Level 9	Station Officer B Level 10	A1	A2	2A2 2A3	A3	B+
Station Officer B Level 10	Station Officer C Level 11	A1	A2	2A2 2A3	A3	B+
Station Officer C Level 11	Station Officer D Level 12	A1	A2	2A2 2A3	A3	B+

* New grades introduced w.e.f. 01/07/2022.

Notes:

1. Officials passed Divisional Officer's course from National Fire Service College, Nagpur can be given 1 year advantage. However, minimum residency period will remain unchanged.
2. Physical Assessment Test (PAT) is essential for promotion to all above grades. The criterion may be referred at Annexure – 4. The officials being considered for promotion should also be able to conduct Physical training, Squad drills, Firefighting drills, Firefighting / Trailer pump operations.
3. On selection to the post of Station Officer, Departmental Sub-Officer/D and above will be placed in the same cell of the same pay level of Station Officer which they were holding in the Sub Officer grade before such selection. Cumulative service of both posts will be counted for residency period for promotion to the next higher Station Officer grade.
4. Departmental Sub-Officer/C (pay level-7) on selection to the post of Station Officer/A will be placed at pay level-8 and get pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.
5. Depending on vacancies, a Station Officer may officiate as DCFO in accordance with recruitment norms. Such arrangement would neither involve grant of pay and allowances attached to the higher posts nor will the officiating period be counted for normal promotion in DCFO post.

TABLE: F(P)-7 GUIDELINES FOR PROMOTION OF DCFO/CFO

FROM GRADE	TO GRADE	MINIMUM ELIGIBILITY PERIOD (IN YEARS AND APAR GRADINGS)					
		5	6	7	8	9	10
DCFO A Level 10	DCFO B Level 11	A1	A2	2A2 2A3	A3	B+	
DCFO B Level 11	DCFO C Level 12	--	A1	A2	2A2 2A3	A3	B+
DCFO C Level 12	DCFO D* Level 13	Guidelines will be issued on yearly basis					
CFO A Level 11	CFO B Level 12	--	A1	A2	2A2 2A3	A3	B+
CFO B Level 12	CFO C* Level 13	Guidelines will be issued on yearly basis					

* New grades introduced w.e.f. 01/07/2022.

Notes:

DCFO

1. On Selection, Station Officer B and above will be placed in the same cell of the same pay level of DCFO which they were holding in Station Officer grade before such selection. Cumulative service of both posts (Stn. Off + DCFO) shall be counted as residency period for promotion to the next higher grade of DCFO.
2. Station Officer/A1 (pay level 9) will be placed at DCFO/A (pay level 10) with pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.

CFO

3. On selection, Departmental candidates in pay level 11 and above in the feeder cadre will be placed in the same cell of the same pay level of CFO which they were holding in DCFO/Station Officer grade before such selection. Cumulative service of both posts will be counted residency period for promotion to the next higher grade of CFO.
4. Departmental candidates selected from pay level 10, will be placed at CFO/A (pay level 11) with pay fixation benefit. Since, cumulative service is not applicable, the relaxation up to 6 months shortfall (refer 2.6.1 of promotion norms-2022) in residency period for first promotion can be extended.
5. The above five (4) points are applicable only for DCFO/CFO selected from Departmental (DAE) Fire Service cadre.

ANNEXURE: 4 A

CRITERION FOR PHYSICAL ASSESMENT TEST FOR PROMOTION OF FIRE SERVICE PERSONNEL (Male candidates)

Sr. No	Details of the Test	PAT as per candidates' age			
		Up to 40 years	Age between 40-45 years	Age between 45-50 years	Age beyond 50 years
1	Should be able to run 100 meters in	28 seconds	28 seconds	30 seconds	36 seconds
2	Should be able to lay 4 lengths of hoses each 15 meters long from the appliance	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks
3	Should be able to climb and decent on an extension ladder of 10 mtrs length two times.	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks
4	Should be able to carry a person of 50 kgs weight by the fireman's lift method over 25 mtrs	Upto 2 min. – 10 marks Above 2 min. – upto 3 min. – 8 marks Above 3 min. – upto 4 min. – 6 marks Above 4 min. – no marks	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks

5	Should be able to do push ups	20 continuously For 20 – 10 marks For 17 – 8 marks For 15 - 6 marks No mark for less numbers	15 continuously For 15 – 10 marks For 12 – 8 marks For 10 - 6 marks No mark for less numbers	12 continuously For 12 – 10 marks For 9 – 8 marks For 7 - 6 marks No mark for less numbers	10 continuously For 10 – 10 marks For 7 – 8 marks For 5 - 6 marks No mark for less numbers
6	Should be able to run 1.6 km in	Upto 10 min. – 10 marks Above 10 min. – upto 11 min. – 8 marks Above 11 min. – upto 12 min. – 6 marks Above 12 min. – no marks	Upto 12 min. – 10 marks Above 12 min. – upto 13 min. – 8 marks Above 13 min. – upto 14 min. – 6 marks Above 14 min. – no marks	Upto 14 min. – 10 marks Above 14 min. – upto 15 min. – 8 marks Above 15 min. – upto 16 min. – 6 marks Above 16 min. – no marks	Upto 15 min. – 10 marks Above 15 min. – upto 16 min. – 8 marks Above 16 min. – upto 17 min. – 6 marks Above 17 min. – no marks
7	Rope / Vertical pipe climbing	2 Meters –10 marks Above 1.5 metre – below 2 meters - 8 marks Above 1 metre – below 1.5 meters - 6 marks Below 1 meters - No marks	NA	NA	NA
	For Sub officer & Station Officer	In addition to the above tests, he should be able to conduct – Physical training, Squad drills, Fire Fighting drills, fire fighting/Trailer pump operations.			

Notes:

- Qualifying in the test at Sr. No. 1 is compulsory, failing which the candidate is unfit for promotion and further tests need not be carried out.
- The qualifying percentage marks required for the tests from Sr. No. 2 to Sr. No. 7 (taking equal weightage) put together shall be 80% and above.
- The above tests will be applicable to all the operational staff including Station Officers.

ANNEXURE: 4 B

CRITERION FOR PHYSICAL ASSESMENT TEST FOR PROMOTION OF FIRE SERVICE PERSONNEL (Female candidates)

Sr. No	Details of the Test	PAT as per candidate's age			
		Up to 40 years	Age between 40-45 years	Age between 45-50 years	Age beyond 50 years
1	Should be able to run 100 meters in	30 seconds	32 seconds	35 seconds	38 seconds
2	Should be able to lay 4 lengths of hoses each 15 meters long from the appliance	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks	Upto 7 min. – 10 marks Above 7 min. – upto 8 min. – 8 marks Above 8 min. – upto 9 min. – 6 marks Above 9 min. – no marks
3	Should be able to climb and decent on an extension ladder of 10 mtrs length two times.	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks
4	Should be able to carry a person of 46 kgs weight by the fireman's lift method over 25 mtrs	Upto 3 min. – 10 marks Above 3 min. – upto 4 min. – 8 marks Above 4 min. – upto 5 min. – 6 marks Above 5 min. – no marks	Upto 4 min. – 10 marks Above 4 min. – upto 5 min. – 8 marks Above 5 min. – upto 6 min. – 6 marks Above 6 min. – no marks	Upto 5 min. – 10 marks Above 5 min. – upto 6 min. – 8 marks Above 6 min. – upto 7 min. – 6 marks Above 7 min. – no marks	Upto 6 min. – 10 marks Above 6 min. – upto 7 min. – 8 marks Above 7 min. – upto 8 min. – 6 marks Above 8 min. – no marks

5	Should be able to do push ups	12 continuously For 12 – 10 marks For 9 – 8 marks For 7 - 6 marks No mark for less numbers	10 continuously For 10 – 10 marks For 7 – 8 marks For 5 - 6 marks No mark for less numbers	8 continuously For 8 – 10 marks For 5 – 8 marks For 3 - 6 marks No mark for less numbers	6 continuously For 6 – 10 marks For 4 – 8 marks For 2 - 6 marks No mark for less numbers
6	Should be able to run 1.6 km in	Upto 12 min. – 10 marks Above 12 min. – upto 13 min. – 8 marks Above 13 min. – upto 14 min. – 6 marks Above 14 min. – no marks	Upto 14 min. – 10 marks Above 14 min. – upto 15 min. – 8 marks Above 15 min. – upto 16 min. – 6 marks Above 16 min. – no marks	Upto 16 min. – 10 marks Above 16 min. – upto 17 min. – 8 marks Above 17 min. – upto 18 min. – 6 marks Above 18 min. – no marks	Upto 20 min. – 10 marks Above 20 min. – upto 21 min. – 8 marks Above 21 min. – upto 22 min. – 6 marks Above 22 min. – no marks
	For Sub officer & Station Officer	In addition to the above tests, he should be able to conduct – Physical training, Squad drills, Fire Fighting drills, fire fighting/Trailer pump operations.			

Notes:

- a) Qualifying in the test at Sr. No. 1 is compulsory, failing which the candidate is unfit for promotion and further tests need not be carried out.
- b) The qualifying percentage marks required for the tests from Sr. No. 2 to Sr. No. 7 (taking equal weightage) put together shall be 80% and above.
- c) The above tests will be applicable to all the operational staff including Station Officers.