



अभ्यासेन दक्षः

मानक संचालन प्रक्रिया STANDARD OPERATING PROCEDURE

प्रशिक्षणाधीन सहायक उड़ान प्रशिक्षकों (UTAFI) एवं सहायक उड़ान प्रशिक्षकों (AFI) की नियुक्ति INDUCTION OF UNDER TRAINING ASSISTANT FLIGHT INSTRUCTORS (UTAFI) AND ASSISTANT FLIGHT INSTRUCTORS (AFI)

इंदिरा गांधी राष्ट्रीय उड़ान अकादमी (आईजीआरयूए), फुरसतगंज एयरफील्ड, अमेठी (उत्तर प्रदेश)
Indira Gandhi Rashtriya Uran Akademi (IGRUA), Fursatganj Airfield, Amethi (Uttar Pradesh)

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Approved By:

Air Commodore Vipul Singh AVSM VM (Retd)
Director, IGRUA

STANDARD OPERATING PROCEDURE

INDUCTION OF UNDER TRAINING ASSISTANT FLIGHT INSTRUCTORS (UTAFI) AND ASSISTANT FLIGHT INSTRUCTORS (AFI)

1. **Purpose.** To establish a simple, transparent procedure for recruitment and selection of Assistant Flight Instructors (AFI) from ex-IGRUA Commercial Pilot License (CPL) holders.
2. **Scope.** This SOP applies to:
 - (a) All ex-IGRUA CPL holders applying for UTAFI/AFI positions
 - (b) Application submission, screening, selection, and appointment process
 - (c) Patter training and service bond obligations
3. **Policy Statement**
 - (a) IGRUA shall recruit AFIs/UTAFIs from ex-IGRUA trainees who possess institutional knowledge and familiarity with IGRUA's training philosophy and procedures.
 - (b) Applications will be accepted on a continuous basis by HR Department and processed when vacancies arise.
 - (c) Selection will be based on chronological order of application receipt among eligible candidates, subject to assessment by Screening Board.
 - (d) Selection of any Non IGRUAN will be at the sole discretion of the Director in consultation with CI and Manager HR. In such case Step 1 and Step 2 of the screening process (Paras 6.2 & 6.3) will be replaced by well defined tangible benefits that will accrue to IGRUA with such selection. Rest of the selection process shall be applicable.
4. **Eligibility Criteria.** Candidates must possess:
 - (a) Valid Commercial Pilot Licence (CPL) issued by DGCA.
 - (b) Valid Class I Medical Certificate.
 - (c) Valid Flight Radio Telephony Operator's Licence (FRTOL/RTR).
 - (d) Valid English Language Proficiency (ELP) as per DGCA requirements.
 - (e) Must be an ex-IGRUAN (completed CPL training from IGRUA).
 - (f) Negative drug test (as per CAR Section 5, Series F, Part V).
 - (g) No history of Breath Analyser (BA) positive results.
 - (h) No involvement in accidents or serious incidents.
 - (i) No adverse disciplinary record during training at IGRUA.
 - (j) Satisfactory overall training performance in 200 hours flying training.
 - (k) No history of unsafe practices or regulatory violations.
 - (l) No suspension or termination during training.

5. Application Process.

5.1 Submission of Application

(a) Any ex-IGRUAN who wishes to become an AFI may apply to Manager HR at any time.

(b) Application must be submitted in the format prescribed at Annexure I only
Email to: career@igrua.gov.in.

5.2 Record Keeping. Manager HR shall maintain a record of all applications received with date and time of receipt.

5.3 Priority Sequencing. Applications will be processed in chronological order based on date and time of receipt. In case two or more applications are received on the same date, priority will be decided based on the following sequence:

- (a) Earlier time of receipt on that date.
- (b) Higher percentage/grade in IGRUA CPL training.
- (c) Candidate with earlier date of CPL issuance.

5.4 Processing of Applications

(a) When AFI vacancy arises, Manager HR shall process applications in order of priority.

(b) Manager HR shall forward all the applications listed in the order of priority to CFI/Dy CFI for scrutiny.

6. Selection Process.

6.1 Constitution of Screening Board. When vacancy arises, the Director shall constitute a Screening Board comprising:

- (a) Chief Instructor (Chairperson)
- (b) Deputy Chief Flying Instructor (Member)
- (c) One Flight Instructor nominated by CI (Member)
- (d) Safety Manager (Member)
- (e) Manager Human Resources (Member Secretary)

6.2 Stage 1: Initial Screening.

6.2.1 The Screening Board shall review applications and IGRUA training records to assess:

- (a) Performance in 200 hours flying training
- (b) Performance in ground subjects
- (c) Disciplinary record
- (d) Overall conduct during training

6.2.2 The Board shall mark each candidate as: SUITABLE or UNSUITABLE. Only candidates marked "SUITABLE" shall proceed to next stage. The assessment shall be recorded in the proforma at **Annexure II**.

6.3 Stage 2: Grading of Suitable Candidates

6.3.1 All candidates marked "SUITABLE" shall be graded out of 100 marks and listed in the order of Merit based on total marks on the following scale:

| Parameter | Maximum Marks |
|---------------------------------------|---------------|
| Flying Performance (200 hrs training) | 50 |
| Ground Subject Performance | 30 |
| Conduct and Discipline | 20 |
| TOTAL | 100 |

6.3.2 Number of candidates for further assessment shall be twice the number of vacancies.

6.4 Stage 3: Simulator Sortie Assessment

6.4.1 Shortlisted candidates shall undergo a simulator sortie. The simulator sortie shall be conducted by Deputy CFI/Senior FI to assess:

- (a) Instructional capability
- (b) Communication skills
- (c) Demonstration ability
- (d) Teaching methodology
- (e) Subject knowledge
- (f) Instructional domain competence

6.4.2 Each candidate shall be assessed as: RECOMMENDED for flight assessment, or NOT RECOMMENDED and documented with reasons.

6.5 Stage 4: Flight Assessment Sortie

6.5.1 Candidates who are RECOMMENDED after simulator sortie shall undergo one flight assessment sortie with Chief Instructor. The flight sortie shall assess:

- (a) Flying skills and aircraft handling
- (b) Adherence to SOPs
- (c) Situational awareness
- (d) Flight safety awareness
- (e) Suitability as instructor
- (f) Instructional domain competence

6.5.2 Each candidate shall be assessed as: SELECTED for patter training, or NOT SELECTED. Assessment shall be documented with detailed remarks.

6.6 Cost of Assessment Sorties. Prior to conduct of assessment sorties, candidate must submit a written undertaking agreeing to bear the cost of sorties. The cost shall be as per IGRUA's approved hourly rates.

6.7 Final Selection.

(a) Candidates assessed as "SELECTED" in flight assessment shall be issued **offer letter for the post of AFI** and offered patter training in order of their merit ranking. Number of candidates offered training should be equal to the Number of vacancies.

(b) If any selected candidate declines the offer, the next candidate in merit order may be considered.

(c) Director's approval shall be obtained before issuing offer letters prior to commencement of patter training.

7. Patter Training and Service Bond

7.1 Selected candidates shall be issued an Offer Letter for the post of AFI specifying:

- (a) Offer of patter flying training as UTAFI
- (b) Training commencement date
- (c) Service bond requirements (Rs. 25,00,000/-)
- (d) Mandatory service period (2 years as AFI)
- (e) Terms and conditions

7.2 Bond Applicability. The Service Bond becomes enforceable from the day the candidate commences patter training, including patter ground training.

7.3 Mandatory Service Period.

(a) The AFI must serve IGRUA for a minimum of TWO (02) years from the date of commencement of first instructional sortie as AFI.

(b) Any leave (except casual leave) shall not count towards the service period.

7.4 Bond Amount Liability. The full bond amount of Rs. 25,00,000/- becomes payable if the AFI:

(a) Resigns before completing 2 years of service from the date of commencement of first instructional sortie, **OR**

(b) Is terminated due to misconduct, disciplinary violations, or performance issues, **OR**

(c) Discontinues or withdraws from patter training after commencement (excluding failure in screening check, where only screening sortie cost is payable), **OR**

(d) Declines appointment offer after successful completion of training despite vacancy availability, **OR**

(e) Fails to join duty after accepting appointment offer, **OR**

(f) Is found unsuitable and training is terminated after commencement of full pattern training (not applicable to screening check failure).

7.5 Exceptions to Bond Liability. No bond amount shall be payable under the following circumstances. However, the candidate shall be liable to pay actual training costs incurred (flying hours × applicable hourly rate):

(a) The AFI is medically grounded permanently due to unforeseen medical reasons (supported by medical board certificate).

(b) The termination is due to IGRUA's operational reasons without fault of the AFI.

(c) The AFI's services are terminated due to force majeure circumstances beyond their control.

8. Appeals and Grievance Redressal

8.1 Right to Appeal. Candidates/AFIs may appeal against:

- (a) Rejection of application
- (b) Non-selection
- (c) Training termination
- (d) Termination of employment
- (e) Bond enforcement

8.2 Appeal Procedure.

(a) Appeal must be submitted in writing to the Director within 15 days of the decision.

(b) The Director may constitute an Appeal Committee.

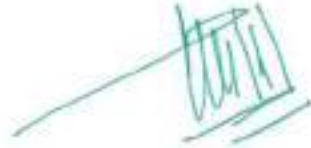
(c) The Appeal Committee shall examine the case and submit recommendations. The Director's decision on appeal shall be final.

8.3 Grievance Redressal. Any grievances regarding the selection process, training, or employment may be submitted to the Chief Instructor or Manager HR. Grievances shall be addressed expeditiously

9. Amendment and Review. This SOP shall be reviewed annually or as required. Amendments may be issued by the Director. All amendments shall be communicated to stakeholders.

10. Effective Date and Supersession This SOP shall come into effect from 07 Feb 2026. This SOP supersedes all previous instructions on AFI/UTAFI recruitment.

ISSUED UNDER THE AUTHORITY OF:



Date: 07 Feb 2026

Air Cmde Vipul Singh AVSM VM (Retd)
Director, IGRUA

**APPLICATION FOR THE POST OF UNDER TRAINING ASSISTANT FLIGHT
INSTRUCTOR (UTAFI) / ASSISTANT FLIGHT INSTRUCTOR (AFI)**

To,
The Director
Indira Gandhi Rashtriya Uran Akademi (IGRUA)
Fursatganj Airfield, Amethi - 220302

Subject: Application for Assistant Flight Instructor (AFI) Position

Dear Sir,

I wish to apply for the position of Assistant Flight Instructor at IGRUA. I am an ex-IGRUAN and hold a valid Commercial Pilot License. My details are as follows:

PERSONAL DETAILS

1. Full Name: _____
2. Father's/Mother's Name: _____
3. Date of Birth: _____
4. Contact Mobile: _____
5. Email: _____
6. Permanent Address: _____ PIN: _____

LICENSING DETAILS

7. CPL Number: _____
8. CPL Issue Date: _____
9. Medical Certificate Validity: _____
10. FRTOL Number: _____
11. ELP Level and Validity: _____

IGRUA TRAINING DETAILS

12. IGRUA Training Batch: _____
13. Training Period: From _____ To _____
14. Training Performance/Grade: _____

FLYING EXPERIENCE

15. Total Flying Hours: _____
16. Flying Hours on DA40: _____
17. Flying Hours on DA42: _____
18. Last Flight Date: _____

DECLARATIONS

I hereby declare that:

1. All information provided is true and accurate
2. I have no adverse disciplinary record during IGRUA training
3. I have no history of accidents, incidents, or safety violations
4. I have no BA positive results or drug test issues
5. I am willing to execute Service Bond of Rs. 25,00,000/- if selected
6. I am willing to serve IGRUA as AFI for minimum 2 years
7. I will bear the cost of simulator and flight assessment sorties

Place: _____
Date: _____

Signature: _____
Name: _____

FOR OFFICE USE ONLY

Application Received on: _____ Time: _____

Serial Number: _____

SCREENING BOARD ASSESSMENT PROFORMA**PART A: CANDIDATE DETAILS**

1. Name of Candidate: _____
2. CPL Number: _____
3. Application Serial No: _____
4. Date of Application: _____

PART B: INITIAL SCREENING ASSESSMENT**1. FLYING PERFORMANCE (200 hours training)**

| | |
|----------------------------------|--------------------------------|
| Overall flying grade/percentage: | |
| Flying progress: | Satisfactory / Unsatisfactory |
| Solo performance: | Good / Average / Below Average |
| Check flight results: | |
| Remarks: | |

2. PERFORMANCE IN GROUND SUBJECTS

| | |
|-----------------------------|--|
| Ground examination average: | |
| Air Regulations: | |
| Meteorology: | |
| Navigation: | |
| Aircraft Systems: | |
| Remarks: | |

3. CONDUCT AND DISCIPLINE

| | |
|--------------------------|-------------------------------|
| Punctuality: | Good / Average / Poor |
| Attendance: | Regular / Irregular |
| Behavior: | Professional / Unprofessional |
| Any disciplinary action: | Yes / No |
| If Yes, details: | |
| Remarks: | |

4. SAFETY RECORD

| | |
|--------------------------|-------------------------|
| Any accidents/incidents: | Yes / No |
| Any unsafe practices: | Yes / No |
| BA test results: | All Negative / Positive |
| Drug test: | Negative / Positive |
| Remarks: | |

PART C: INITIAL SCREENING DECISION

SUITABLE - Proceed to grading UNSUITABLE - Do not proceed

If UNSUITABLE, reasons: _____

PART D: GRADING

| S. No. | Parameter | Max Marks / Marks Awarded |
|--------|---------------------------------------|---------------------------|
| 1. | Flying Performance (200 hrs training) | / 50 |
| 2. | Ground Subject Performance | / 30 |
| 3. | Conduct and Discipline | / 20 |
| | TOTAL MARKS (Out of 100) | / 100 |

Grading Criteria:

Flying Performance (50):

90% and above grade = 50 marks
80-89% grade = 40 marks
70-79% grade = 30 marks
60% grade = 25 marks
Below 60% = 20 marks

Ground Subject (30):

90% and above average = 30 marks
80-89% average = 25 marks
70-79% average = 20 marks
60-69% average = 15 marks
Below 60% = 10 marks

Conduct and Discipline (20):

Excellent record = 20 marks
Good record = 15 marks
Average record = 10 marks
Below average = 5 marks

PART E: SIMULATOR SORTIE ASSESSMENT

Date of Simulator Assessment: _____

Conducted by: _____

| Assessment Areas | Rating (1-5)* |
|-------------------------------|---------------|
| 1. Instructional capability | |
| 2. Communication skills | |
| 3. Demonstration ability | |
| 4. Teaching methodology | |
| 5. Subject knowledge | |
| 6. Clarity of explanation | |
| 7. Ability to identify errors | |
| 8. Corrective action guidance | |

*Rating Scale: 5=Excellent, 4=Very Good, 3=Good, 2=Average, 1=Poor

Recommendation: RECOMMENDED for Flight Assessment NOT RECOMMENDED

Assessed by: _____ Signature: _____ Date: _____

PART F: FLIGHT ASSESSMENT SORTIE

Date of Flight Assessment: _____

Aircraft Type: _____

Duration: _____ hours

Conducted by Chief Instructor: _____

| Assessment Areas | Rating (1-5)* |
|--|---------------|
| 1. Flying skills and aircraft handling | |
| 2. Adherence to SOPs | |
| 3. Situational awareness | |
| 4. Flight safety awareness | |
| 5. Communication | |
| 6. Decision making | |
| 7. Instructional potential | |
| 8. Subject knowledge application | |
| 9. Professional attitude | |

*Rating Scale: 5=Excellent, 4=Very Good, 3=Good, 2=Average, 1=Poor

Areas of Concern (if any): _____

Overall Suitability as Instructor: SUITABLE / SUITABLE with additional Trg / NOT SUITABLE

Final Recommendation: SELECTED for Patter Training NOT SELECTED

Assessed by (Name): _____ Signature: _____

PART G: SCREENING BOARD FINAL DECISION

Summary of Assessment:

| | |
|-----------------------------|-------------------------------|
| Initial Screening: | Suitable / Unsuitable |
| Grading Score (out of 100): | |
| Merit Rank: | |
| Simulator Assessment: | Recommended / Not Recommended |
| Flight Assessment: | Selected / Not Selected |

FINAL DECISION: RECOMMENDED FOR PATTERN TRG NOT RECOMMENDED

Screening Board Members:

1. CI, Name: _____ Signature: _____ Date: _____

2. D CFI / CFI: _____ Signature: _____ Date: _____

3. FI : Name: _____ Signature: _____ Date: _____

4. Safety Manager: _____ Signature: _____ Date: _____

5. Manager HR: _____ Signature: _____ Date: _____

Director's Approval:

Date: _____

Signature: _____

SERVICE BOND TEMPLATE FOR UTAFI/AFI
INDEMNITY BOND AND SERVICE AGREEMENT

This **INDEMNITY BOND AND SERVICE AGREEMENT** (hereinafter referred to as "**the Bond**") is executed on this ____ day of _____ 20__ at Fursatganj, Amethi, Uttar Pradesh.

BETWEEN

THE DIRECTOR, INDIRA GANDHI RASHTRIYA URAN AKADEMI, an autonomous body under the Ministry of Civil Aviation, Government of India, having its headquarters at Fursatganj Airfield, District Amethi, Uttar Pradesh - 229302 (hereinafter referred to as "IGRUA" or "the Akademi", which expression shall, unless repugnant to the context or meaning thereof, include its successors and assigns)

OF THE FIRST PART

AND

Captain/Mr./Ms. _____ son/daughter of _____
 resident of _____ [Permanent Address]

(hereinafter referred to as "the Employee", which expression shall, unless repugnant to the context or meaning thereof, include his/her heirs, legal representatives, executors, and administrators)

OF THE SECOND PART

The First Part and Second Part are hereinafter collectively referred to as "the Parties" and individually as "Party".

WHEREAS:

- A. IGRUA is a premier flight training organisation engaged in training of commercial pilots and providing flight instruction.
- B. The Employee is a holder of Commercial Pilot License No. _____ issued by the Directorate General of Civil Aviation (DGCA) and has been selected by IGRUA for patten flying training to qualify as an Assistant Flight Instructor.
- C. IGRUA has agreed to sponsor and provide patten flying training to the Employee at its own cost to enable the Employee to obtain Assistant Flight Instructor Rating (AFIR) and subsequently serve as an Assistant Flight Instructor (AFI) with IGRUA.
- D. The estimated cost of patten flying training, including flying hours, aircraft usage, fuel, instructor charges, administrative overheads, and related expenses, is approximately Rs. 25,00,000/- (Rupees Twenty-Five Lakh Only).
- E. The Employee has agreed to execute this Bond to secure IGRUA's investment in the Employee's training and to ensure committed service to IGRUA for a specified period.

F. The Employee acknowledges that this Bond is a condition precedent to commencement of patter flying training and no training shall be provided without execution of this Bond.

NOW THIS BOND WITNESSETH AND IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. COMMENCEMENT AND APPLICABILITY

1.1 This Bond shall come into effect from the date of execution mentioned above.

1.2 This Bond shall remain valid and enforceable until the Employee completes two (02) years of continuous service as an Assistant Flight Instructor (AFI) with IGRUA from the date of appointment as AFI, or until this Bond is discharged as per the terms herein, whichever is earlier.

1.3 This Bond applies to:

- (a) The patter flying training period (as UTAFI)
- (b) The period between completion of training and appointment (if any)
- (c) The service period as AFI after appointment

2. OBLIGATIONS OF IGRUA

2.1 IGRUA shall provide the Employee with patter flying training comprising:

- (a) _____ hours of patter flying training.
- (b) _____ hours of proficiency and recency flying.
- (c) Ground instruction on instructional techniques and teaching methodology.
- (d) Access to training aircraft, facilities, and qualified instructors.
- (e) Standardisation training on IGRUA SOPs and procedures.

2.2 IGRUA shall bear all costs associated with the above training, including but not limited to aircraft operating costs, fuel, instructor charges, and administrative expenses.

2.3 IGRUA shall, subject to successful completion of training and availability of sanctioned vacancy, offer appointment to the Employee as Assistant Flight Instructor (AFI).

2.4 IGRUA shall provide the Employee with terms and conditions of employment as per IGRUA's approved structure for AFIs.

3. OBLIGATIONS OF THE EMPLOYEE DURING TRAINING

3.1 The Employee shall:

- (a) Undergo patter flying training diligently and sincerely.
- (b) Maintain required standards of flight safety, discipline, and professionalism.
- (c) Comply with all IGRUA SOPs, training manuals, and instructions of instructors.
- (d) Attend all scheduled training sessions punctually.
- (e) Successfully complete all required assessments and check flights.

- (f) Obtain Assistant Flight Instructor Rating (AFIR) from DGCA.
- 3.2 The Employee shall not, during the training period:
- (a) Engage in any act of discipline or misconduct.
 - (b) Violate any safety regulations or procedures.
 - (c) Misuse IGRUA's property, facilities, or resources.
 - (d) Disclose any confidential or proprietary information of IGRUA
4. **APPOINTMENT AS ASSISTANT FLIGHT INSTRUCTOR (AFI)**
- 4.1 Upon successful completion of pater flying training and obtaining AFIR, the Employee shall be eligible for appointment as AFI, subject to availability of sanctioned vacancy at that time.
- 4.2 The Employee shall accept the appointment offer within seven (07) days of receipt and join duty on the date specified by IGRUA.
- 4.3 If the Employee is already employed with IGRUA in any other capacity at the time of training, the Employee shall resign from that position before assuming the role of AFI.
- 4.4 Successful completion of pater flying training and obtaining AFIR does NOT automatically confer any right to appointment as AFI. Appointment is subject to availability of sanctioned vacancy.
5. **MANDATORY SERVICE OBLIGATION**
- 5.1 Upon appointment as AFI, the Employee undertakes and covenants to serve IGRUA continuously as an Assistant Flight Instructor for a **minimum period of TWO (02) YEARS** from the date of commencement of duties as AFI (hereinafter referred to as "**the Mandatory Service Period**").
- 5.2 The Mandatory Service Period shall be calculated as follows:
- (a) **Start Date**: Date of commencement of duties as AFI as mentioned in the appointment letter.
 - (b) **End Date**: Completion of 730 days (24 months) from the start date.
 - (c) Periods of suspension, unauthorized absence, or leave without pay shall not count towards the Mandatory Service Period.
- 5.3 During the Mandatory Service Period, the Employee shall:
- (a) Perform duties of AFI diligently and to the best of their ability.
 - (b) Maintain highest standards of flight safety and professionalism.
 - (c) Comply with all DGCA regulations, IGRUA SOPs, and instructions of superiors.
 - (d) Not engage in any employment or business outside IGRUA without prior written permission.
 - (e) Maintain confidentiality of IGRUA's proprietary information.

- (f) Not bring disrepute to IGRUA.

6. **FINANCIAL LIABILITY AND LIQUIDATED DAMAGES**

6.1 The Employee acknowledges and agrees that IGRUA's investment in the Employee's training is substantial and that premature termination of training or service would cause significant financial loss and operational disruption to IGRUA.

6.2 The Employee hereby covenants that in the event of any of the following circumstances, the Employee shall pay to IGRUA a sum of Rs. 25,00,000/- (Rupees Twenty-Five Lakh Only) as liquidated damages and not by way of penalty:

(a) **Voluntary Withdrawal.** If the Employee voluntarily withdraws from patten flying training at any stage after commencement of full patten training (excluding screening check stage, where only screening sortie cost is payable);

(b) **Training Termination Due To Employee's Fault.** If the Employee's training is terminated by IGRUA due to:

- (i) Failure to meet required training standards despite reasonable opportunity.
- (ii) Unsafe practices or violations of safety regulations.
- (iii) Acts of indiscipline, misconduct, or violations of IGRUA rules.
- (iv) Failure in medical examination due to reasons attributable to the Employee (e.g., substance abuse).
- (v) Unauthorised absence or abandonment of training.

(c) **Refusal of Appointment.** If, after successful completion of training and obtaining AFIR, the Employee declines or refuses the offer of appointment as AFI when a sanctioned vacancy is available;

(d) **Failure to Join.** If the Employee accepts the appointment offer but fails to join duty on the specified date without valid and acceptable reasons;

(e) **Resignation During Mandatory Service Period.** If the Employee resigns from the position of AFI before completion of the Mandatory Service Period of two years;

(f) **Termination Due to Misconduct.** If the Employee's services are terminated by IGRUA during the Mandatory Service Period due to:

- (i) Misconduct, indiscipline, or violation of IGRUA Code of Conduct.
- (ii) Breach of flight safety regulations or SOPs.
- (iii) Criminal conviction.
- (iv) Fraud, dishonesty, or misappropriation.
- (v) Breach of confidentiality obligations.
- (vi) Unsatisfactory performance despite warnings and reasonable opportunity to improve.

6.3 The amount of Rs. 25,00,000/- specified above represents a genuine pre-estimate of the loss and damage that IGRUA would suffer due to the Employee's breach of this Bond, including but not limited to:

- (a) Direct training costs (aircraft usage, fuel, instructor charges).
- (b) Opportunity cost of training slot allocated to the Employee.
- (c) Administrative and overhead costs.
- (d) Operational disruption and cost of finding replacement.
- (e) Loss of institutional investment in the Employee.

6.4 The Employee acknowledges that this amount is reasonable, fair, and not by way of penalty.

6.5 SCREENING CHECK STAGE LIABILITY

6.5.1 If the Employee is found unsuitable during the one-hour screening check conducted before commencement of full patten training:

- (a) This Bond shall stand automatically cancelled.
- (b) The Employee shall be liable to pay only for the screening sortie at applicable hourly rates.
- (c) No further bond liability shall arise.
- (d) The Employee shall pay the screening sortie cost within 15 days of written intimation.

6.5.2 The screening check is not considered part of "patten flying training" for the purposes of bond liability under Clause 6.2.

7. EXCEPTIONS TO FINANCIAL LIABILITY

7.1 Notwithstanding anything contained in Clause 6 above, the Employee shall NOT be liable to pay any amount to IGRUA in the following circumstances:

- (a) **Non-Availability of Vacancy**. If, after successful completion of patten flying training and obtaining AFIR, no sanctioned vacancy for AFI position is available at IGRUA, and IGRUA does not offer appointment within six (06) months of completion of training;
- (b) **Medical Grounds**. If the Employee is permanently medically grounded due to unforeseen medical reasons during training or service, as certified by a medical board constituted by DGCA or an authorised medical authority, provided such medical condition was not:
 - (i) Pre-existing and concealed by the Employee at the time of selection.
 - (ii) Caused due to the Employee's own negligence, misconduct, or substance abuse
- (c) **Termination by IGRUA Without Cause**. If IGRUA terminates the Employee's services during the Mandatory Service Period due to:

- (i) Organisational restructuring or downsizing
 - (ii) Financial constraints or closure of operations
 - (iii) Any reason not attributable to the Employee's fault, misconduct, or unsatisfactory performance
- (d) **Force Majeure.** If the Employee is unable to complete training or service due to circumstances of force majeure including:
- (i) Natural disasters, epidemics, or pandemics resulting in complete cessation of operations.
 - (ii) War, civil unrest, or government orders preventing continuation of service.
 - (iii) Any other event beyond the reasonable control of the Employee.
- (e) **Death or Permanent Disability.** If the Employee dies or suffers permanent total disability during training or service.

7.2 In all cases under Clause 7.1 above, this Bond shall stand automatically discharged and cancelled, and the Employee (or legal heirs) shall have no financial liability towards IGRUA.

7.3 The burden of proof for exceptions under Clause 7.1 shall lie with the Employee.

8. **PAYMENT TERMS AND RECOVERY**

8.1 In the event the Employee becomes liable to pay the liquidated damages under this Bond, IGRUA shall issue a written demand notice to the Employee specifying:

- (a) The circumstance giving rise to liability.
- (b) The amount payable.
- (c) The due date for payment (not less than 30 days from date of notice).
- (d) Consequences of non-payment.

8.2 The Employee shall pay the amount specified in the demand notice **within fifteen (15) days** of receipt of such notice, by way of demand draft/RTGS/NEFT in favour of "Indira Gandhi Rashtriya Uran Akadem".

8.3 IGRUA shall have the right to recover the amount payable under this Bond by:

- (a) Adjusting against any amount due and payable to the Employee including salary, allowances, leave encashment, gratuity, security deposit, or any other dues;
- (b) Initiating legal proceedings for recovery including suit for recovery, attachment of property, or any other legal remedy available under law;
- (c) Reporting the default to appropriate authorities, if required.

8.4 The Employee shall be liable to pay:

- (a) Interest @ 12% per annum on the outstanding amount from the due date until actual payment.

(b) All costs, charges, and expenses incurred by IGRUA in recovery including legal fees, court fees, and advocate's charges

8.5 No clearance certificate, experience certificate, or relieving letter shall be issued to the Employee until all dues under this Bond are fully paid and settled.

9. DEFERRED APPOINTMENT SCENARIO

9.1 If, after successful completion of training, no sanctioned vacancy is available but IGRUA subsequently offers appointment within six (06) months of completion of training:

(a) IGRUA shall communicate the offer in writing to the Employee.

(b) The Employee shall have the option to accept or decline the offer within seven (07) days.

(c) If the Employee accepts, he/she shall join duty as specified by IGRUA, and this Bond shall become applicable from the date of joining.

(d) If the Employee declines the offer without valid reasons, the Employee shall be liable to pay the full bond amount of Rs. 25,00,000/-.

(e) If the Employee declines due to having secured alternative employment during the intervening period and provides documentary evidence, IGRUA may, at its discretion, waive the bond liability.

9.2 If IGRUA does not offer appointment within six (06) months of completion of training, this Bond shall automatically stand discharged and the Employee shall have no liability.

10. REPRESENTATIONS AND WARRANTIES

10.1 The Employee represents and warrants that:

(a) All information provided during application and selection is true, complete, and accurate.

(b) There are no medical conditions, legal proceedings, or other factors that would prevent the Employee from completing training and serving IGRUA.

(c) The Employee is not under any contractual obligation with any other organisation that would conflict with this Bond.

(d) The Employee enters into this Bond voluntarily with full understanding of its terms.

(e) The Employee has sought independent legal advice if desired and understands the implications of this Bond.

10.2 Any misrepresentation or concealment of material facts by the Employee shall entitle IGRUA to terminate training/employment and enforce this Bond.

11. CONFIDENTIALITY

11.1 The Employee acknowledges that during training and employment, the Employee may have access to confidential and proprietary information of IGRUA including:

(a) Training manuals, SOPs, and operational procedures.

(b) Financial and commercial information.

- (c) Student records and institutional data.
- (d) Any other information marked or reasonably understood to be confidential.

11.2 The Employee undertakes to:

- (a) Maintain strict confidentiality of all such information.
- (b) Not disclose, publish, or communicate such information to any third party without prior written authorization.
- (c) Not use such information for personal benefit or benefit of any third party.
- (d) Return all documents and materials containing confidential information upon termination of training/employment.

11.3 This confidentiality obligation shall survive termination of this Bond and continue perpetually.

11.4 Breach of confidentiality shall entitle IGRUA to claim damages in addition to enforcement of this Bond.

12. DISPUTE RESOLUTION AND ARBITRATION

12.1 In the event of any dispute, difference, or claim arising out of or in connection with this Bond, including any question regarding its existence, validity, interpretation, performance, breach, or termination, the Parties shall first attempt to resolve the same amicably through good faith negotiations.

12.2 If the dispute cannot be resolved amicably within thirty (30) days, the same shall be referred to arbitration in accordance with the Arbitration and Conciliation Act, 1996, as amended.

12.3 The arbitration shall be conducted by a sole arbitrator appointed by the Director, IGRUA.

12.4 The seat and venue of arbitration shall be Amethi/Raebareli/Lucknow, Uttar Pradesh.

12.5 The language of arbitration shall be English.

12.6 The decision of the arbitrator shall be final and binding on both Parties.

12.7 Each Party shall bear its own costs of arbitration, unless the arbitrator directs otherwise.

12.8 Notwithstanding the above arbitration clause, IGRUA shall have the right to initiate legal proceedings in appropriate courts for recovery of amounts due under this Bond or for interim reliefs including injunctions.

13. JURISDICTION

Subject to the arbitration clause above, the courts at Amethi/Raebareli/ Lucknow, Uttar Pradesh, shall have exclusive jurisdiction over all matters arising out of or in connection with this Bond.

14. INDEMNITY

14.1 The Employee hereby indemnifies and shall keep indemnified IGRUA, its officers, employees, and representatives against all claims, demands, actions, liabilities, losses, damages, costs, and expenses arising out of or in connection with:

- (a) Any breach of this Bond by the Employee.
- (b) Any negligent or wrongful act or omission of the Employee during training or employment.
- (c) Any misrepresentation or concealment by the Employee.

15. GENERAL PROVISIONS

15.1 **Entire Agreement.** This Bond constitutes the entire agreement between the Parties with respect to the subject matter and supersedes all prior agreements, understandings, negotiations, and discussions, whether written or oral.

15.2 **Amendment.** No amendment, modification, or variation of this Bond shall be valid unless made in writing and signed by both Parties.

15.3 **Waiver.** No failure or delay by IGRUA in exercising any right under this Bond shall constitute a waiver of that right. No waiver shall be effective unless in writing.

15.4 **Severability.** If any provision of this Bond is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not be affected.

15.5 **Assignment.** The Employee shall not assign, transfer, or delegate any rights or obligations under this Bond without prior written consent of IGRUA. IGRUA may assign this Bond to any successor entity.

15.6 **Notices.** All notices under this Bond shall be in writing and shall be delivered personally, by registered post with acknowledgement due, or by email to the addresses mentioned in this Bond or as subsequently notified.

15.7 **Survival.** Clauses relating to payment obligations, confidentiality, indemnity, dispute resolution, and any other clauses that by their nature should survive shall continue to remain in force even after termination or discharge of this Bond.

15.8 **Counterparts.** This Bond may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one instrument.

15.9 **Governing Law.** This Bond shall be governed by and construed in accordance with the laws of India.

16. ACKNOWLEDGEMENTS BY THE EMPLOYEE

The Employee hereby acknowledges and confirms that:

- (a) The Employee has read and fully understood all terms and conditions of this Bond;
- (b) The Employee has had adequate opportunity to seek independent legal advice regarding this Bond;
- (c) The Employee enters into this Bond voluntarily without any coercion, undue influence, or misrepresentation;
- (d) The Employee understands that this Bond creates legally binding obligations;
- (e) The Employee understands the circumstances in which the bond amount becomes payable and the consequences of breach;

(f) The Employee agrees that the amount of Rs. 25,00,000/- specified in this Bond is reasonable, fair, and represents a genuine pre-estimate of loss to IGRUA;

(g) The Employee has the financial capacity to meet the obligations under this Bond if required;

(h) The Employee shall not raise any objection to the validity or enforceability of this Bond at any future date;

(i) The Employee confirms that all information provided is true and accurate.

IN WITNESS WHEREOF the Parties have executed this Bond on the day, month, and year first above written in the presence of the following witnesses:

SIGNED AND DELIVERED by

For and on behalf of IGRUA:

Date: _____

Place: Fursatganj, Amethi

Air Commodore Vipul Singh AVSM VM (Retd)
Director, IGRUA,
Fursatganj Airfield, Amethi
Uttar Pradesh - 229302

**SIGNED AND DELIVERED by
THE EMPLOYEE:**

Date: _____

Place: Fursatganj, Amethi

Capt Mr/Mrs/Ms _____
CPL No: _____
Full Address: _____

WITNESSES:

1. **Witness for IGRUA:**

Name: _____

Designation: _____

Address: _____

Signature: _____ Date: _____

2. **Witness for Employee:**

Name: _____ Address: _____ Signature: _____

_____ Date: _____

TRAINING DETAILS

1. Name of Trainee: _____
2. CPL Number: _____
3. Training Programme: Patter Flying Training for AFIR
4. Estimated Training Duration: _____
5. Estimated Flying Hours:
 - Patter Flying: _____ hours
 - Proficiency/Recency: _____ hours
 - Total: _____ hours
6. Estimated Training Cost: Rs. 25,00,000/- (Rupees Twenty-Five Lakh Only)
7. Training Commencement Date: _____
8. Expected Completion Date: _____
9. Mandatory Service Period: Two (02) years from date of commencement of instructional duties as AFI.
10. Bond Amount: Rs. 25,00,000/- (Rupees Twenty-Five Lakh Only).

Confirmed and Accepted:

Employee Signature: _____

Date : _____