



# इग्युआ में उड़ान अनुदेशक के लिए प्रोफेशनल अपग्रेड और करियर प्रमोशन नीति

**PROFESSIONAL UPGRADE AND CAREER PROMOTION POLICY**

**FOR FLIGHT INSTRUCTORS AT IGRUA**

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**FOR QUERIES OR CLARIFICATIONS**

Indira Gandhi Rashtriya Uran Akademi (IGRUA)  
Fursatganj Airfield, Amethi, Uttar Pradesh- 229302,  
Website:[www.igrua.gov.in](http://www.igrua.gov.in)

**PROFESSIONAL UPGRADE AND CAREER PROMOTION**  
**POLICY**  
**FOR FLIGHT INSTRUCTORS AT IGRUA**

**1. OBJECTIVE**

1.1 The objective of this Policy is to establish a structured and transparent framework governing the professional development/upgradation, career progression, and promotion of Pilot Instructors employed by the Indira Gandhi Rashtriya Uran Akademi (IGRUA).

1.2 The Policy seeks to ensure that Flight Instructors are provided opportunities for continuous professional growth keeping organizational interests foremost and maintaining the highest standards of aviation training, operational safety, and instructional excellence.

1.3 The Policy further aims to attract, develop, motivate, and retain competent Flight Instructors by providing clearly defined pathways for professional upgradation and advancement.

1.4 The policy also seeks to safeguard the Akademi's investment in specialized training and skill enhancement by prescribing reasonable service commitments associated with Akademi-sponsored professional upgrades and career advancement opportunities.

1.5 In addition, the Policy intends to create a merit-based system that recognizes competence, instructional effectiveness, leadership potential, professional qualifications, and commitment to the objectives of the Akademi, thereby supporting the long-term sustainability and quality of pilot training at IGRUA.

**2. SCOPE**

2.1 This Policy shall apply to all Flight Instructors engaged by IGRUA, whether employed on regular, contractual, fixed-term, or any other approved basis, unless specifically exempted by the Competent Authority.

2.2 The provisions of this Policy shall govern matters relating to professional upgradation, Akademi-sponsored flying training, aircraft and instructional qualifications, career progression, promotion, service commitments arising from training investments made by the Akademi, and such other related matters as may be prescribed from time to time.

2.3 The Policy shall be read in conjunction with the Recruitment Rules, Service Regulations, Employment Contracts, DGCA requirements, and other instructions issued by the Akademi. In the event of any inconsistency between this Policy and any statutory or regulatory requirement, the latter shall prevail to the extent of such inconsistency.

**2.4** Nothing contained in this Policy shall be construed as conferring an automatic right to promotion, professional upgradation, sponsorship for training, or appointment to a higher position.

**2.5** Such decisions shall remain subject to organizational requirements, operational necessity, availability of vacancies, performance standards, regulatory compliance, and approval of the Competent Authority.

### **3. INITIAL SELECTION AND EMPLOYMENT**

**3.1** Flight Instructors shall be recruited in accordance with the Recruitment Rules of the Akademi and all applicable regulatory requirements issued by the Directorate General of Civil Aviation (DGCA) and other competent authorities.

**3.2** Selection shall be based upon a combination of flying experience, instructional competence, technical knowledge, safety record, communication skills, professional conduct, and above all, aptitude for training assessed by senior supervisors.

**3.3** Newly appointed instructors shall be subject to such induction, standardization, and probation requirements as may be prescribed by the Akademi.

**3.4** During the probation period, instructors shall be assessed on their operational performance, professional conduct, instructional effectiveness, adherence to safety procedures, and student feedback

**3.5** Upon satisfactory completion of probation, the instructor shall be considered for confirmation and integration into the Akademi's professional development and career progression framework.

**3.6 Employment Contract and Service Bond** -The engagement of a Flight Instructor shall be governed by an employment contract executed between the individual and the Akademi. Wherever the Akademi incurs expenditure towards aircraft type conversion, recency requirements, check flights, type-specific training, instructional upgrades, or other professional development activities, the instructor shall be required to execute a service bond commensurate with the training investment made by the Akademi.

**3.7 First-Time Employment at IGRUA** -Where a newly appointed instructor requires Akademi-sponsored flying for conversion, recency, standardization, or checks, the following bond provisions shall apply:

**3.7.1** Where the total flying requirement does not exceed ten (10) hours, the instructor shall execute a bond for Rs.15,00,000 (Rupees Fifteen Lakhs only) for a minimum service commitment of one year.

**3.7.2** Where the flying requirement exceeds ten (10) hours but does not exceed twenty-five (25) hours, the instructor shall execute a bond for Rs.25,00,000 (Rupees Twenty-Five Lakhs only) for a minimum service commitment of two years.

**3.7.3** Ordinarily, candidates requiring more than twenty-five (25) hours of Akademi-sponsored flying for induction shall not be considered for employment unless specifically approved by the Competent Authority in exceptional circumstances.

#### **4. PROFESSIONAL UPGRADATION**

**4.1** The Akademi shall encourage and facilitate the continuous professional development of Flight Instructors through structured training programmes, standardization exercises, leadership development initiatives, advanced instructional qualifications, aircraft conversions, examiner authorizations, and other professional certifications relevant to flight training.

**4.2** Subject to operational requirements and availability of resources, the Akademi may sponsor training programmes intended to enhance instructional capability, operational effectiveness, safety awareness, and organizational leadership.

**4.3** Participation in approved professional development activities shall form part of the instructor's annual performance assessment and may be considered while evaluating suitability for higher responsibilities and promotion.

**4.4 Upgrade from Assistant Flight Instructor (AFI) to Flight Instructor (FI)** The first major professional upgradation for an Assistant Flight Instructor shall be qualification for Flight Instructor duties. Since the prescribed syllabus for Flight Instructor qualification involves approximately twenty-five (25) hours of flying, including training and checks, the instructor shall execute a fresh bond for Rs.25,00,000 (Rupees Twenty-Five Lakhs only) valid for a period of two years.

Upon successful completion of the qualification requirements and appointment as Flight Instructor, a fresh employment agreement will be executed for a minimum period of two years. Any previously executed bonds shall continue to remain valid and enforceable until their respective periods of validity expire.

**4.5 Multi-Engine Right-Hand Seat (RHS) Conversion** -Flight Instructors selected for Multi-Engine RHS conversion shall be required to undergo the prescribed training and checks, involving hours of flying.

Prior to commencement of such training, the Flight Instructor shall execute a fresh bond as per hours and period guidelines stipulated at para 3.7 from the date of assumption of ME instructor privileges after due clearances. Any existing bond obligations shall continue independently and concurrently.

#### **5. CAREER PROMOTION**

**5.1** Career progression of Flight Instructors shall be based on merit, demonstrated competency, instructional effectiveness, safety performance, professional qualifications, leadership potential, organizational requirements, and availability of vacancies.

**5.2** The normal promotional hierarchy may include:

**5.2.1** Assistant Flight Instructor (AFI) → Flight Instructor (FI) → Deputy Chief Flying Instructor (Dy CFI) → Chief Flying Instructor (CFI)

**5.3** The Akademi may prescribe additional intermediate grades or leadership or examiner positions as deemed necessary.

**5.4** Promotions shall be considered through a duly constituted assessment process which may include evaluation of performance records, instructional standardization reports, student feedback, flying proficiency, disciplinary record, leadership attributes, contribution to institutional development, safety record and recommendations of the Selection Committee or Assessment Board.

**5.5** Promotion shall not be automatic upon completion of a specified period of service and shall remain subject to organizational requirements and approval of the Competent Authority.

**5.6 Promotion from AFI to FI** -Promotion from Assistant Flight Instructor to Flight Instructor shall be subject to successful completion of the qualification requirements of DGCA and Akademi staffing requirements and fulfilment of conditions specified in para 3.7 (1-3) of this policy.

**5.7 Bonds** – In case the promotion entails flying requirements that are met by IGRUA, then bond requirements as per para 3.7 (1-3) will apply. If the proposed promotion does not entail any input/flying hours by IGRUA, then no bond will be needed. However, the notice period for initiation of termination of the contract by the Flight Instructor will be 6 months, however the notice period for termination of contract by IGRUA will remain 1 month.

## **6. INTERPRETATION AND RELAXATION**

**6.1** Any doubt regarding interpretation of this Policy shall be referred to the Competent Authority whose decision shall be final.

**6.2** The Competent Authority may, for reasons to be recorded in writing, relax any provision of this Policy in exceptional circumstances where such relaxation is considered necessary in the interest of the Akademi.

**6.3** The bond amount and duration may be changed by the Competent Authority as deemed fit, in the interests of the Akademi.



16 Jun 26

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