



**By Speed Post/E-mail**

F.No.103/69/ADM/DE(35)/14 (FMS:57973)

**Govt of India, Ministry of Defence  
Directorate General Defence Estates**

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Dated the 21 Aug, 2025

To,

The Principal Director, DE  
Ministry of Defence,  
Western/Central/Southern/Eastern/Northern/South-Western Command,  
Chandigarh/Lucknow/Pune/Kolkata/Jammu/Jaipur

**Subject: Revision of existing Recruitment Rules of Indian Defence Estates Service Group 'A' posts – Reg.**

Reference this Directorate General letter of even number dated 06.06.2025.

2. It is stated that the Expert Committee constituted for revision of existing Recruitment Rules of IDES has submitted the proposed draft Recruitment Rules of Indian Defence Estates Service Group 'A' posts. The same has been uploaded on the official website <https://dgde.gov.in/en/document-category/recruitment-rules/> for information, which may please be accessed.
3. In view of the above, all Dtes DE are requested to disseminate the proposed draft Recruitment Rules for Indian Defence Estates Service Group 'A' posts for information to all officers/officials and stakeholders under respective jurisdiction of concerned Dtes, seeking their views/comments, if any within a period of 10 days.
4. It is further requested that the views/comments of concerned officers/officials or other stakeholders under jurisdiction of respective Dtes, if any received within stipulated time, may please be forwarded to this Directorate General for further necessary action please.
5. This issues with the approval of Director General, DE.

  
[Arvind Kumar Dwivedi]  
Dy. Director General (Admin)  
Defence Estates

**Copy to:-**

Director, NIDEM, Delhi Cantt  
All IDER Officers posted in DGDE  
All IDER Officers on deputation  
All Divisions of DGDE HQrs



For information and similar necessary  
action please.

**Indian Defence Estates Service Rules, 2025**

**SRO \_\_\_\_** . In exercise of the powers conferred by the proviso to article 309 of the constitution and in supersession of Indian Defence Estates Service Group ‘A’ posts, Recruitment Rules, 2013 except as things done or omitted to be done before such supersession, the President hereby makes the following rules for regulating the method of recruitment to the posts included in the Indian Defence Estates Service, Ministry of Defence, namely: -

**1. Short title and commencement:** These rules may be called Indian Defence Estates Service Rules, 2025.

**2. Definition.** -In these rules, unless context otherwise requires,

- (a) "Commission" means the Union Public Service Commission;
- (b) "Duty post" means any post, whether permanent or temporary, included in Schedule I;
- (c) "Examination" means the Civil Services Examination conducted by the Commission for recruitment to the Service and such other Service or Services as may be specified by the Government from time to time;
- (d) "Government" means the Central Government;
- (e) "Grade" means a grade specified in column (2) of the Schedule-I;
- (f) "Regular Service" in relation to any grade means the period or periods of service in that grade rendered after selection, according to prescribed procedure, for a long-term appointment to that grade and includes any period or periods, -
  - (i) taken into account for purposes of seniority in the case of those appointed at the initial constitution of the Service;

(ii) during which an officer would have held post in the grade but for being on leave or otherwise not being available for holding such post;

(g) "Schedule" means a Schedule annexed to these rules;

(h) "Service" means the Indian Defence Estates Service (Group 'A') constituted under rule 3.

(i) 'Scheduled Castes', 'Scheduled Tribes', 'Other Backward Classes', 'Economically Weaker Sections' and 'Persons with Disabilities' shall have the same meanings respectively, as assigned to them in the Constitution of India or Acts of Parliament.

(j) 'Vacancy Year' shall mean the calendar year or any other period as notified by the Government from time to time.

(k) 'Departmental Promotion Committee' means a Committee constituted to consider the promotion to any grade as indicated in Schedule-III to these Rules.

(l) 'Departmental Confirmation Committee' means a Committee constituted to consider the probation and confirmation in the grade of Junior Time Scale as indicated in Schedule-II to these Rules.

(m) 'Screening Committee' means a Committee constituted to consider placement in the Non-Functional Selection Grade of the Junior Administrative Grade (NFSG of the JAG) as indicated in Schedule-II and Non-Functional Up gradation (NFU) in any grade as indicated in Schedule-II to these Rules.

(n) 'Batch year' -

i) for Directly recruited officers in the entry grade (Junior Time Scale), shall ordinarily be the year following the year in which competitive examination was held through which they were selected. In case, the recruitment year and the appointment year is the same, the Batch year would be same as appointment year.

- ii) For Promotee officers inducted into service through promotion in entry grade (Junior Time Scale), the Batch year shall be 'Batch' of the Directly recruited officers, with whom their seniority is clubbed in IDES.

### **3. Constitution of the Indian Defence Estates Service Group 'A'. –**

(1) There shall be constituted a Service known as "Indian Defence Estates Service Group 'A' consisting of persons appointed to the Service under rules 6 and 7.

(2) All the posts included in the Service shall be classified as Group 'A' posts.

**4. Grades, Authorized strength and its review.** -(1) The duty posts included in the various grades of the Service on the date of commencement of these rules, their number, *level in the pay matrix* shall be as specified in Schedule I.

(2) After the commencement of these rules, the authorized permanent strength of the duty posts in various grades shall be such as may from time to time be determined by the Government.

(3) The Government may make temporary additions to or deletions from the strength of the duty posts in various grades as it may deem necessary from time to time,

(4) The Government may, in consultation with the Commission, include in the Service any post other than those included in Schedule I or exclude from the Service a post included in the said Schedule.

(5) The Government may, in consultation with the Commission, appoint an officer whose post is included in the Service under sub-rule (4) to the appropriate grade of the Service in a temporary capacity or in a substantive capacity, as may be deemed fit, and fix his seniority in the grade after taking into account his continuous regular service in the analogous grade.

(6) At any given point of time, the holding strength in Junior Time Scale being Entry Grade (lowest rung) may increase or decrease by way of Direct Recruitment or Promotion from the feeder grade against the authorization strength of Junior Time Scale provided that the overall 'Cadre Strength' shall not exceed at any time.

(7) At any given point of time, the holding strength in any other scale, except apex scale, may increase or decrease, provided that the overall 'Cadre Strength' shall not exceed at any time.

**5. Members of the Service.** -(1) The following persons shall be members of the Service, namely: -

(a) persons appointed to the Service at the commencement of these rules under rule 6, from the date of such commencement;

(b) persons appointed to the Service after the commencement of these rules, from the date they are so appointed.

(2) A person appointed under clause (a) of sub-rule (1) shall, on such commencement, be deemed to be a member of the Service in the corresponding grade.

(3) A person appointed under clause (b) of sub-rule (1) shall, be a member of the Service in the corresponding grade, from the date of such appointment.

**6. Initial Constitution of the Service.** - (1) All officers in the Indian Defence Estates Service (Group 'A') on the date of commencement of these rules, shall be deemed to have been appointed to the Service in the posts or grades corresponding to those which they were holding on regular basis before such commencement in accordance with the notified Indian Defence Estates Service (Gp 'A') Rules, 1985".

Note: -The regular continuous service of officers mentioned in sub-rule (1) in the respective corresponding grade prior to their appointment to the Service shall count for the purpose of qualifying service for seniority, confirmation, promotion and pension.

(2) Thereafter, for the vacancies intended to be filled by promotion, in various grades of the Service, the Departmental Promotion Committee concerned shall prepare year-wise panels, for the vacancies which arose in a particular vacancy year before publication of these rules, as per the Government instructions on the subject.



(3) To the extent the authorized strength of various grades in the Service is not filled at the time of initial constitution, as in sub-rules (1) and (2) of this rule, it shall be filled in accordance with Rule 7.

**7. Future maintenance of the Service.** -(1) After the initial constitution of the Service has been completed by the appointment of officers in accordance with rule 6, vacancies shall be filled in the following manner.

(i) 75 per cent of the vacancies in Group 'A' Junior Time Scale shall be filled by direct recruitment on the basis of results of a competitive examination conducted by the Commission.

(ii) The remaining 25 per cent vacancies in the Junior Time Scale shall be filled by promotion on the basis of selection in accordance with the provisions of Schedule-II.

(2) Appointment to the posts in Group 'A' Senior Time Scale and above of the Service shall be made by promotion from amongst the officers in the next lower grades with the minimum qualifying service as specified in Column 6 in Schedule II. Appointment by deputation shall, if necessary, be made by the Government as specified under Rule 12. The appointment may be done by deputation, if the promotion method fails, except for the posts of Director General, Senior Additional Director General and Principal Director, which shall be filled up by an officer of IDES as specified under Rule 12.

(3) The selection of officers for promotion shall be made by selection [except in the cases of promotion to the posts in Group' A' Senior Time Scale and Junior Administrative Grade (Non-Functional Selection Grade) which shall be in the order of seniority subject to rejection of the unfit] on the recommendations of the Departmental Promotion Committee constituted in accordance with the composition given in Schedule III.

**8. Probation.** -(1) Every officer on appointment to the Service, either by direct recruitment or by promotion in Junior Scale shall be on probation for a period of two years:

Provided that the Controlling Authority may extend the period of probation in accordance with the instructions issued by the Government from time to time:

Provided further that any decision for extension of probation period shall be taken ordinarily within eight weeks after the expiry of the previous probationary period and communicated in writing to the concerned officer together with the reasons for so doing within the said period,

(2) On completion of the period of probation or extension thereof, officers shall, if considered fit for permanent appointment be retained in their appointments on regular basis and be confirmed in the due course against the available substantive vacancies, as the case may be.

(3) If during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment, Government may discharge or revert the officer to the post held by him prior to his appointment in the service as the case may be.

(4) During the period of probation, or any extension thereof, candidates may be required by the Government to undergo such courses of training and instructions and to pass examinations, and tests (including examination in Hindi) as Government may deem fit, as a condition to satisfactory completion of the probation.

(5) In all cases of direct recruitment there should be a mandatory induction training of at least two weeks duration, and the successful completion of the training shall be a pre-requisite for completion of probation.

(6) As regards other matters relating to probation, the members of the Service will be governed by the instructions issued by the Government in this regard from time to time.

**9. Appointment to the Service.** -All appointments to the Service shall be made by the President.

**10. Liability to serve in any part of India or outside and other conditions of service.** -(1) Officer appointed to the service shall be liable to serve anywhere in India and/or outside.



(2) Officers, if deputed, shall be liable to serve in any other Ministry or Department of the Government of India or Corporation and Industrial Undertaking under the Government of India or State Government or any of its Undertaking.

(3) The conditions of service of the members of the Service in respect of matters for which no provision is made in these rules shall be the same as are applicable from time to time, to officers of Central Civil Services, in general.

**11. Controlling Authority.** - The Government of India, Ministry of Defence, Director General Defence Estates shall be the Controlling Authority of the Service.

**12. Appointment by Deputation-** In the event of non-availability of eligible candidates by direct recruitment or by promotion, the Government may appoint on deputation from officers in the appropriate grade from other Departments of Central Government, for holding posts in Senior Time Scale and up to SAG and the period of deputation shall be in accordance with the Department of Personnel and Training, Government of India, guidelines in force from time to time.

Note 1. The Commission shall not be consulted for selection of officer(s) for deputation from the other organized Group 'A' Services.

Note 2. The period of deputation in the Service, Allowances / Special allowances etc shall be in accordance with the orders issued by the Government from time to time.

**13. Seniority.** -(1) The seniority of the officer of the Service, appointed to any grade shall be governed by their relative seniority obtained immediately before the date of commencement of these rules.

Provided that if the seniority of any member of the service has not been determined before the commencement of these rules, it shall be determined by the Government, in accordance with general instructions on seniority issued by the Government from time to time.

(2) The inter se seniority of the officers who are appointed to various grades of the Service after the commencement of these rules shall be determined as per instructions issued by the Government on the subject from time to time.

(3) In cases not covered by the above provisions, seniority shall be determined by the Government in consultation with the Commission.

**14. Non-functional up gradation for Officers of Organized Group' A' Services from Level 10 to 15 of the Pay Matrix-**

(1) Whenever an Indian Administrative Services Officer of the State or Joint Cadre is posted at the Centre to a particular grade carrying pay in a specific level in the pay matrix, the officers belonging to Batches of Indian Defence Estates Service (being an Organized Group A Service) that are senior by two years or more and have not so far been promoted to that particular grade would be granted the same grade on non-functional basis from the date of posting of the Indian Administrative Service Officers in that particular grade at the Centre.

(2) All the prescribed eligibility criteria and promotional norms including 'benchmark' for upgradation to a particular grade-pay would have to be met at the time of screening for grant of higher pay-scale.

(3) The other matters relating to Non-Functional Upgradation for the officers of the Service shall be governed by the orders or instructions issued by the Government from time to time in this regard.

**15. Disqualification. - No person, -**

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person;

shall be eligible for appointment to the service.

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

**16. Power to relax-** Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order or reasons to be recorded in writing and in

consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

17. **Saving-** Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen, Other Backward Classes, Economically Weaker Sections and other special categories of persons in accordance with the orders issued by the Government from time to time.

18. **Interpretation-** If any question relating to the interpretation of these rules arises, it shall be decided by the Government.

19. **Residuary Powers-** In regard to matters not specifically covered by these rules, or regulations or orders made or issued there under or by special orders, the members of the Service shall be governed by the rules, regulations and orders applicable to the officers of Central Civil Services in general.

20. **Repeal** - The Indian Defence Estates Service (Group A) Rules, 2013, as amended from time to time, are hereby repealed:

Provided that such repeal shall not affect anything done or action taken or omitted to be done or taken under the said rules, before such repeal.

## SCHEDULE -I

[See Clause (b) & (e) of Rule 2 and sub-rule (1) of Rule (4)]

### Name, number and scale of pay of Duty Posts included in the various Grades of Indian Defence Estates Service (Group 'A')

Sl. No.	Grade	Name of post	No. of posts	Level in Pay Matrix
(1)	(2)	(3)	(4)	(5)
1.	Apex Scale	Director General	1	Level 17 in the pay matrix (Rs. 225000)
2.	Higher Administrative Grade	Senior Additional Director General/ Principal Director	7*	Level 15 in the pay matrix (Rs. 182200-224100)
3.	Senior Administrative Grade	Additional Director General /Additional Principal Director	19*	Level 14 in the pay matrix (Rs. 144200 – 218200)
4.	Junior Administrative Grade (Non-Functional Selection Grade)	Deputy Director General/Joint Principal Director/ Chief Executive Officer/ Defence Estates Officer	@	Level 13 in the pay matrix (Rs. 123100 – 215900)
5.	Junior Administrative Grade	Deputy Director General/Joint Principal Director/ Chief Executive Officer/ Defence Estates Officer	65*	Level 12 in the pay matrix (Rs. 78800 – 209200)
6.	Senior Time Scale	Assistant Director General/Deputy Principal Director / Chief Executive Officer/ Defence Estates Officer	41*	Level 11 in the pay matrix (Rs. 67700 – 208700)

7.	Junior Time Scale	Deputy Assistant Director General/ Assistant Principal Director/ Chief Executive Officer/ Defence Estates Officer	56*	Level 10 in the pay matrix (Rs. 56100 – 177500)
		<b>Total authorized strength, including reserve strength</b>	<b>189</b>	

\*Subject to variations dependent on work load.

**Note: - @ (1)** The number of posts in the Selection Grade shall not exceed 30% of the Senior Duty posts (i.e. duty posts at the level of Senior Time Scale and above in the grade) or not more than the number of posts sanctioned in Junior Administrative Grade as per DOP&T O.M. No.22-1-2000-CRD. dt. 6-6-2000.

#### **Reserve Strength:**

1.	Probationer's Reserve	
2.	Deputation Reserve	
3.	Leave Reserve	
4.	Training Reserve	
<b>Total No of Reserve Posts</b>		

## SCHEDULE -II

[See Clause (ii) of sub-rule (1) and (2) of Rule 7]

**Method of recruitment, filed of promotion and minimum qualifying service in the next lower grade for appointment of officers on promotion to duty post included in the various grades of the Indian Defence Estates Service (Group 'A')**

Sl. No.	Grade	Name of post	Method of recruitment	Whether Selection or Non-Selection Post	Filed of selection and minimum qualifying service for promotion
(1)	(2)	(3)	(4)	(5)	(6)
1.	Apex Scale	Director General  Level 17 in the pay matrix (Rs. 225000).	By promotion	Selection	Officers having rendered minimum Two year of regular service in the Higher Administrative Grade.
2.	Higher Administrative Grade	Senior Additional Director General/ Principal Director, Defence Estates  Level 15 in the pay matrix (Rs. 182200-224100).	By promotion	Selection	1. Officers in the Senior Administrative Grade with three years regular service in the grade;  (Or) 2. Officers with twenty-five years regular service in Group 'A' posts in the service out of which at least one-year regular service should be in the SAG.  (Note: The officer shall be eligible from 1 <sup>st</sup> January of the



					year in which he/she completes 25 years of service)
3.	Senior Administrative Grade	Additional Director General /Additional Principal Director Defence Estates  Level 14 in the pay matrix (Rs. 144200 – 218200)	By promotion	Selection	<p>1. Officers of the service in the Junior Administrative Grade (Selection Grade), in Level-13 of the Pay Matrix (Rs. 123100-215900) with three years of regular service in the grade.</p> <p>Or</p> <p>Officers of the service in the Junior Administrative Grade, in Level-12 of the Pay Matrix (Rs 78800-209200) with eight years regular service in the grade (including service rendered in the Non-Functional Selection Grade of the Junior Administrative Grade in Level 13 of the pay matrix (Rs. 123100-215900)):</p> <p>Or</p> <p>Officers with seventeen years regular service in Group 'A' posts in the service out of which at least four years regular service should be in the Junior Administrative Grade, including service rendered in the Non-functional Selection Grade of the Junior Administrative Grade.</p>

					(Note: The officer shall be eligible from 1 <sup>st</sup> January of the year in which he/she completes 17 years of service)
4.	Junior Administrative Grade (Non-Functional Selection Grade)	Deputy Director General/Joint Principal Director/Chief Executive Officer/Defence Estates Officer  Level 13 in the pay matrix (Rs. 123100 – 215900)	By Promotion	Non-selection	An officer appointed to Junior Administrative Grade will be eligible to be considered for the selection grade by seniority-based suitability subject to the prescribed strength of the Selection Grade not being exceeded and provided that no member of the Service shall be eligible for this grade until he has entered the 14th year of service on 1st January of the vacancy year calculated from the year following the year of examination on the basis of which the member was recruited.
5.	Junior Administrative Grade	Deputy Director General/Joint Principal Director/Chief Executive Officer/Defence Estates Officer  Level 12 in the pay matrix (Rs. 78800 – 209200)	By Promotion	Selection	1. Officer holding Senior Time Scale level posts and having rendered minimum five years regular service in the grade;  (Or)  2. Officers with a total of 9 years of service in Group A. (Note: The officer shall be eligible from 1 <sup>st</sup> January of the year in which he/she completes 9 years of service)

6.	Senior Time Scale	Assistant Director General/Deputy Principal Director/Chief Executive Officer/Defence Estates Officer  Level 11 in the pay matrix (Rs. 67700 – 208700)	By Promotion	Selection	Officers holding Junior Time Scale level posts and having rendered minimum four years regular service in the grade including successful completion of probation after passing of the prescribed departmental examination and completion of the requisite departmental training program as may be laid down by the Govt./Head of Department from time to time.  (Note: The officer shall be eligible from 1 <sup>st</sup> January of the year in which he/she completes 4 years in service)
7.	Junior Time Scale	Deputy Assistant Director General/Assistant Principal Director/Chief Executive Officer/Defence Estates Officer  Level 10 in the pay matrix (Rs. 56100 – 177500)	(i) 25% by promotion  (ii) 75% by direct recruitment in accordance with sub rule (1) of rule 7.	Selection  N.A	For Promotion Posts -  From amongst the stream of Chief Executive Officers (Group 'B') and Assistant Defence Estates Officers (Group 'B') in the ratio of 1:2 with five years regular service in their respective grades including successful completion of probation after passing of the prescribed departmental examination and completion of the requisite departmental training programme as may be laid down by the Government/Head of Department from time to time.

### SCHEDULE-III

#### Composition of Group 'A' Departmental promotion Committee for considering cases of promotion and confirmation to Group 'A' posts in the Indian Defence Estates Service (Group 'A')

SI No.	Name of the Post	Group 'A' D.P.C (for considering promotion)	Group 'A' D.P.C (for considering confirmation)	*Group 'A' Screening Committee (For considering Non-functional Upgradation)
(1)	(2)	(3)	(4)	(5)
1.	Director General	(i) Chairman/ Member, UPSC- Chairman  (ii) Secretary, Ministry of Defence – Member	-	-
2.	Senior Additional Director General/Principal Director (Higher Administrative Grade).	(i) Chairman/ Member, UPSC- Chairman  (ii) Secretary, Ministry of Defence – Member  (iii) Director General Defence Estates - Member		(i) Defence Secretary, MoD-Chairman  (ii) Secretary Defence Finance, MoD- Member  (iii) Director General Defence Estates –Member

3.	Senior Administrative Grade	<p>(i) Chairman/ Member, UPSC- Chairman</p> <p>(ii) Director General Defence Estates – Member</p> <p>(iii) Additional Secretary, Ministry of Defence – Member</p>	<p>(i) Defence Secretary, MoD-Chairman</p> <p>(ii) Director General Defence Estates –Member</p> <p>(iii)</p> <p>Senior Additional Director General, Defence Estates - Member</p>
4.	Junior Administrative Grade (Non-Functional Selection Grade)	<p>(i) Director General Defence Estates – Chairman</p> <p>(ii) Joint Secretary, Ministry of Defence – Member</p> <p>(iii) Additional Director General (Admin.) Defence Estates –Member</p>	<p>(i)</p> <p>Director General Defence Estates – Chairman</p> <p>(ii) Joint Secretary, MoD-Member</p> <p>(iii) Additional Director General, Defence Estates –Member</p>

5.	Junior Administrative Grade	<p>(i) Chairman/ Member, UPSC- Chairman</p> <p>(ii) Director General Defence Estates – Member</p> <p>(iii) Joint Secretary, Ministry of Defence – Member</p>	<p>(i) Director General Defence Estates – Chairman</p> <p>(ii) Joint Secretary, MoD-Member</p> <p>(iii) Additional Director General, Defence Estates –Member</p>
6.	Senior Time Scale	<p>(i) Director General Defence Estates – Member.</p> <p>(ii) Joint Secretary, Ministry of Defence – Member.</p> <p>(iii) Additional Director General (Admin.) Defence Estates –Member.</p>	<p>(i) Director General Defence Estates – Chairman.</p> <p>(ii) Joint Secretary, MoD – Member.</p> <p>(iii) Additional Director General, Defence Estates –Member.</p>



7.	Junior Time Scale	<p>(i) Chairman/ Member, UPSC- Chairman</p> <p>(ii) Director General Defence Estates – Member</p> <p>(iii) Joint Secretary, Ministry of Defence – Member</p>	<p>(i) Director General Defence Estates – Chairman</p> <p>(ii) Additional Director General (Admin.) Defence Estates –Member</p> <p>(iii) Director/ Deputy Secretary, Ministry of Defence - Member</p>	
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