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1010/6/DO/Pers (A)

30 Sep 2023

Prof. Dr. Neelam Sharma,
Director
Maharaja Agrasen Institute of Technology,
Plot No. 1, Sector – 22,
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EMPOWERING OF ANOs/ CTOs TO DELIVER AMRIT KAAL CADETS

Respected Director Professor Dr. Sharma Ji,

- Introduction.** At the outset, let me begin by expressing our deep gratitude for the excellent support being provided by your College to NCC under your leadership. The aim of this letter is to improve NCC by energising Associate NCC Officers (ANO) and Care Taker Officers (CTO). This may also help improve your College's ranking/ NAAC accreditation.
- Mission of NCC.** Our three-fold mission is firstly, imbibe correct character qualities in our cadets; secondly, instill in our cadets a lasting sense of responsibility of service to our Nation and Society irrespective of their future careers/ jobs; and thirdly, to provide an environment which encourages our cadets to join our security forces. You would agree that imbibing the right character qualities and sense of service to our India and our Society are the more important tasks. These two tasks are also critical to the growth/ development of our Nation and Society.
- Importance of ANO/ CTO in NCC's Contribution in Nation Building.** 58% of NCC's training and education is imparted by ANO/ CTO and balance by Permanent Instructional (PI) Staff of the Armed Forces. Moreover, the approximate authorisation of ANO is one per college, while that of PI Staff is one for two-three colleges and four-five schools. This explains the important role ANOs/ CTOs have in fulfilling aims and objectives of NCC for our Nation.
- Amrit Kaal Ki NCC.** Our Nation's expectations from NCC have increased with our national focus on becoming a Developed Nation by 2047. Our Hon'ble PM has spoken about this on multiple occasions. He has repeatedly highlighted the role of NCC in achieving this National Goal. To ensure NCC delivers on this expectation/ opportunity, Headquarters Director General NCC is reviewing NCC's syllabus to match expectations of Amrit Kaal Cadets and the newly introduced elective/ value added credit (VAC) system.

5. **Empowering ANOs/ CTOs to Educate/ Train Amrit Kaal Cadets.**

In light of our Amrit Kaal opportunity, I would seek your help in empowering your ANO(s)/ CTO(s) so that we can ensure Amrit Kaal Cadets of your College rise to the opportunity. I humbly request you to examine under mentioned suggestions for Amrit Kaal ki NCC :-

(a) **Selection of Teacher/ Assistant Professor/ Lecturer for CTO/ ANO Duties.** Due diligence in selection for CTOs and ANOs so that they can perform both tasks well i.e., taking subject lectures and looking after NCC. The latter includes enrolling cadets, taking NCC lectures, carrying out NCC activities, detailing cadets for multiple NCC camps in a year and attending (live-in) two to four 10-days/ 12-days long NCC camps.

(b) **NCC Training of CTOs and ANOs.** CTOs become ANOs after a three-month long NCC course, which has to be done within two years of being appointed as a CTO. In addition, ANOs are required to undergo Refresher Training Courses for promotions (two in career). Making them available for these courses is essential to hone their skills for better training of cadets.

(c) **Ensuring Continuity in Availability of ANOs.** This is critical for continuity of the elective system as only ANOs (and PI Staff) are authorised to take classes in the new elective/ VAC system. Similarly, continuity in CTOs is also preferred.

(d) **NCC as Additional Responsibility of ANO/ CTO.**

(i) **NCC as Additional Major Responsibility.** NCC needs to be considered as an additional authorised responsibility and not something the professor/ teacher is doing in his/ her personal capacity.

(ii) **Work Load of ANO/ CTO vis-à-vis Other Teachers.** Reviewing work load of ANO/ CTO (lectures per week/ month), which has increased with implementation of the elective/ VAC system, will be a big help.

(e) **Coordination between Academic and NCC Classes.** This will help in management of work load of ANO/ CTO, both in NCC as extracurricular activity and as elective/ VAC system.

(f) **Cluster College Training.** Some colleges have formed a cluster of closely located colleges to cater for temporary periods of non-availability of ANO/ CTO. This may be replicated for use in contingencies only.

- (g) **Fresh Dates for Exams/ Re-tests.** A cadet's education is primary for us. However, on some days in a year, college academic and NCC training calendars clash. ANO(s)/ CTO(s) and affected cadets need to be helped on these few days to be able to attend the NCC activity and appear in the test on a fresh date.
- (h) **Availability of ANOs/ CTOs for NCC Activities.** They need to be made available for NCC training camps and social service cum community development activities. These also need to be considered in their overall work load.
- (i) **Staff Support to CTOs/ ANOs.** CTOs/ ANOs are required to do a lot of documentation e.g., enrolment of cadets, issue of clothing, direct bank transfer of clothing allowance to cadets, billing for parade refreshments, preparing nominal rolls for cadets attending various camps and events, etc. Providing non-teaching staff support to them will help them and also avoid their getting cadets to help them in this clerical work.
- (j) **Infrastructure Support for NCC.** As per rules, educational institutions are to provide a well-equipped NCC room and adequate NCC training area. This must be ensured. In addition, honour roll boards for cadets, publishing of NCC magazine, etc will bolster cadet morale.
- (k) **Social Service and Community Development Activities.** These help in instilling sense 'Desh Sewa' and 'Samaj Sewa'. Your support and innovative ideas will help us achieve this important aim.
- (l) **Refreshments for Cadets and Honorarium for ANOs.** In case of private institutions and fully self-financed institutions, these are to be paid for by the institutions. In addition to NCC refreshments, which are authorised as per the authorised training calendar only, any additional activity may be supported by additional refreshments by your College, as possible.
- (m) **NCC Alumni Network.** We have initiated a few steps to expand this network for the benefit of our cadets and alumni. Your College may also chip in as feasible.
- (n) **College NCC Fests.** This is a good tradition of Delhi's colleges. They are good platforms for our cadets to learn event management, leadership skills and to improve themselves. Hence, we will continue to encourage and support this college-driven idea. However, I would request that the events in these fests be such that they help develop skills and meet aspirations of Amrit Kaal Cadets. The excessive focus on drill (marching) and depicting military operations (e.g., section attack and anti-terrorist house clearing operation) needs a review.

(o) **Exploiting Social Media to Build CV/ Bio Data.** I don't see our cadets posting photographs and videos of themselves doing NCC activities which a future employer will be impressed by. We have initiated some measures to address this lacuna. Cadets need to learn to connect NCC activities with qualities in a CV desirable by the best corporate employers and to upload their pictures and videos doing these on their social media accounts. Exploiting Instagram and LinkedIn in this manner is the least essential. Similarly, I would request that your College NCC club/ company/ troop also use social media to not only make your College popular, but to also make NCC popular.

6. **Important NCC Rules for Information.** I also take this opportunity to highlight some important NCC rules for your information:-

(a) **Conduct of ANOs and CTOs.** They must set personal example for our cadets. Their personal conduct and wearing of uniform has to be blemish free and as per ethos of NCC of 'Unity and Discipline'.

(b) **Uniform of ANO/ CTO/ Cadets.** Wearing of unauthorised uniforms (e.g., Army pattern combat dress) and unauthorised items of clothing by ANO/ CTO/ cadets is to be strictly discouraged. In addition, crew cut with clean shave (less Sikhs) and 'figure of 8' hairstyle with hair net are mandatory when in uniform.

(c) **Use of NCC Cadets.** NCC cadets in uniform cannot be used/ employed for religious/ political activities or for menial tasks.

(d) **Control of NCC Activity in Uniform.** An ANO/ CTO cannot conduct any cadet activity on his/ her own, especially that which is not in the approved NCC syllabus. All NCC activity in uniform must be approved by the Commanding Officer of the NCC unit to which your College is affiliated. This is to ensure cadets in uniform are not misused.

(e) **Ragging/ Ragda.** Ragging or *ragda* is strictly forbidden in NCC. In case of disobedience or misconduct, the cadet will be immediately removed from NCC. In case of severe misconduct or repeated misconduct, NCC may be withdrawn from the erring institution. Even depicting this through paintings/caricatures needs to stop.

(f) **Selection of Cadets and of Rank Panel.** Selection of students to join NCC, cadets for NCC activities and of cadets to hold ranks is a joint college cum NCC process. Both need to be based on authorisation of vacancies/ NCC rules and on merit only.

(g) **ANO Service Tenure and Awards.** ANOs retire at the age of 56 years and may be granted extension up to 60 years of age. Those who have performed outstandingly well are also granted honorary rank after retirement. This comes with some permanent privileges as applicable to Armed Forces veterans. We will be using honorary commission and awards of senior officers to recognise efforts of ANOs/ CTOs so as to motivate them.

7. **Conclusion.** Success of **Amrit Kaal Cadets of Amrit Kaal ki NCC** is contingent to synergy of efforts between Central and State Governments, Principals and ANOs/CTOs of colleges and the Armed Forces running our NCC. On our part, I assure you that after Nation First, for us, our **Cadets Come 1st, Always and Every Time.** Our ultimate aim is to ensure our cadets imbibe the ethos of '**Once A Cadet, Always A Cadet**' (coined by Hon'ble Prime Minister) so that they continue to serve our Nation and Society, irrespective of the career choices they make. I also hope that we can make Amrit Kaal ki NCC more attractive for your students so that we get the best. We then hope to together work to imbibe in the Amrit Kaal Cadets the best ethos and skills. This should get them the best employment opportunities where-from they will take our Nation forward and upward to **Developed India 2047.**

8. You are most welcome to get in touch with me for any NCC matter. Looking forward to meeting you either in your campus or in some of our camps in which your cadets will be undergoing education and training.

With warm regards,

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PS :- You are requested to please get your ANO/ CTO to read this letter.



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30 Sep 2023



Prof. Satvir Singh Deswal
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New Delhi – 110086



ARMY ATTACHMENT CAMP FOR NCC CADETS (SW GIRLS)
WITH 18TH BATTALION THE MADRAS REGT
FROM 12 SEP 2023 TO 23 SEP 2023

Respected Professor,

1. I am writing this DO letter to extend my heartfelt appreciation for the outstanding performance and exemplary conduct of the girl cadets from your college who recently attended the National Cadet Corps (NCC) Camp conducted within the premises of 18 MADRAS (Mysore) with effect from 12 Sep 2023 to 23 Sep 2023.

2. It was indeed a historic moment for us to host the NCC Camp for girl cadets for the first time within the army garrison and your students contributed significantly to the success of this endeavour. Their dedication, discipline, and enthusiasm were truly commendable.

3. Throughout the camp, the cadets displayed remarkable leadership qualities and teamwork. They excelled in various NCC activities, including drill, physical fitness & various other curricular activities, earning accolades from NCC trainers. Their commitment to upholding the NCC values of unity and discipline was evident in their day-to-day activities.

4. As representatives of your college, these young women have not only made you proud but have also left an indelible mark on our unit. Their achievements reflect positively on the quality of

education and character building imparted by your esteemed institution. Please give my personal compliments to the following cadets:-

S No	Regimental No	Rank	Name	NCC Bn
(a)	DL21SWA501617	CDT	Aarti	1 DGBN
(b)	DL21SWA501610	CDT	Diksha Manral	1 DGBN
(c)	DL21SWA101805	CDT	Sanjana Choudhary	1 DGBN
(d)	DL21SWA101787	CDT	Bhoga	1 DGBN
(e)	DL21SWA501616	CDT	Pooja	1 DGBN

5. Once again, please accept our gratitude for sending such outstanding young women for the NCC camp. We look forward to nurturing this relationship further and hope for more successful collaborations in the years to come.

Warm Regards!

Yours,

P.H.